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# Policy Assessment for the Economic Empowerment of Women in Green Industry

Country Report: Cambodia





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# Acknowledgements

This research study was produced by the Materials and Chemicals Management Division of the UNIDO Department of Environment. It was managed under the overall guidance of Dr. Ozunimi Lilian Iti, Industrial Development Officer, with key contributions provided by Includovate Inc. within the global programme Economic Empowerment of Women in Green Industry. We especially acknowledge Includovate's leadership and coordination of the empirical research conducted by Dr. Kristie Druzca, Dr. Katie Tavenner and Dr. Sujata Ganguly.

This assessment was made possible by the generosity and collaborative spirit of the research participants who actively contributed as individuals and organizations across the four participating countries. Their time, experience and insights go to the heart of why gender equality and the empowerment of women in green industry is vital to the achievement of inclusive sustainable industrial development.

We would like to extend our thanks to the National Steering Committee of the project, comprising members from key Cambodian Government Ministries, civil societies, private sector and UN Women Cambodia Country Office, whose inputs and guidance helped ensure that this research was inclusive, comprehensive and technically sound. We are deeply indebted to the co-chairs of the National Steering Committee, Lok Chumteav Lay Navinn, Secretary of State from the Ministry of Industry, Science, Technology and Innovation (MISTI) and His Excellency The Chhun Hak, Director General, Gender Equality and Economic Development from the Ministry of Women's Affairs (MOWA) for their leadership and guidance throughout all stages of the research.

A special word of gratitude goes to the programme focal points, Ms. Tep Rany, Deputy Director of Department of Technics and Industrial Safety of the General Department of Industry from MISTI and her team as well as Ms. Thoeun Sarkmarkna, Director of Economic Development Department from MOWA for their inputs and coordination support.

The Includovate Inc. research team received significant technical and coordination guidance from Sok Narin, Country Representative of UNIDO Cambodia Country Office, Eliana Gutierrez-Amo as the Chief Technical Advisor and Yat Bunmey as the National Coordinator. Thanks also goes to, Guillaume Cazor, and Hoa Lai for their inputs, and the valuable comments made by UN Women colleagues Venge Nyirongo, Michael Stewart-Evans and Carla Kay Kraft.

We are particularly thankful to the Federal Ministry of Economic Cooperation and Development (BMZ) of Germany for their financial support in producing this publication.

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# Disclaimer

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This document represents research in progress and is published for the purpose of sharing knowledge and soliciting comments. The contents and conclusions of this document are considered appropriate for the time of its preparation. They may be modified in the light of further knowledge gained at subsequent stages.

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# List of acronyms and abbreviations

AI	Agro-Industry
ASEAN	Association of Southeast Asian Nations
BUR	Biennial Update Report
CamCode	Cambodian Code of Conduct
CCCA	Cambodian Climate Change Alliance
CCCSP	Cambodia's Climate Change Strategic Plan
CDC	Council for Development of Cambodia
CEDAW	The Convention on the Elimination of all Forms of Discrimination Against Women
CMDGs	Cambodia Millennium Development Goals
COP	Conference of Parties
COrAA	Cambodian Organic Agriculture Association
CSDGs	Cambodian Sustainable Development Goals
CSO	Civil Society Organisation
CTIS	Cambodia Trade Integration Strategy
CTISU	Cambodia Trade Integration Strategy Update
CWBF	Cambodia Women Business Federation
CWEA	Cambodia Women Entrepreneurs Association
DTIS	Diagnostic Trade Integration Strategy
EEWiGI	Economic Empowerment of Women in Green Industry
EIF	Enhanced Integrated Framework
FAO	Food and Agriculture Organisation
FGDs	Focus Group Discussions
FIA	Fisheries administration
FOVOP	Fisheries One Village One Product
GCCAP	Gender and Climate Change Action Plan
GCWG	Gender and Children Working Group
GDP	Gross Domestic Product
GGWG	Green Growth Working Group
GII	Gender Inequality Index
GMAGs	Gender Mainstreaming Action Groups
GMAP	Gender Mainstreaming Action Plan
GTF	Garment, Textile and Footwear
HDI	Human Development Index
HR	Human Resources
HT	Hospitality and Tourism
ICT	Information and communications technology
IDP	Industrial Development Policy
ILO	International Labour Organisation
INDC	Intended Nationally Determined Contribution
KIIs	Key Informant Individual Interviews
M&E	Monitoring and Evaluation
MAFF	Ministry of Agriculture, Forestry and Fisheries
MISTI	Ministry of Industry, Science, Technology and Innovation (renamed from Ministry of Industry and Handicraft in March 2020)
MLVT	Ministry of Labour and Vocational Training
MoC	Ministry of Commerce
MoE	Ministry of Environment



Mol	Ministry of Interior
MoP	Ministry of Planning
MoSAVYR	Ministry of Social Affairs, Veteran and Youth Rehabilitation
MoWA	Ministry of Women's Affairs
MRD	Ministry of Rural Development
MSMEs	Micro, Small and Medium Enterprises
NC	National Coordinator
NCGG	National Council on Green growth
NCSA	National Council for Sustainable Development
NEP	National Employment Policy
NESAP	National Environmental Strategy and Action Plan
NGO	Non-Governmental Organisation
NPRD	National Programme to Rehabilitate and Develop
NSDP	National Strategic Development Plan
OECD	Organisation for Economic Co-operation and Development
PCP	Programme for Country Partnership
PPP	Public-Private Partnerships
PV	Photovoltaic
RGC	Royal Government of Cambodia
RIA	Rapid Impact Assessment
RS	Rectangular Strategy
SDG	Sustainable Development Goal
SEDP	Socio-Economic Development Plan
SHE	Support Her Enterprise
SMART	Specific, Measurable, Achievable, Relevant and Timely
SMEs	Small and Medium-sized Enterprises
SPF	Strategic Planning Framework
TVET	Technical Vocational Education and Training
TWG-G	Technical Working Group on Gender
TWGAW	Technical Working Group on Agriculture
UN	United Nations
UN FAO CCRF	United Nations Food and Agriculture Organisation's Code of Conduct for Responsible Fisheries
UNDP	United Nations Development Programme
UNFCCC	United Nations Framework Convention on Climate Change
UNIDO	United Nations Industrial Development Organization
UNSD	United Nations Statistics Division
VNR	Voluntary National Review
WDCs	Women Development Centres
WEE	Women's Economic Empowerment
WTO	World Trade Organisation
YEAC	Young Entrepreneurs Association of Cambodia



# Glossary

**Circular economy:** is an alternative to the traditional linear economic model where resources are kept in use for as long as possible, maximum value is extracted from them and waste is relocated from the end of the supply chain to the beginning, giving used materials a new life.<sup>1</sup>

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**Conventional industry:** an industry that promotes industrial production at the expense of the environment or at risk of harm to human health. Conventional industry promotes unsustainable patterns of production and consumption i.e. patterns that are resource and energy-inefficient, high carbon intensive, high waste, polluting and unsafe. Conventional industrial activities are not directed towards reducing greenhouse gas emissions and are generally reliant on fossil fuels. Also commonly referred to as “traditional industry,” “non-green” and/or “conventional industry.”

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**Engendering:** refers to the incorporation of gender issues and concerns into a policy’s content.<sup>2</sup> Engendering applied to assess the quality criteria of policy content includes determining whether a policy aims for gender equality, includes sex-disaggregated data consistently, considers gender differences to create more equality, challenges gender stereotypes and mainstreams gender.<sup>3</sup>

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**Feminist policy:** prioritises gender equality and enshrines the human rights of women and other traditionally marginalised groups, allocates significant resources to achieve that vision and seeks through its implementation to disrupt patriarchal and male-dominated power structures. Informed by the voices of feminist activists, groups and movements.<sup>4</sup>

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**Gender equality:** refers to “the equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men are the same, but rather, the rights, responsibilities and opportunities of women and men will not depend on sex or gender. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognising the diversity of different groups of women and men. Gender equality is not a women’s issue but should also concern and fully engage men. Equality between women and men is a human rights issue, as well as a precondition for, and indicator of, sustainable people-centred development.”<sup>5</sup>

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**Gender mainstreaming:** the “process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women’s, as well as men’s concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal of gender mainstreaming is to achieve gender equality.”<sup>6</sup>

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**Green economy:** an economy “that ends extreme poverty, improves human well-being and enhances social equity while reducing carbon dependency and ecosystem degradation and furthering sustainable and inclusive growth.” This definition corresponds to the definition of sustainable development and its three dimensions: economic, social and environmental.<sup>7</sup>

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**Green employment:** a labour market in which all employment is decent and in which jobs contribute to a reduction of energy use and raw material consumption, limit greenhouse gas emissions, minimise waste and pollution, protect and restore ecosystems, and enable the adaptation of companies and communities to climate change.<sup>8</sup>

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**Green industry:** an industry that promotes industrial production without expense to the environment or adverse impact on human health. Green industry promotes sustainable patterns of production and consumption i.e., patterns that are resource and energy-efficient, low-carbon and low waste, non-polluting and safe. Green industry is also related to sustainable industrialisation, an objective of Agenda 2030 as

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1 <https://www.unido.org/unido-circular-economy>.

2 Krizsan, A. & Lombardo, E. (2013). The quality of gender equality policies: A discursive approach. *European Journal of Women’s Studies*, 20(1), 77-92.

3 Drucza, K. and Rodriguez, C.M. (2018). *Feminist policy analysis: implications for the agricultural sector in Ethiopia*. CIMMYT, Addis Ababa, Ethiopia.

4 Thompson, L. (2020). *Feminist Foreign Policy: A Framework*. Washington, DC: International Center for Research on Women.

5 UN Women (2012). Gender Equality Glossary. Available online: <https://trainingcentre.unwomen.org/mod/glossary/view.php?id=36&mode=letter&hook=G&sortkey=&sortorder=>.

6 This definition follows the UN Economic and Social Council Resolution 1997/2: Agreed Conclusions. See also UN Women: <https://www.unwomen.org/en/how-we-work/un-system-coordination/gender-mainstreaming>. Cited in GWNEN (2019). Women for Sustainable Energy: Strategies to Foster Women’s Talent for Transformational Change, p.90.

7 Petrović, N. (2016). Women in the Green Economy. *Journal of Women’s Entrepreneurship and Education*, 1-2: 976-110.

8 UNIDO (2016). Practitioner’s Guide to Strategic Green Industrial Policy, Vienna, UNIDO/PAGE.



embodied in Sustainable Development Goal (SDG) 9.

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**Green industrial policy:** an industrial policy that is meant to trigger and facilitate structural changes as entailed, or required, both to respond to environmental conditions or situations, and to develop a green, circular economy.<sup>9</sup>

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**Intersectionality:** “a prism for seeing the way in which various forms of inequality often operate together and exacerbate each other”.<sup>10</sup> This includes social variables such as age, ability, indigeneity, ethnicity, language group, religion, education, etc., that typically cause marginalisation from voice and agency in any context.<sup>11</sup>

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**Women’s empowerment:** is the process by which women who have been denied the ability to make strategic life choices acquire such an ability. The ability to exercise choice incorporates three interrelated dimensions: resources (defined broadly to include not only access, but also future claims, to both material and human and social resources); agency (including processes of decision-making as well as less measurable manifestations of agency such as negotiations); and achievements (well-being outcomes).<sup>12</sup>

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**Women’s economic empowerment:** a woman is economically empowered when she has both the ability to succeed and advance economically and the power to make and act on economic decisions. To succeed and advance economically, women need the skills and resources to compete in markets, as well as fair and equal access to economic institutions. To have the power and agency to benefit from economic activities, women need to have the ability to make and act on decisions and control resources and profits.<sup>13</sup>

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9 Ibid.

10 Crenshaw, K. (1989). Available online: <https://www.unwomen.org/en/news/stories/2020/6/explainer-intersectional-feminism-what-it-means-and-why-it-matters>.

11 GWNET (2019). Women for Sustainable Energy: Strategies to Foster Women’s Talent for Transformational Change, p.91.

12 Kabeer, N. (1999). Resources, Agency, Achievements: Reflections on the Measurements of Women’s Empowerment, *Development and Change* Vol. 30.

13 UNIDO (2014). Guide on Gender Mainstreaming Energy and Climate Change Projects, Vienna, UNIDO/UN Women, p.52.





# 1. Introduction

## 1.1 Background and rationale

This Cambodia country report is part of the global joint programme, “Economic Empowerment of Women in Green Industry” (EEWiGI).

Its purpose is to advise policymakers and practitioners on the establishment and implementation of a policy framework to integrate gender into green industry policies. The aim is to affect change and empower more women to take leadership roles in green industry as entrepreneurs or industry professionals.<sup>14</sup>

The United Nations Industrial Development Organization (UNIDO) and the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) are working together to assess the need for gender-responsive green industrial policy actions in four participating countries: Cambodia, Peru, Senegal and South Africa.

The preparatory assistance project undertaken in 2017<sup>15</sup> led to a fully-fledged project to advise the Ministry of Industry Science Technology and Innovation (MISTI) and the Ministry of Women’s Affairs (MoWA), private sector associations and business on the design and implementation of gender-responsive green industrial policies. This national report for Cambodia is a component of Output 1.1. of Phase I of EEWiGI (Figure 1.1).

See Figure 1.1 on output 1.1. within the EEWiGI framework.

Figure 1.1: Output 1.1. within the EEWiGI framework



14 UNIDO and UN Women (2019). Global Programme: Economic Empowerment of Women in Green Industry Phase 1: Policy Prioritisation, pp 1-21.

15 UNIDO (2019). The Economic Empowerment of Women in Green Industry: A Synthesis Report. Unpublished, pp 1-82.



## 1.2 Project objectives and expected outcomes

The objective of the project is to initiate a significant push to improve the representation of women as leaders, entrepreneurs and industry professionals. Ultimately, the desired outcome is to prepare the ground for the advancement of gender equality and green industrialisation, in accordance with the SDGs, in four participating countries: Cambodia, Peru, Senegal and South Africa.

To this end, the Cambodia project has conducted a detailed review, to identify needs, gaps and barriers to achieving higher levels of women as leaders, entrepreneurs and industry professionals. The project also identifies possible barriers to enhancing gender-responsive policy development in green industry.

This report aims to provide policymakers and practitioners with an evidence-base that will enable them to:

1. Establish and implement a policy framework to better integrate gender equality into green industry policies;
2. Formulate new, or reformulate existing, gender-responsive green industry policies and adopt them; and
3. Facilitate efforts to prioritise areas for workplan development.

In order to attain these objectives, the project undertakes further national gender and green industry diagnostics, technical assessments and policy analyses for evidence-based policymaking, including:

1. *Assessment of opportunities, constraints and possible measures to increase the representation of women leaders in green industry and green entrepreneurship*, including:
  - General research on the opportunities and synergies between green industry and gender mainstreaming; and
  - Detailed review of current green industry gender mainstreaming action plans.
2. *Identification of recommendations and specific measures to redress gender imbalances in selected industrial sub-sectors where women have high impact*, including:
  - Identifying the needs of women development schemes;
  - Identifying the needs of government, civil society and private sector stakeholder's capacity building; and
  - Identifying accountability, oversight and dissemination mechanisms for institutional gender mainstreaming initiatives.
3. *Study of constraints to entrepreneurship development; analysing formal and informal institutional barriers to female entrepreneurship*, including:
  - Analysis of institutional, cultural and societal inequalities.

## 1.3 Introducing Cambodia as a target country

The Human Development Index (HDI) value of Cambodia in 2018 was 0.581—or 146 out of 189 countries and territories, positioning the country in the medium human development category. Between 1990 and 2018, the HDI value in Cambodia increased from 0.384 to 0.581, an increase of 51.4%. Cambodia has a Gender Inequality Index (GII) value of 0.474, ranking it 114 out of 162 countries in 2018. In Cambodia, 20% of parliamentary seats are held by women<sup>16</sup> and 15.1% of adult women have reached at least secondary education; compared to 28.1% of their male counterparts.<sup>17</sup> Female participation in the labour market is 76.3%,<sup>18</sup> compared to 88.9% male participation.<sup>19</sup>

See Table 1.1. for the gender gap score in Cambodia.

**Table 1.1:** *The gender gap score in Cambodia*<sup>20</sup>

	2006	2020
Global gender gap score	0.629	0.694
Economic participation and opportunity	0.675	0.759
Educational attainment	0.809	0.939
Health and survival	0.980	0.975
Political empowerment	0.053	0.103

Gender equality and the economic empowerment of women is an integral part of the policy of the Royal Government of Cambodia (RGC). The Cambodian Constitution of 1993 provides social, economic, and political equality of men and women before the law. Furthermore, Cambodia

<sup>16</sup> [https://www.theglobaleconomy.com/Cambodia/Women\\_in\\_parliament/](https://www.theglobaleconomy.com/Cambodia/Women_in_parliament/).

<sup>17</sup> Human Development Report (2019). *Human Development Report*.

<sup>18</sup> [https://www.theglobaleconomy.com/Cambodia/Female\\_labor\\_force\\_participation/](https://www.theglobaleconomy.com/Cambodia/Female_labor_force_participation/).

<sup>19</sup> [https://www.theglobaleconomy.com/Cambodia/Male\\_labor\\_force\\_participation/](https://www.theglobaleconomy.com/Cambodia/Male_labor_force_participation/).

<sup>20</sup> World Economic Forum (2019). *The Global Gender Gap Report 2020*.

ratified the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) in 1992 and signed the Platform for Action set at the Fourth World Conference on Women in Beijing in 1995. Both gender equality and the economic empowerment of women have been recognised in the Constitution and in all major government policies adopted since 1998. Two main laws on women's rights and protection were approved respectively in 2005 and 2008: the Law on the Prevention of Domestic Violence, the Law on the Protection of Victims; and the Law on the Suppression of Human Trafficking and Sexual Exploitation.

The Rectangular Strategy (RS) Phase III (2014-2018) recognised women to be the backbone of society and of the economy in Cambodia. The strategy promotes the role of women and youth in the economy by improving vocational training programs; equipping women with technical and entrepreneurial skills; and empowering women and youth. The National Strategic Development Plan (NSDP) 2014-2018 attempted to put forth actionable proposals to achieve the objectives of RS Phase III. Neary Rattanak IV is the National Strategic Plan (2014-2018) for Gender Equality and the Empowerment of Women, which represents the guiding policy plan to promote gender equality and the empowerment of women in Cambodia.

In Cambodia, the national mechanism for the promotion of gender equality and the empowerment of women is led by the Ministry of Women's Affairs (MoWA). Other government bodies provide a synergy of support and reinforcement. For example, the Cambodian National Council for Women, an inter-ministerial coordination body, gathers high-ranking representatives from all corresponding ministries and government agencies. Furthermore, the Technical Working Group on Gender (TWG-G), chaired by MoWA, is the coordination body for the formulation of policies, legislation, strategies, and aid effectiveness. Specific sectors are gender mainstreamed by Gender Mainstreaming Action Groups (GMAGs) responsible for the provision of gender plans and strategies by sector.

MoWA, through the TWG-G, is mandated to develop national indicators for the Cambodia Millennium Development Goals (CMDGs).<sup>21</sup> Within MoWA, several committees are active on special issues related to gender, thereby also informing national strategies and plans. The National Committee for Upholding Social Morality and Women; and the National Committee for Khmer Family Values are in charge of promoting national culture, social morality, and family happiness. The Program-Based Approach Committee responds to the framework launched by the government in 2010 to promote sector policies and core reforms. The Gender and Climate Change Committee, set up in 2011, coordinates information on gender and climate change with relevant institutions, researches the impact of climate change on women and children, and implements capacity-building initiatives within MoWA and other institutions on climate change impacts, mitigation, and adaptation. MoWA directly implements 13 Women's Development Centres in provinces, which provide technical skills and vocational training to women.

Cambodia has embarked on the process of developing an MDG acceleration framework for Good Health and Well-Being (SDG3), with the support of UNDP. The process, completed in 2013, is aimed at providing a framework for the economic empowerment of women. The Gender Mainstreaming Policy and Strategic Framework 2016-2020 was developed by the Gender and Children Working Group (GCWG), within the Ministry of Agriculture, Forestry and Fisheries (MAFF). The policy is the result of an intense consultation process between the GCWG; MAFF central and provincial officers; corresponding ministry representatives from the Ministry of Planning (MoP); MoWA; and development partners, including FAO.

A decentralisation process started in 2001. It is of particular relevance to the analysis of Cambodian gender policies, due to the increasing significance of subnational structures throughout government. This has led to the decentralisation of decision-making power; financial and administrative responsibilities; and to a certain degree, regulatory power. As a consequence, approaches to the implementation of social policies, social dialogue and negotiation are also changing.

### *Women's economic empowerment*



Neary Rattanak IV, the National Strategic Plan (2014-2018) for Gender Equality and the Empowerment of Women, included a focus on Women's Economic Empowerment (WEE) with the key objective to improve women's participation in the economy, particularly in formal employment; increase incomes, livelihoods and social protection; and improve economic and social equality. The first Operational Strategy for Women's Economic Empowerment (2014-2018) built on the MDG Acceleration Framework Cambodia Action Plan (2013-2015) which prioritises the enhancement of micro, small and medium-sized enterprises owned by women.

MoWA has acted as a catalyst for gender mainstreaming in the economic sector. It has also functioned as an important provider of capacity development and technical advice. Indeed, MoWA has been critical to ensuring that corresponding ministries and economic actors adopt systematic, specific and targeted approaches to addressing gender gaps in their economic, business and financial services.

The National Employment Policy (2015-2025) provides a framework to improve the livelihoods and dignity of all people, promote social harmonisation, create decent job opportunities, increase work productivity, enhance skills and develop human resources.

<sup>21</sup> [https://sustainabledevelopment.un.org/content/documents/23603Cambodia\\_VNR\\_PublishingHLPF.pdf](https://sustainabledevelopment.un.org/content/documents/23603Cambodia_VNR_PublishingHLPF.pdf).



According to the Global Gender Gap Index 2018, Cambodia scores high in female to male labour force participation at 0.93.<sup>22</sup> Cambodian labour force participation rates are high by global standards and unemployment is low: 0.82% of women were not in the labour force in 2019.<sup>23</sup> Women represent 25% of workers in industry; they are strongly concentrated in the services sector, for example retail (49%). Women are particularly overrepresented in the garment and footwear sectors.<sup>24</sup> Cambodian women face challenges, including the pressure of conservative social norms, limiting gender roles, a disproportionate responsibility for unpaid care work and heavier family obligations.<sup>25</sup> Research has shown that Cambodian women carry around 91.3% of unpaid care responsibilities in the home, compared to just 8.7% for men. In actual time terms, this amounts to an average of 188 minutes per day for women and 18 minutes per day for men.<sup>26</sup>

### Women entrepreneurs



In Cambodia, women entrepreneurs are important contributors to business development. They actively participate in SMEs in urban and rural areas. Women run 65% of all businesses in Cambodia, primarily concentrated at a micro-level, particularly in the wholesale and retail trade; and the services sector.<sup>27</sup> Their businesses are on average smaller and less profitable than businesses run by men and are more likely to be in the informal sector. Women in Cambodia only own an estimated 1.7% of registered businesses, compared to 6.6% for men.<sup>28</sup> Despite their importance, the achievements of women entrepreneurs go largely unrecognised. Indeed, the overall impact of women on Cambodian economy and society will continue to stagger, unless steps are taken to reduce persistent barriers to the growth of women-owned businesses.<sup>29</sup>

### Green industry



The Royal Government of Cambodia (RGC) was one of the first national governments<sup>30</sup> in the world to establish green industry policies such as the National Green Growth Roadmap (2010), the National Green Growth Policy (2013-2030), the National Green Growth Strategic Plan (2013-2030), and the Cambodian Climate Change Strategic Plan (2014-2023). Green growth is considered a potentially vital contributor to achieving development objectives. The RGC is currently developing an Environmental Code and a National Environmental Strategy and Action Plan (NE-SAP) (2017-2023). Moreover, Cambodia has committed to the sustainable use of natural resources, has adopted green growth principles and is taking action to improve resilience to climate change. The National Council for Sustainable Development (NCS), established May 2015, is the primary government institution responsible for fostering and coordinating green growth. The NCS is made up of senior-level representation from all RGC ministries, chaired by the Minister of Environment.

As part of its Women's Economic Empowerment (WEE) strategy, MoWA aims to utilise its network of Women Development Centres (WDCs) to introduce innovative models for cooperating with the private sector, particularly by developing green and social enterprises. However, there is lack of quantitative and qualitative sex-disaggregated data on women entrepreneurs working in green industry in Cambodia. Additionally, a lack of recent, extensive, and accurate data on Cambodian SMEs or their contribution to the economy has led to a dearth of statistics on women-owned SMEs.<sup>31</sup> Improving the availability of sex-disaggregated data on these phenomena would be an important asset.

22 World Economic Forum (2018). *The Global Gender Gap Report 2018*.

23 [https://www.theglobaleconomy.com/Cambodia/Female\\_unemployment/](https://www.theglobaleconomy.com/Cambodia/Female_unemployment/).

24 Kingdom of Cambodia (2019). *Decent Work Country Programme 2019-2023*.

25 MoWA (2019). Cambodia Report. Available online: <https://www.unwomen.org/-/media/headquarters/attachments/sections/csw/64/national-reviews/cambodia.pdf?la=en&vs=4558>.

26 Kingdom of Cambodia (2019). *Decent Work Country Programme 2019-2023*.

27 Ibid.

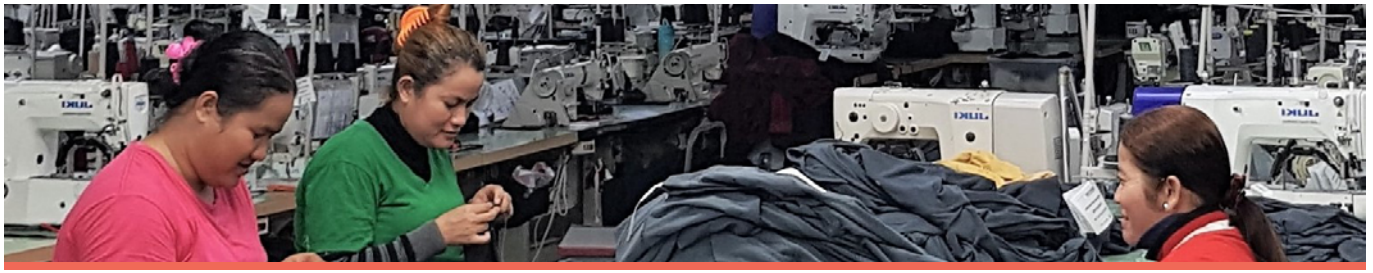
28 Ibid.

29 UNIDO (2017). *Women's Economic Empowerment in Green Industry. Cambodia Need Assessment*.

30 Global Green Growth Institute (2018). *Green Growth Potential Assessment. Cambodia Summary Report*.

31 International Finance Corporation (2019). *Exploring the Opportunities for Women-owned SMEs in Cambodia*.

## Priority sectors in Cambodia



The significant size of the garment, textile and footwear (GTF) industry makes it the highest contributor to environmental pollution in every category, except toxic metal pollution.<sup>32, 33</sup> In fact, the garment industry is the largest emitter of toxic discharges into water bodies, representing almost 70% of the total.<sup>34</sup>

The social and economic importance of the GTF sector in Cambodia remains high as it is the largest provider of formal employment. It employs around one million direct workers, nearly 80% of whom are women.<sup>35</sup> Maternity rights and worker protections are key issues in the garment sector. Cases of illegal discriminatory actions by employers continue to be reported, for example reports of unfair dismissal under short-term work contracts.<sup>36</sup> Although Cambodia was among the top 20 global producers in the clothing industry in 2014, it had one of the lowest minimum wages in the industry, around USD 100 per month.<sup>37</sup> A 2012 World Bank study on women's salaries in the clothing industry in Cambodia found that women earned 26.6% less than men in 1996, 13.3% less in 2004–08 and 11.5% less in 2009.<sup>38</sup> In 2015, women earned an average basic salary of USD 145 compared to USD 161 for men.<sup>39</sup> As of 2020, the minimum wage in the GTF industry was officially set at USD 190 per month.<sup>40</sup>

The Cambodian government developed and implemented a GMAP (2015-2018) for the promotion of gender equality and the empowerment of women in the industrial and handicraft sectors. One of the six GMAP strategic objectives is to “ensure that more women participate and benefit from all services in the industry and handicraft sectors.”<sup>41</sup> Furthermore, the Ministry of Women's Affairs reports that, even though most women-owned enterprises are concentrated in low productivity industrial sectors, the Industrial Development Policy 2015-2025 does not explicitly tackle the challenges faced by women.<sup>42</sup> The Cambodian apparel sector contributed 64.8% to total export earnings in 2019.<sup>43</sup> Handicraft textiles destined for national and regional markets or international agribusiness niche markets may therefore offer an opportunity to increase the number of women-run local MSMEs. One of the Royal Government of Cambodia's (RGC) long-term goals is to create jobs and ensure improved working conditions;<sup>44</sup> an objective which should potentially directly enhance the economic empowerment of women.

## Agribusiness



The agriculture sector continues to contribute to the Cambodian economy and is a sector of high potential growth. Significant levels of labour in agribusiness are considered to be “informal” and “unskilled” work. As the Cambodian government looks to diversify the economy, the agricultural sector is a focus of government policies to diversify, generate more value-added jobs and increase industrial opportunities. Agriculture remains a sector of high levels of employment for women;<sup>45</sup> however, women experience limited access to the resources necessary for efficient agricultural production. Women make up just over half of the agricultural labour force and produce an estimated 70% of the country's

32 ADB (2016). *Estimating Industrial Pollution in the Kingdom of Cambodia Report*, GMS Core Environment Program, Asian Development Bank.

33 San, V., Spoann, V., Schmidt, J. (2018). Industrial Pollution Load Assessment in Phnom Penh, Cambodia Using an Industrial Pollution Projection System. *Science of the Total Environment* 615:990-999.

34 ADB (2016). *Estimating Industrial Pollution in the Kingdom of Cambodia Report*, GMS Core Environment Program, Asian Development Bank.

35 ILO (2018). *Cambodia Garment and Footwear Sector Bulletin*.

36 Kingdom of Cambodia (2019). *Decent Work Country Programme 2019-2013*.

37 ILO (2014). Available online: [https://www.ilo.org/wcmsp5/groups/public/@ed\\_dialogue/@sector/documents/publication/wcms\\_300463.pdf](https://www.ilo.org/wcmsp5/groups/public/@ed_dialogue/@sector/documents/publication/wcms_300463.pdf).

38 Ibid.

39 [https://www.care.org.au/wp-content/uploads/2017/04/SHCS\\_Brief-Women-Cambodia-Garment-Industry-March-2017\\_CA.pdf](https://www.care.org.au/wp-content/uploads/2017/04/SHCS_Brief-Women-Cambodia-Garment-Industry-March-2017_CA.pdf).

40 Prakas No. 389/19 on determination of minimum wage for workers/employees in the textile, garment and footwear industries for 2020. Available online: <https://data.opendatacambodia.net/en/dataset/prakas-no-389-19-on-determination-of-minimum-wage-for-workers-employees-in-the-textile-garment-and-resource/02969106-a20c-4204-8fd4-76b84ba64ecc>.

41 The Royal Government of Cambodia, The National Strategic Development Plan, 2014-2018.

42 <https://cambodia.oxfam.org/latest/policy-paper/promoting-economic-empowerment-women-in-marginalized-condition>.

43 <http://textilefocus.com/cambodia-textile-rmg-sector-profile/>.

44 The Royal Government of Cambodia, The National Strategic Development Plan, 2014-2018.

45 MoWA (2014). *Economy, Women's Economic Empowerment, Cambodia Gender Assessment*. Ministry of Women's Affairs, Cambodia.



food; but are only 24% of household agricultural holding managers, 12% of agricultural extension officers and 10% of agricultural extension services beneficiaries.<sup>46</sup> Women play key roles as decision-makers and leaders of agricultural cooperatives in Cambodia, comprising 60% of members and 34% of the board of directors of agricultural cooperatives.<sup>47</sup>

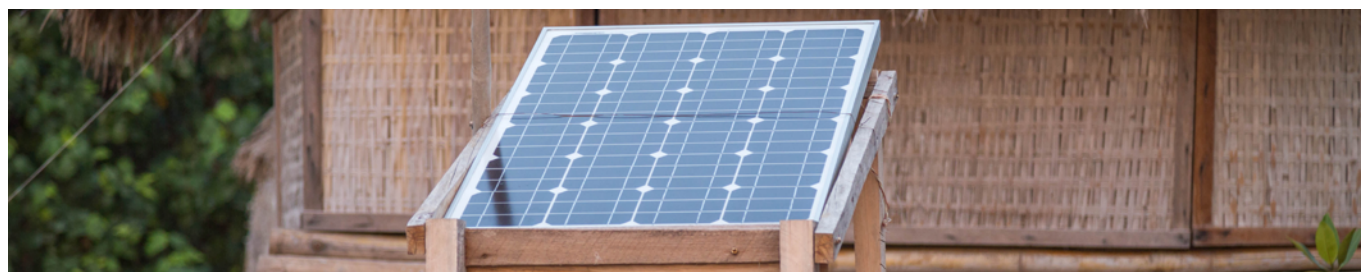
Organic agricultural products present opportunities for green industry investment as their demand in the domestic and global marketplace continues to rise. Rural and urban Cambodian consumers are aware of the risks associated with chemical residues in the food supply chain. Indeed, organic production in Cambodia is increasingly understood by farmers and consumers. Despite this, much still needs to be done to increase the demand for Cambodian agricultural produce as it is often more expensive than imported products.

The Department of Agriculture and Agro-industry, based in the MAFF, is the body responsible for the regulation of organic production. Following the Prakas Regulation No. 163,<sup>48</sup> established 16 April 2020, MAFF introduced guidelines on organic agricultural production and revised its organic certification logo. Furthermore, MAFF established medium-term roadmaps to encourage consistent and harmonised practices across the ASEAN region. At the time of writing, these measures were in the process of being introduced.

These legislative steps indirectly promote organic agricultural practices. Moreover, MAFF intends to train experts in the provision of inspections and audits for organic certification.

The Cambodian Organic Agriculture Association (COAA)<sup>49</sup> is a private sector organization which issues farm certifications. Recognition of the COAA certification is growing in Cambodia. Moreover, there is an ongoing effort for Cambodia to accede to the ASEAN organic standard scheme.

## Energy



The energy sector in Cambodia is at a turning point as demand for energy is growing rapidly. The percentage of the population which has access to electricity remains relatively low while the electricity tariff is one of the highest in the region. The government is under growing pressure to lower costs and increase the electrification rate sustainably. However, programmes to invest in renewable energy and improve energy efficiency face unique challenges specific to local conditions. These challenges include the implications of existing measures to connect generators to the local grid and the public understanding of different energy technologies. Government policy measures make an effort to take these challenges into consideration.

See Table 1.2 for an outline of key energy policies in Cambodia.

**Table 1.2:** Key energy policies in Cambodia<sup>50</sup>

1999	Cambodia Power Strategy
2001	Electricity Law
2006	Rural Electrification Action Plan
2007	National Policy on Rural Electrification by Renewable Energy
2015	Climate Change Action Plan for Mine and Energy Sector Industrial Development Policy National Determined Contribution
2018	Regulations on General Conditions for Connecting Solar PV Generation Sources to the National Grid National Policy, Strategy and Action Plan for Energy Efficiency The Environment and Natural Resource Code

The contribution of women is vital to ensuring that energy supplies are managed more effectively and appropriately, particularly with the onset of climate change. Yet, the energy sector remains male-dominated and there is a lack of gender sensitive energy policies. Steps must be taken to recognise the critical role women must play in national energy policy decision-making.

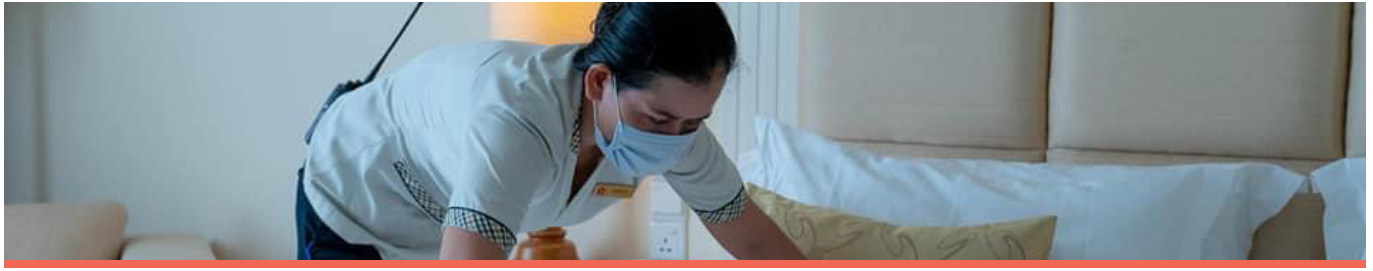
<sup>46</sup> Green Climate Fund (2018). FPo76: Climate-Friendly Agribusiness Value Chains Sector Project. Available online: <https://www.greenclimate.fund/sites/default/files/document/gender-assessment-fpo76-adb-cambodia.pdf>.

<sup>47</sup> Ibid.

<sup>48</sup> <https://www.foodnavigator-asia.com/Article/2020/05/20/Competitive-edge-New-organic-legislation-and-logo-in-Cambodia-aims-to-reform-local-market>.

<sup>49</sup> <https://coraa-cambodia.org>.

<sup>50</sup> Heng, P.H. (2018). *Toward a Low Carbon Energy Transition in Cambodia*.



Women working in the hospitality sector - such as in hotels, restaurants, bars, casinos and tourism – face an increased risk of violence and harassment.<sup>51</sup> From 2014-2016, MoWA, MoLVT, and CSO partners contacted over 16,000 women working in the hospitality and tourism (HT); and entertainment industries. Over 250 HT organisations signed a commitment to safer workplaces.

The MoLVT trained almost 350 participants in the HT sector on relevant labour laws, including Prakas Regulation No. 194.<sup>52</sup> Training sessions on labour law and workplace protections by government ministries resulted in enhanced efforts regarding workplace safety protections for female workers. Moreover, peer education sessions with female HT workers have made women more likely to report instances of sexual harassment at work.<sup>53</sup>

### The impact of COVID-19 on women’s economic empowerment in green industry in Cambodia



Trends show that the global pandemic is having a disproportionately negative impact on women’s socio-economic lives in Cambodia.<sup>54</sup>

Women are disproportionately affected as they tend to hold more precarious employment, especially in the informal sector, where their benefits and protection, including access to social protection are inadequate or lacking. COVID-19 has negatively impacted women across entire supply chains, at all levels of seniority and across sectors. This includes women executives in large companies to women migrant workers. Moreover, women in the service sector, small and medium-sized enterprises (SMEs), manufacturing and the informal sector have all seen inequalities increase.<sup>55</sup> The unequal division of care and domestic work responsibilities at home adds further strain to women and limits their flexibility to take up employment.<sup>56</sup>

At the time of writing, the number of COVID-19 cases in Cambodia was among the lowest in the region. However, the economy has suffered significantly. The global economic context has ravaged tourism, GTF and construction. GTF employs more than 750,000 workers in Cambodia, most of whom are internal women migrants from remote provinces.

In response to the COVID-19 employment crisis, the Cambodian government recently obliged factories to pay their workforce 40% of their minimum wage, and offered an additional 20% paid via government subsidies. In return, workers in the scheme must attend training courses.<sup>57, 58</sup> Nonetheless, the unprecedented economic downturn has resulted in some factories laying off workers without pay.

The implications of COVID-19 have also been catastrophic for the Cambodian tourism industry. International flight, visa and travel restrictions have led to a practical halt in business. Businesses are struggling to meet the obligations of fixed overheads such as rent, staff wages and social security contributions and the disrupted logistics intensifies the consequences of this economic strain.<sup>59</sup>

In Cambodia, approximately 15-25% of factories had no orders at the end of the second quarter of 2020. More than 150,000 workers – representing approximately 15% of the country’s garment workers – were reported to have lost their jobs during the pandemic.<sup>60</sup> COVID-19 is exposing those vulnerabilities in social, political and economic systems that were always present. It is forcing a shift in priorities and funding across all sectors endangering the progress so far made towards gender equality and the empowerment of women and girls. Action must be taken now to decrease the risk of irreparable damage to the well-being of women and girls and to ensure that women and girls are the

51 <https://www.endvawnow.org/fr/articles/1962-women-in-the-hospitality-and-tourism-sector.html>.

52 [https://www.ilo.org/wcmsp5/groups/public/---ed\\_protect/---protrav/---ilo\\_aids/documents/legaldocument/wcms\\_344809.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---ilo_aids/documents/legaldocument/wcms_344809.pdf).

53 MoWA (2019). *Cambodia Report*.

54 UN Women (2020). *The First 100 Days of Covid-19 in Asia and the Pacific: A Gender Lens*.

55 <https://www.endvawnow.org/fr/articles/1962-women-in-the-hospitality-and-tourism-sector.html>.

56 Ibid.

57 Clean Clothes Campaign (2020). *Live-blog: How the Coronavirus Influences Garment Workers in Supply Chains, Clean Clothes Campaign*.

58 Hutt (2020). *Asia’s Garment Makers Hang by a Covid-19 Thread. Asia Times*.

59 UNIDO (2020). *The Impact of COVID-19 on the Private Sector: Firms/Enterprises in Cambodia. Survey Report*. UNIDO Cambodia.

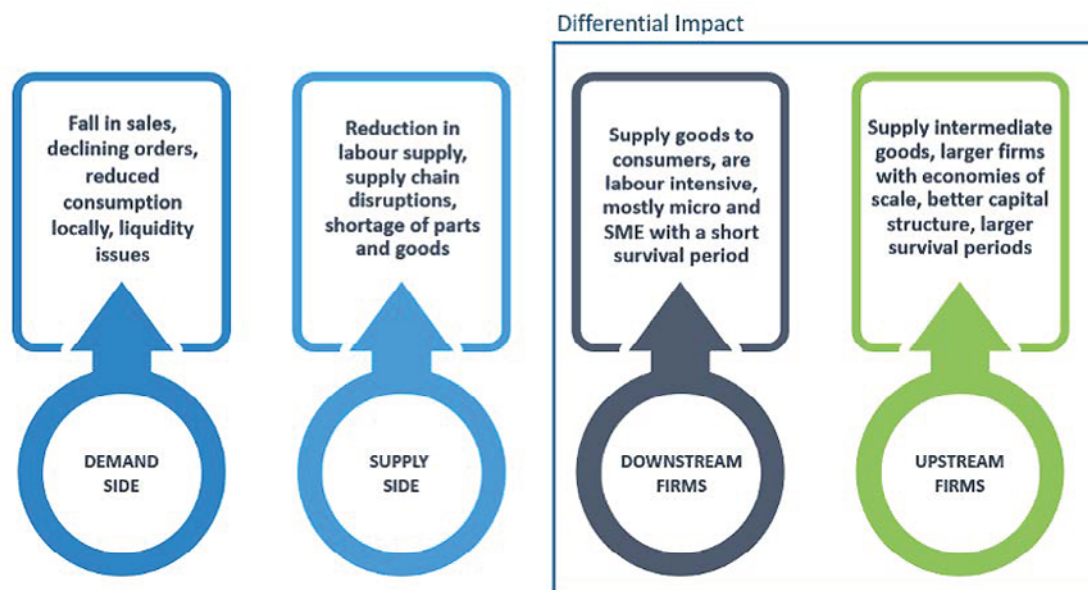
60 ILO (2020). *The Supply Chain Ripple Effect: How COVID-19 is Affecting Garment Workers and Factories in Asia and the Pacific*. Research brief.



architects of future solutions, not only the beneficiaries.<sup>61</sup>

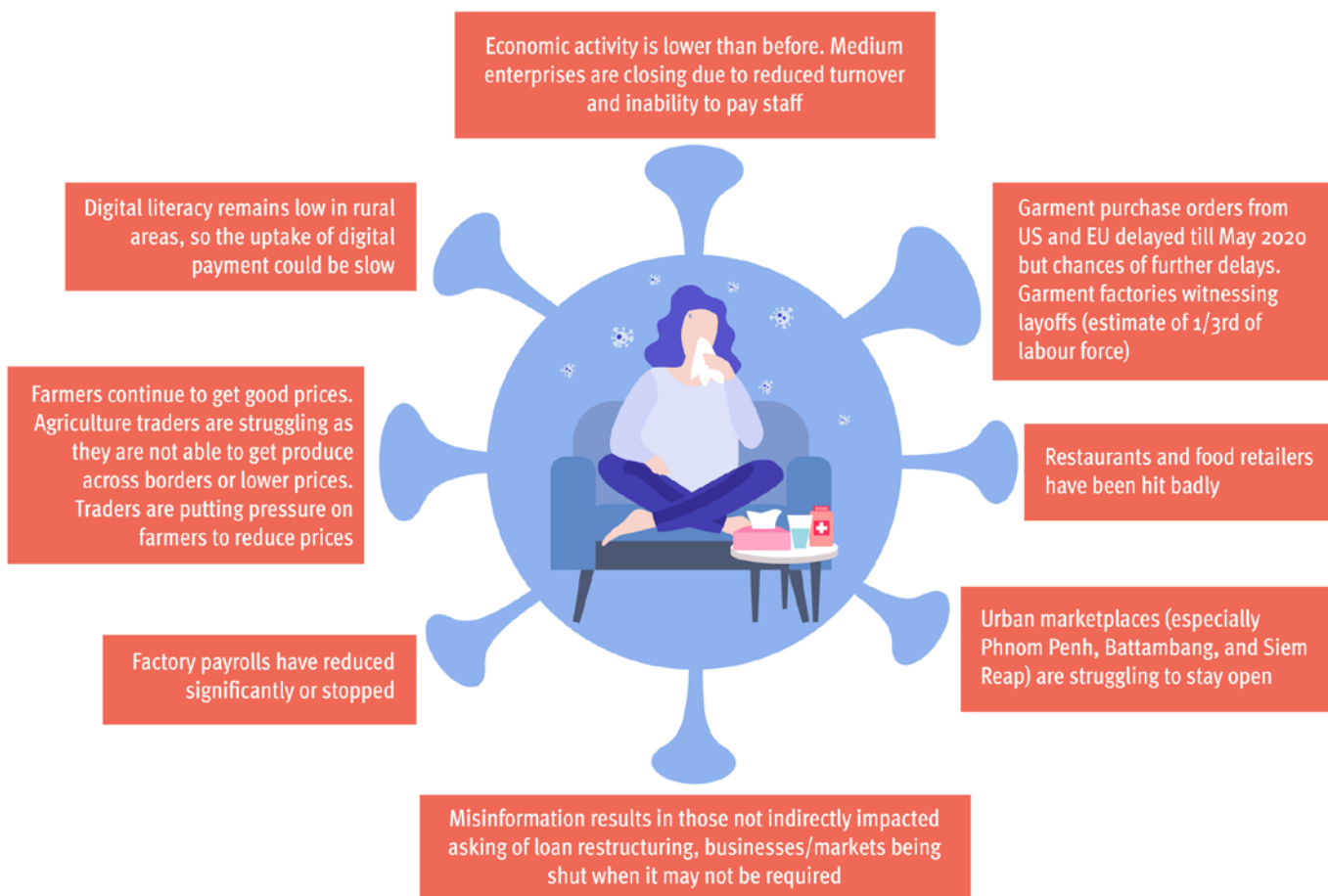
See Figure 1.2 for an overview of the impact of COVID-19 on MSMEs in Cambodia.

Figure 1.2: The impact of COVID-19 on MSMEs<sup>62</sup> in Cambodia



See Figure 1.3 for an overview of the economic impact of COVID-19 on MSMEs in Cambodia.<sup>63</sup>

Figure 1.3: The economic impact of COVID-19 on MSMEs in Cambodia



61 UN Women (2020). *From Insights to Action, Gender Equality in the Wake of COVID-19*.

62 UNESCAP (2020). *Policy Guidelines*.

63 Ibid.

Despite these challenges, the COVID-19 crisis also offers unique opportunities for enabling women’s empowerment, potentially bringing the transformative changes needed to address the longstanding social and environmental issues and inequalities that have contributed to the devastation of this pandemic. Prioritizing women and economic recovery along more equitable lines is not just morally right, it is also economically imperative. Women have long been seen as critical agents of post-crisis recovery and investing in gender equality has the potential to stimulate the economy and reverse losses to global wealth.<sup>64</sup> Additionally, gender mainstreaming needs to be prioritised in all sectors to help women entrepreneurs start and sustain their green businesses. Because green industry is new, innovative, and part of a growing market pushed by a more conscious consumer, it offers many opportunities for women.

If handled innovatively, the COVID-19 crisis could present a unique time to prioritise women in green industry. Indeed, if more equitable measures and an increased effort to meet ethical imperatives are prioritised in the economic recovery process; this could present greater economic opportunity. Globally, consistently investing in gender equality has the potential to enhance economic recovery and reverse losses in a post COVID-19 world.<sup>65</sup>

### Sectors and sub-sectors examined in the study

At the time of writing, there were no large-scale reports on the state of women’s participation, barriers and opportunities in Cambodian green industry, nor on the synergies that exist between women’s economic empowerment and the advancement of green industry.

In the Cambodian context, the term “green industry” includes many traditional sectors which mainstream environmental and social considerations into their operations. Collaborative discussions have taken place with the National Coordinator, UNIDO Country Representative, the National Focal Points, represented by MISTI and MoWA; and UNIDO’s Programme Country Partnership (PCP) Cambodia. Sectors identified as a priority in the Cambodian context are: GTF; agribusiness (sub-sectors: organic agriculture and transformation of agri-foods); energy (sub-sector: solar); and tourism (sub-sectors: hospitality and gastronomy).

See Table 1.3 for an overview of the sectors and sub-sectors identified as particularly relevant to green industry in Cambodia.

**Table 1.3:** Sectors and sub-sectors identified

Sectors	Sub-sector
Garment, textile and footwear	
Agribusiness	Organic agriculture and transformation of agri-foods
Energy	Solar
Tourism	Hospitality and gastronomy

The report is structured as follows:

- Conceptual and analytical frameworks;
- Methods of data collection;
- Policy review and analyses;
- Assessing women’s engagement as entrepreneurs and professionals in green industry;
- Barriers;
- Opportunities;
- Recommendations for closing gender and green industry gaps; and
- Conclusion.

<sup>64</sup> CARE (2020). *COVID-19 Condemns Millions of Women to Poverty, When They Could be a Solution to Prosperity*.

<sup>65</sup> Ibid.

A person is shown in profile, writing on a whiteboard with a blue marker. The whiteboard is covered with numerous colorful sticky notes (yellow, green, pink, blue) arranged in a grid-like pattern. The scene is dimly lit, with a blue tint. The person is wearing a striped shirt. The text '2. Conceptual and analytical frameworks' is overlaid on the bottom left of the image in a white font on a red background.

## 2. Conceptual and analytical frameworks



## 2.1 Understanding the problem in question

The Economic Empowerment of Women in Green Industry (EEWiGI) programme contributes to the 2030 Agenda for Sustainable Development by championing the Sustainable Development Goals (SDGs), in particular: Sustainable Industrialisation (SDG 9) and Gender Equality (SDG 5)<sup>66</sup>. Moreover, to a lesser extent, Decent Work and Economic Growth (SDG 8); and Responsible Consumption and Production (SDG 12).

The impact of the consequences of climate change and environmental degradation are gender specific, for example with regards to loss of livelihood. Notably, the exploitation of natural resources further exacerbates existing gender inequalities and social vulnerabilities. Transitioning to green industry and economies contributes towards a future that is more environmentally sustainable by introducing science-based responses to climate change and facilitating systematic socio-political transformation.

Transitioning to sustainable industrialisation and global gender equality will require coordinated efforts across diverse policy stakeholders. In Cambodia, the implementation of gender-responsive green industrial policies is currently a joint effort between the MISTI and the MoWA. Together, they mainstream gender issues into industrial policies, strategies and action plans. For these ministries to create relevant and meaningful policies to integrate gender equity into green industrial issues; research studies and statistics are needed on the gender-specific realities of women working as entrepreneurs and professionals in green industry in low- and middle-income countries.

This project aims to address the gap in available research by providing an empirical baseline of gender-specific barriers and opportunities for women working as entrepreneurs and professionals in green industry in Cambodia, Peru, Senegal and South Africa. Studies conducted within the project look into possibilities to meet the dual needs of alleviating environmental threats, whilst realising women's potential in green industry, green economy and entrepreneurship. The findings in this report are available to policymakers and practitioners as a baseline to inform the effective development of gender-responsive green industrial policy in the future.

## 2.2 Research questions

In alignment with the aims and objectives of the broader EEWiGI programme, this study addresses two main research questions:

- (1) What are the country specific needs, opportunities, specific drivers and constraints to women accessing and benefitting equally from the advancement of green industry:
  - As industry professionals?
  - As entrepreneurs?
- (2) How should countries develop or revise existing gender responsive green industrial policies?

Alongside these main research questions; the analysis considered the following sub-questions in the developing a suitable methodology, collecting data and reviewing policies. Therefore, the following elements also contributed to a holistic understanding of green industry, green economy and entrepreneurship:

- Are the current policies delivering results based on their initial goals and outcomes?
- Are current green industry policies gender-responsive?
- Are policies having a positive/negative impact on women and/or on their interactions with others?
- Which policies are hindering gender equality and the inclusion of women?
- Which policies are helping gender equality and the inclusion of women? How are these implemented?

The conceptual and analytical frameworks applied were designed based on these research questions. A conceptual framework on women's economic empowerment was used to understand the root causes of barriers and gaps in gender equality in green industry; both for women entrepreneurs and women working as professionals in green industry.

## 2.3 Conceptual framework addressing research question 1: conceptualising women's economic empowerment

The project defines *women's economic empowerment* as the combination of women's ability to succeed and advance economically alongside the power to make and act on economic decisions. To succeed and advance economically, women need skills and resources to compete in markets; as well as fair and equal access to economic institutions. In order to have the power and agency to benefit from economic activities, women need to have the ability to make and act on decisions; and control resources and profits.<sup>67</sup>

<sup>66</sup> SDG 9: to "build resilient infrastructure, promote inclusive and sustainable industrialisation" and SDG 5: to "achieve gender equality and empower all women and girls".

<sup>67</sup> Kabeer, N. (1999). Resources, Agency, Achievements: Reflections on the Measurements of Women's Empowerment. *Development and Change*, Vol.30.

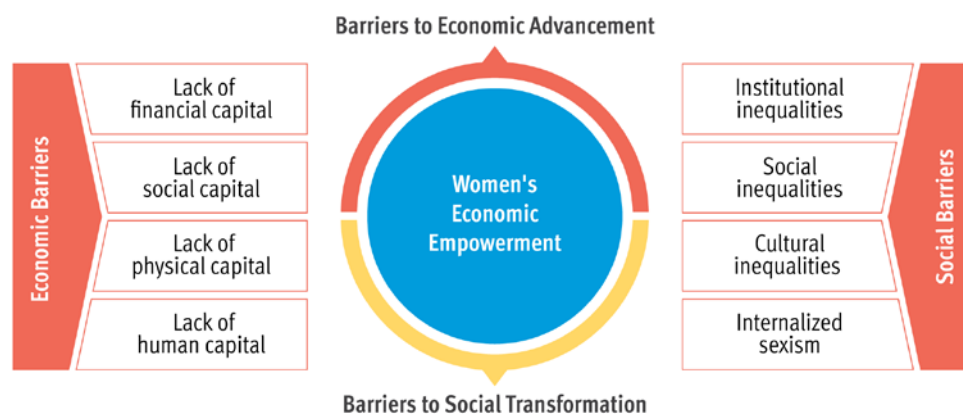
Taking these definitions as a starting point, the project conceptualises women’s economic empowerment as requiring advancement and transformation:

- *Advancement*: includes increased resources, income, employment, human capital (education, skills, training), financial capital (loans, savings), social capital (networks, relationships, mentors), and physical capital (land, machinery, tools and inventory); and
- *Transformation*: necessitates women having the power and agency to make decisions over control and use of newly gained skills and resources.

Advancement and transformation require the disruption of accepted social norms and structural gender constructs.<sup>68</sup>

See Figure 2.1 for the EEWiG conceptualisation of women’s economic empowerment.

**Figure 2.1:** Study’s conceptualisation of Women’s Economic Empowerment



In order to understand women’s economic advancement and economic transformation in green industry, this report analyses gendered norms, power relations and inequalities in the overlapping spheres of agency, structures and relationships (Figure 2.2).

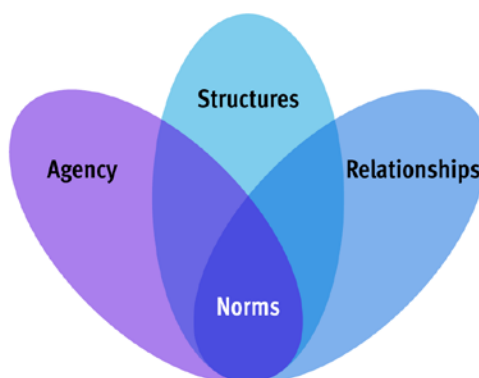
Empowerment requires:

- *Agency*: the ability to make choices and act upon them. This is similar to autonomy but more comprehensive;
- *Structures*: processes to enable change rather than resist change. This is also known as an enabling environment; and
- *Equal relationships*: assurance that power does not corrupt, exploit or block access to opportunities.

This conceptual framework facilitates an analysis of the institutional, cultural and societal inequalities causing barriers to women’s economic advancements. These concepts also guide the transformation required to enable positive change towards gender equality. Approaching women’s economic empowerment through this conceptual framework will enable policymakers and practitioners to better understand and identify the pathways to advancing gender equality and improving the leadership and participation of women as entrepreneurs and industry professionals in green industry in Cambodia, Peru, Senegal and South Africa, in line with the SDGs.

See Figure 2.2 for the relationship between norms and empowerment.

**Figure 2.2:** Relationship between norms and empowerment



<sup>68</sup> GWNET (2019). *Women for Sustainable Energy: Strategies to Foster Women’s Talent for Transformational Change*, p.52.

## 2.4 Conceptual framework addressing research question 2: towards a gender-responsive green industrial policy framework

The purpose of EEWIGI is to advise policymakers and practitioners on the establishment and implementation of a policy framework to integrate gender and green industrial policies. The aim is to affect change and empower more women to take leadership roles in green industry as entrepreneurs or industrial professionals. Based on the conceptualisation of women’s economic empowerment applied in this project, gender-responsive green industrial policies must work to address both advancement and transformation.

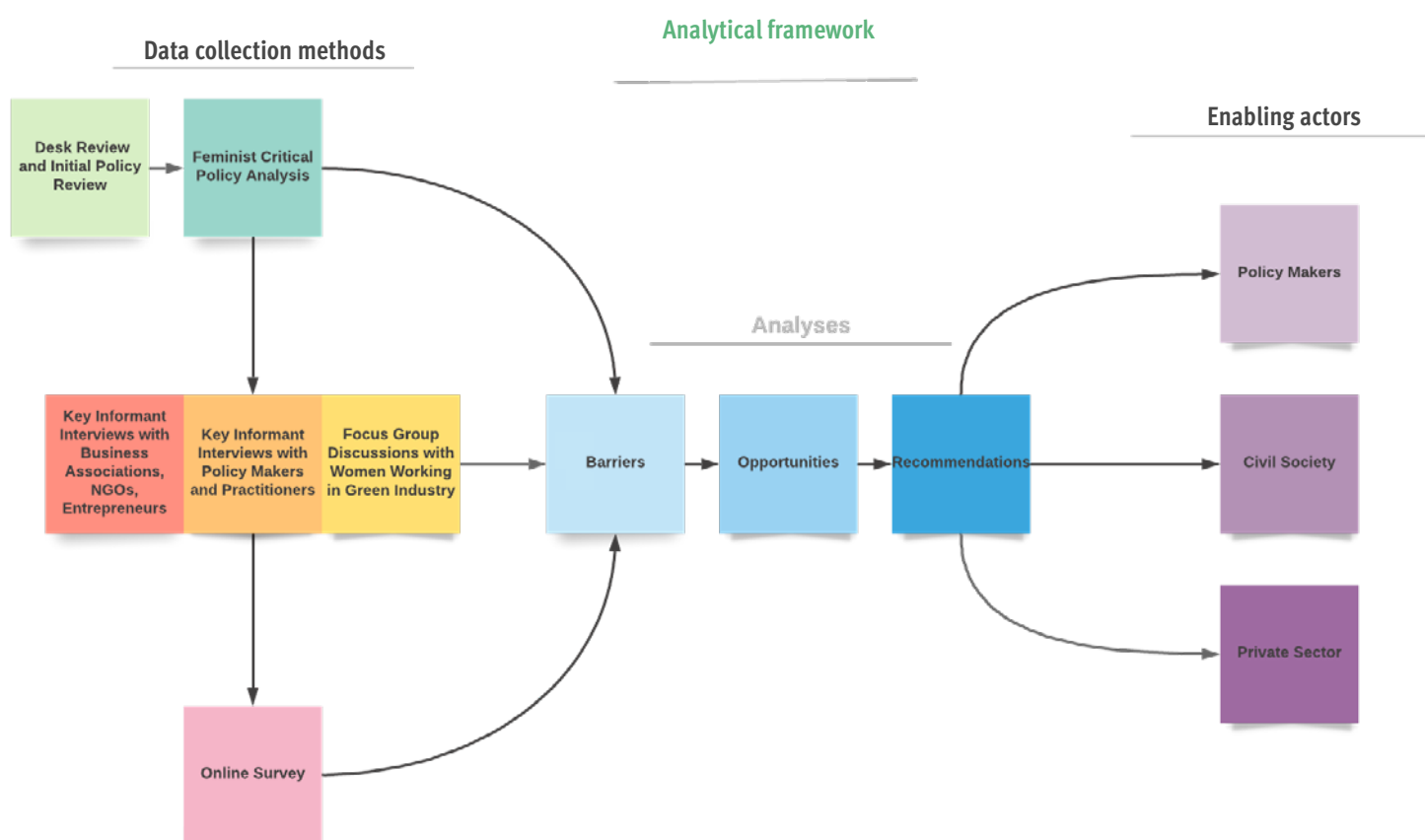
The qualitative and quantitative components of the study reveal key factors underpinning the barriers and opportunities women face in accessing economic empowerment in green industry. These findings, combined with critical feminist criteria, form the framework to assess gender-responsiveness of current policies and their contents; policy processes and adaptation. Furthermore, these policies will be evaluated on their commitments to gender equality.

## 2.5 Analytical framework

An overview of the applied analytical framework and data collection methods used in the study is covered in Figure 2.3.

See Figure 2.3 for the analytical framework of the study.

Figure 2.3: Analytical framework





A large stack of papers, some with yellow tabs, is shown against a light blue background. A magnifying glass is positioned in the lower right corner, focusing on the papers. The entire image has a light blue overlay.

### **3. Data collection methods**

## 3.1 Research design

The process began with a preparatory assistance project, undertaken by UNIDO and UN Women in Cambodia, Peru, South Africa and Senegal in 2017. The objectives of this phase were to gain a better understanding of the challenges facing governments in coordinating gender-responsive green industry policy and to identify the needs of female entrepreneurs in business development. The methodology of this research was shaped by the findings of the preparatory phase and inputs from UNIDO and UN Women staff in 2019-2020.

A mixed-methods approach has been applied, which combines qualitative and quantitative data collection methods. The research was collected in four phases:

- i. Phase 1: desk review and initial policy review;
- ii. Phase 2: feminist critical policy analysis;
- iii. Phase 3: qualitative data collection in the form of key informant individual interviews (KIIs) and focus group discussions; and
- iv. Phase 4: quantitative data collection in the form of an online survey.

The data collection phase in Cambodia occurred February-March 2020, the data cleaning, translation and analysis followed March-July 2020. Individual country reports and a single synthesis report of four countries were drafted in July 2020.

In each of the four countries – Peru, Cambodia, South Africa and Senegal – KIIs took place in the respective capital cities: Lima, Phnom Penh, Pretoria and Dakar. In addition, with the exception of Cambodia, focus group discussions were held in regions outside the capital. Through this approach, it was possible to capture the heterogeneity of the baseline context for green industry and women’s economic empowerment in each country.

## 3.2 Desk review and initial policy review

A desk review of current policies and projects was conducted with two components: one component focused on existing policies and projects promoting the advancement of green industry; the other component focused on the baseline situation in each country vis-à-vis women’s economic empowerment. The desk review also identified research on successful women entrepreneurs operating in the green sector in each country.

The desk review and initial policy review served the following purposes:

- (1) Providing context for feminist critical policy analysis by presenting an overview of policies aimed at empowering women in each country, thereby identifying overlaps with green industry policy;
- (2) Building a network based on the case studies of successful women in green industry;
- (3) Identifying relevant gender and green industry policies that could be reviewed in-depth using the critical feminist policy analysis; and
- (4) Informing the development of qualitative and quantitative tools by identifying key themes to be explored further in key informant individual interviews and focus group discussions.

## 3.3 Feminist critical policy analysis

The feminist critical policy analysis exposes gender inequalities and power relations embedded in the policies of each country with the objective of addressing gender bias in existing and future policies (McPhail, 2003).

The feminist critical policy analysis herein is based on the works of Kanenberg et al. (2019),<sup>69</sup> Druza and Rodriguez (2018),<sup>70</sup> Krizsan and Lombardo (2013)<sup>71</sup> and McPhail (2003).<sup>72</sup> The analysis is based on three steps: policy selection, assessment I and assessment II.

Policy selection criteria: a maximum of 10 policies were selected in consultation with the project’s national coordinator (NC), national focal points and the respective UNIDO Country Representative; based on their relevancy to at least one of the following tiers:

- Tier 1: national laws, policies and strategies with “green”, “green industry”, “green economy”, “green jobs”, “entrepreneurship”, “low carbon”, identified in the title;
- Tier 2: national laws, policies and strategies that specifically address the sectors and sub-sectors identified and prioritised in this project in the title;
- Tier 3: national laws, policies and strategies with “climate change”, “adaptation”, and/or “environment” identified in the title, or “sustainable development”, “circular economy”, or “bio economy” and/or other type of green industry sector; and/ or
- Tier 4: national laws, policies and strategies related to general industrial development and growth.

After the final list of policies was selected, three assessments were conducted.

69 Kanenberg, H. and Leal, R. (2019). Revising McPhail’s Feminist Policy Analysis Framework. *Advances in Social Work*. 19(1), 1-22.

70 Druza, K. and Rodriguez, C.M. (2018). *Feminist Policy Analysis: Implications for the Agricultural Sector in Ethiopia*. CIMMYT, Addis Ababa, Ethiopia.

71 Krizsan, A. and Lombardo, E. (2013). The Quality of Gender Equality Policies: A Discursive Approach. *European Journal of Women’s Studies*. Vol 20, Issue 1: 77 – 92.

72 McPhail, B. (2003). A Feminist Policy Analysis Framework. *The Social Policy Journal*. (2), 39-61.

## Assessment I

The first assessment<sup>73</sup> depicted in Table 3.1, is an index for assessing the quality of policies using a ranking system. For each of the seven quality criteria categories, the research questions are scored on a scale of 0-1, whereby:

- 1 indicates that the criteria are met;
- 0.5 indicates that the policy meets the criteria to a certain extent; and
- 0 indicates that the policy poorly meets the criteria.

The first assessment used seven different criteria categories:

- (1) Gendering of the policy;
- (2) Structural understanding of gender equality;
- (3) Intersectionality;
- (4) Women’s empowerment;
- (5) Incremental transformation;
- (6) Gender responsiveness; and
- (7) International and regional contextualisation.

Regarding the quality criteria categories, note that:

- Quality criteria categories 1-3 focus on policy content;
- Quality criteria categories 4-5 focus on the process to ensure women’s participation and inclusion in the policy-making process; and
- Quality criteria categories 6-7 focus on the intersection of gender and green industry policies, and on how the national policies relate to regional and international gender frameworks.

**Table 3.1:** Feminist policy analysis criteria and research questions

Quality criteria categories	Research questions
1. Engendering of the policy (policy content)	1.1. Does the policy aim for gender equality? 1.2. Does the policy consistently include sex-disaggregated data? 1.3. Does the policy consider gender differences in order to create more equality? 1.4. Are gender stereotypes challenged? 1.5. Is gender mainstreamed throughout the document (as opposed to being an add-on to a separate section)?
2. Structural understanding of gender equality (policy content)	2.1 Does the policy consider structural factors that impact gender equality? Examples include historical, legal, socio-cultural, economic and political factors.
3. Intersectionality (policy content)	3.1. Does the policy incorporate the concept of “intersectionality”? (see definition of intersectionality in glossary).
4. Women’s empowerment (policy process)	4.1 Does the word “empowerment” appear in the policy associated with women? 4.2 Does the policy refer to women’s economic empowerment? 4.3 Does the policy refer to women’s empowerment to increase women’s agency, resources, and/or achievements? 4.4 Does the policy mention consulting women, or women’s civil society groups and associations during its development?
5. Incremental transformation (policy process)	5.1. Does the policy build on national previous gender-equality achievements/policies?
6. Gender-responsiveness (policy adapted to project context)	6.1. Does the policy address the specific needs and interests of women entrepreneurs and women working in green industry? 6.2. Does the policy consider ways to overcome gender norms and social traditions that impair women’s involvement in green industry? 6.3 Does the policy address steps necessary to increase women’s leadership roles in green industry?
7. Regional and international contextualisation (policy adapted to project context)	7.1. Does the policy comply with international and regional conventions, policies, laws and commitments to safeguard women’s rights? <sup>74</sup>

<sup>73</sup> The criteria and research questions for the first exercise are adapted from: Druzca, K. and Rodriguez, C. M. (2018). *Feminist Policy Analysis: Implications for the Agricultural Sector in Ethiopia*. CIMMYT, Addis Ababa, Ethiopia.

<sup>74</sup> Criteria 7.1: The list of international and regional conventions will include the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Sustainable Development Goal number 5, Protocol on Violence against Women, Beijing +25, and the Maputo Protocol, African Charter on Human and Peoples’ Rights on the Rights of Women in Africa (not applicable to Peru/Cambodia).



The second assessment in the feminist critical policy analysis assesses the quality of the policy’s conclusions on specific gender planning targets/commitments/indicators and/or “next steps”. In order to ensure the accountability of gender targets/plans, these findings are rated based on the following criteria:

- (0) = No mention of gender in the conclusion;
- (1) = Irrelevant/tokenistic conclusion;
- (2) = Has some sex but not gender conclusions;<sup>75</sup>
- (3) = Has some gender conclusions but basic or unhelpful; or
- (4) = Highly relevant gender-aware conclusion.

Lastly, the policies were assessed based on their level of implementation to date, as of April 2020. The results of the critical feminist policy analysis are presented further in detail in Section 4 of this report.

### 3.4 Key informant individual interviews

The two target groups for the key informant individual interviews (KIIs) were policymakers and practitioners (KIII Type 1 – government actors) and entrepreneurs, members and/or leaders of a business organisation, NGO leader/management, or other persons of influence in green industry (KIII Type 2 – business actors). KIIs with policymakers and practitioners were conducted to develop an in-depth understanding of government priorities, interests and incentives in the green economy, including current competing priorities and its effects of current policies on gender issues. The aim of KIIs with members and/or leaders in the industry was to understand specific barriers and constraints faced by women entrepreneurs, businesses, NGO and community leaders and influencers; and identify ways to change policies to better support women entrepreneurs.

In total, 28 interviews were conducted; 21 were interviews with industry professionals and entrepreneurs; and seven were with policymakers and practitioners. This sample represents a cross-section of leaders in green industry. It included heads and deputy heads of departments, entrepreneurs, business owners and employees. The respondents were enthusiastic and engaged; they answered questions in full and provided deep insight into the subject matter.

### 3.5 Focus group discussions

Three focus group discussions (FGDs) were held with women working in green industry in a professional role; there were approximately five participants in each FGD. The purpose of these FGDs was to gain a more in-depth understanding of issues identified in the KIIs (e.g. specific barriers and constraints faced by women working in green industry). All three FGDs were conducted in Phnom Penh.

See Table 3.2. for a detailed list of data samples.

**Table 3.2:** Samples by instrument type

Instrument type	Total number of participants	Disaggregation
Key informant individual interviews: policymakers and practitioners	7	2 women, 5 men
Key informant individual interviews: business associations, NGOs, entrepreneurs	21	17 women, 4 men
Focus group discussions	3 groups, total 15 participants	FGD 1 – 4 women Location: Phnom Penh  FGD 2 – 5 women Location: Phnom Penh  FGD 3 – 6 women Location: Phnom Penh
Online surveys	16 (all women)	15 green entrepreneurs 1 conventional entrepreneur

### 3.6 Online surveys

The last data collection method was the quantitative online survey, which was sent to women entrepreneurs in both green and conventional industry through the online platform SoGo Survey. The survey identified opportunities and challenges faced by women entrepreneurs in the green industry, and how these overlap with or differ from women entrepreneurs outside the green industry. The results of the survey were used to analyse the current situation experienced by women entrepreneurs in and outside green industry in each country. The survey includ-

<sup>75</sup> “Sex” includes reference to “women” or “men”. “Gender” refers to the relations, social norms and power dynamics between “women” and “men”.

ed information on the type of enterprise (size, sector, number of employees, years in operation); linkage to green industry; and identified opportunities and constraints.

A total 16 women entrepreneurs completed the survey. Of these, 15 were from green industry and one was from conventional industry.

### 3.7 Research limitations

Despite the best efforts of all contributors, the project has faced the following research limitations:

1. **Lack of clarity on the term “green industry”:** since the green industry is a new concept, there is a lack of clarity about the concept and what businesses require to be considered within the term “green”. Hence, it was difficult to segregate the sectors and sub-sectors into “green” versus “conventional”/ “non-green” industry.
2. **Online survey participants:** the online survey started in mid-March 2020, a time when the impact of the COVID-19 pandemic had intensified significantly. Therefore, it became increasingly difficult to encourage the entrepreneurs to respond to the survey as they were under pressure to manage their businesses due to the pandemic.
3. **Selection of ten policies for feminist critical analysis:** policies only available in Khmer language were not selected for this analysis.

### 3.8 Research strengths and advantages

1. **A novel initiative:** this research is the first of its kind to investigate women’s economic empowerment in green industry; as both entrepreneurs and industry professionals.
2. **Research across the globe:** the research has produced an impressive international dataset, with qualitative and quantitative data gathered in 4 countries on 3 different continents.
3. **Robust, gender-responsive policy analyses:** the bespoke feminist critical policy analyses used in the study is an innovation in international development research. While there are several policies in the country on climate change and sustainable development; the extent to which these policies have been gender mainstreamed was previously unknown. Our analyses create a way forward for policies in this area to be revisited and strengthened based on their gender-responsive content and commitments.
4. **Involvement at the policy level:** government stakeholders and policymakers are involved from the inception phase in evaluating the research findings.
5. **Bottom-up approach:** the study used a bottom-up approach to elicit the perceptions and everyday challenges of green industry women entrepreneurs and professionals. The data they shared will be used as a baseline and facilitate the design and revision of green industry policies according to the needs and priorities identified.
6. **Bridging the green industry knowledge gap:** the study revealed a persistent knowledge gap of existing green industry policies in the country among entrepreneurs, professionals and policymakers. By exposing this gap, this report proposes recommendations for raising awareness and exposing others to the opportunities present in green industry.

### 3.9 Research ethics

The research received ethical approval from the Internal Ethical Review Board of Includovate on 6 January 2020.<sup>76</sup>

#### *Participant recruitment*

Individual participants were selected based on criteria defined by the national coordinator (NC), in close consultation with UNIDO representatives. Together, the NC and researchers compiled individual lists of prospective interviewees. These lists emerged from desk-based reviews and in consultation with relevant stakeholders. Relevant stakeholders included ministries, industry institutions, and women’s economic empowerment programme implementors. The final list of participants was made based on the selection criteria.

#### *Consent*

Key informant individual interviews, focus group discussions and online quantitative surveys were subjected to two forms of consent from participants. In all three interactions, informed consent was obtained at the time and place of the interview by the enumerator or interviewer. Additionally, in the case of the online interviews, there was an explicit statement proceeding the questions advising participants that their participation was voluntary and could be withdrawn at any time. When the survey was considered completed and returned by the participant, their consent was implied.

<sup>76</sup> A full copy of the approved ethics application is available upon request via email: [o.iti@unido.org](mailto:o.iti@unido.org)



## 4. Policy review and analyses



## 4.1 Policies promoting the advancement of green industry and gender equality in Cambodia

In 2010, Cambodia was the first among “Least Developed Countries” in Southeast Asia to develop a National Green Growth Roadmap (NGGR), which was followed by the establishment of an inter-ministerial Green Growth Working Group (GGWG) to raise awareness of the programme and develop ministerial policies.

The NGGR was later expanded into a National Strategic Plan on Green Growth (NSPGG). According to a study conducted on Cambodia by the OECD, the NSPGG in Cambodia was founded to alleviate poverty, boost economic growth and improve institutions.<sup>77</sup> Civil society, government departments and business representatives were stakeholders for this study. The RGC (Royal Government of Cambodia) has significantly improved its national environmental protection; in particular regarding forest restoration, building a sustainable energy sector and boosting renewable energy investment opportunities.<sup>78</sup> Moreover, an initiative was started that allocated at least 5 ha of land to each rural household and this has improved human well-being and social inclusion.

Cambodia has a strong policy framework for green growth, environmental management and conservation. It has additional complementary policies on eco-tourism, forestry and fisheries. Gender equality is specifically mentioned as a priority in its national green growth strategies. Moreover, gender equality is integrated into the Cambodian Climate Change Action Plan, which is promising. However, gender mainstreaming is less present and prioritised in the action plans of green industry organisations.

The key national policies supporting gender equality and green industry in Cambodia include:

- Neary Rattanak IV Strategic Plan, 2014-2018;<sup>79</sup>
- National Strategic Plan on Green Growth, 2013-2030;<sup>80</sup>
- Rectangular Strategy (RS) Phase III;<sup>81</sup>
- National Strategic Development Plan (NSDP), 2014-2018;<sup>82</sup>
- Climate Change Action Plan, 2016-2018;<sup>83</sup> and
- Gender Mainstreaming Policy and Strategic Framework 2016-2020.

Policies which support green industry, include:

- National Ecotourism policy 2019;
- Strategic Planning Framework for Fisheries sector 2010-2019;
- National Forest Program 2010-2019; and
- Strategic Development Plan for Cambodian Agro-industry 2019-2030.

The Cambodian national commitment to the transition into a green economy is most evident through its strategic plan on green growth:

### *National Strategic Plan on Green Growth, 2013-2030<sup>84</sup>*

In 2013, the Cambodian Government approved the National Strategic Plan on Green Growth for 2013-30. It aims to ensure stability and green growth in order to reach “developed country” status by focusing on the following:

- (1) Green investment and green jobs creation;
- (2) Green economy management in balance with environment;
- (3) Blue economy development with sustainability;
- (4) Green environment and natural resources management;
- (5) Human resources development and green education;
- (6) Effective green technology management;
- (7) Promotion of a green social safety system;
- (8) Uphold and protection of green cultural heritage and national identity; and
- (9) Good governance on green growth.

While there is no specific focus on the integration of women into the green economy, the foreword by the Prime Minister does state that the RGC has outlined a plan to target the stimulation of economic growth and environmental protection, sustainable natural resource management, the reduction of poverty and the enhancement of gender equality, social equity and good governance. He emphasises the “win-win” nature of national economic development in balance with environmental and ecosystem protection, improvement of livelihoods and upholding cultural heritage.

In the “Green Growth Action Plan” under “Green Growth and Job Creation”, the current focus areas are:

- Engaging green investors in renewable energy, lands, forests and fisheries and green industry; and

77 [https://www.enterprise-development.org/wp-content/uploads/Making\\_Growth\\_Green\\_and\\_Inclusive\\_Cambodia.pdf](https://www.enterprise-development.org/wp-content/uploads/Making_Growth_Green_and_Inclusive_Cambodia.pdf), Page 15, Figure 1.

78 Ibid.

79 [http://www.kh.undp.org/content/cambodia/en/home/library/democratic\\_governance/cambodian-gender-strategic-plan---neary-rattanak-4.html](http://www.kh.undp.org/content/cambodia/en/home/library/democratic_governance/cambodian-gender-strategic-plan---neary-rattanak-4.html).

80 <http://www.greengrowthknowledge.org/sites/default/files/downloads/policy-database/CAMBODIA%29%20National%20Strategic%20Plan%20on%20Green%20Growth%202013-2030.pdf>.

81 <http://www.cambodiainvestment.gov.kh/wp-content/uploads/2013/11/2013-Rectangular-Strategy-III-En8.pdf>.

82 [https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-bangkok/documents/genericdocument/wcms\\_364549.pdf](https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-bangkok/documents/genericdocument/wcms_364549.pdf).

83 <http://www.camclimate.org.kh/en/documents-and-media/library/category/128-climate-change-action-plan.html?download=723:ccap-for-ministry-of-environment-2016-2018-en>.

84 Royal Government of Cambodia (2013). *National Strategic Plan on Green Growth 2013-2030*.

- Enhancing job opportunities for people; including in green tourism, environment, green energy, green farming, green industry, green technologies, green trade and green services.

There is currently no demographic breakdown on the potential beneficiaries of these growing green industry, therefore job opportunities for women are not mentioned. However, in the action plan on the “Promotion of a Green Social Safety System” (strategy 7 of the National Strategic Plan on Green Growth, 2013-2030)<sup>85</sup>, one goal is: “strengthening gender role practices in green growth”.

### *Rectangular Strategy (RS) Phase III*

The Rectangular Strategy (RS) is comprised of four objectives within the core themes of “Growth, Employment, Equity and Efficiency”. This national strategy is a blueprint to guide all stakeholders to, “further pursue and strengthen long-term sustainable development aimed at promoting economic growth, creating jobs, equitable distribution of the fruits of growth, and ensuring effectiveness of public institutions and management of resources.”<sup>86</sup>

Sustainability is core throughout the strategy, including a “balance between development and conservation”, “green growth” and “environmental management”. Gender equality is also featured in the strategy, but is not specifically noted in the sections on green growth or sustainability.

### *Cambodia Climate Change Strategic Plan, 2014-23*

The development of the Cambodia Climate Change Strategic Plan presents an entry point for a structured and coherent approach to the integration of climate change measures into national development processes.

The CCCSP outlines the following goals:

- Reducing the impact of climate change, particularly on the most vulnerable, and critical systems (natural and societal);
- Shifting towards a green development path by promoting low-carbon development and technologies; and
- Promoting public awareness and participation in climate change response actions.

### *Cambodia Climate Change Alliance with UNDP Phase II 2014-2019<sup>87</sup>*

Key areas of intervention in Cambodia’s Climate Change Alliance with UNDP Phase II 2014-2019 include:

- A climate change legal framework;
- National and sectoral monitoring and evaluation frameworks for climate change;
- Testing and dissemination of adaptation/mitigation approaches;
- Strengthening of planning and budgeting systems for the mainstreaming of climate change finance; and
- Support to research, development and learning on climate change.

### *Most recent plans and policies*

The National Strategic Development Plan (NSDP), 2019-2023, of July 2019 outlines the priorities for development over the next four years.

The National Ecotourism policy 2019 was launched November 2019. The Minister for Tourism stated that whilst Cambodia has about 2,300 rural communities, most of which are dedicated to fisheries, forestry and agriculture, there were only 123 eco-tourism service providers in the nation. The ministries of Environment, Agriculture, Tourism; and Forestry and Fisheries are working together to explore tourism opportunities in rural communities. The potential strengths and challenges of potential localities are assessed in order to identify infrastructure and human resources needs.<sup>88</sup> The potential benefits of the development of eco-tourism for the empowerment of women have not been clarified; but would be a valuable factor in this process.

The National Policy on Science, Technology and Innovation (STI) 2020-2030 is universally understood to be the driving force behind sustainable economic development, improving social livelihood, addressing environmental issues, and supporting survival and happiness in Cambodia. The Cambodian government considers gender equality as a contributing factor in enhancing the quantity and of STI human resources, as well as a contributing factor to ethical professional standards in STI.

## **4.2 Government priorities and overview of green industry policies from key informant interviews**

Green industry is relatively new and awareness around green industry among the Cambodian general public is lacking. There is limited information and data on specific government priorities related to green industry. Although the government of Cambodia prioritises climate change

<sup>85</sup> Royal Government of Cambodia (2013). *National Strategic Plan on Green Growth 2013-2030*.

<sup>86</sup> Royal Government of Cambodia. Rectangular Strategy-Phase III pp.3.

<sup>87</sup> Cambodia Climate Change Alliance with UNDP Phase II 2014-2019. Available online: <https://www.kh.undp.org/content/cambodia/en/home/projects/cambodia-climate-change-alliance--phase-2--ccca-ii-1.html>.

<sup>88</sup> Khon, quoted in VNA, Vietnam Breaking News: Cambodia unveils strategy to develop eco-tourism. Available online: <https://www.vietnambreakingnews.com/2019/11/cambodia-unveils-strategy-to-develop-ecotourism/>.

adaptation and mitigation, key informants shared that “green industry” is currently not well defined. Moreover, a common concern was that:

*“There is no policy or strategic planning on the green industry business.”<sup>89</sup>*

However, it cannot be denied that there is a small but growing number of women entrepreneurs in the green sector. These women entrepreneurs fall largely into two categories: women that deliberately opted for a green business model and women who are engaging in a green industry business without actively choosing to do so.

Only one key informant mentioned the national Green Growth Road Map<sup>90</sup> (GGRM) and its contribution to sustainable development and economic growth.

Cambodian government priorities, as outlined by policymakers and influencers in key informant individual interviews include:

- Promoting green industry: mainstream green industry and promote green businesses. In addition to this, the government would like to prioritise promoting energy conservation and efficiency, environmental protection policies;
- Supporting women entrepreneurs in green industry: support women entrepreneurs, mainly in small-scale business, with funding. This includes supporting women’s access to environmental protection and climate change activities; and
- Planned research: focus on empirical evidence of the potential economic, social and environmental benefits and impacts of green industry on men and women.

During key informant individual interviews, many participants stated that the Cambodian government and its policies are gender-sensitive. Women are prioritised and they ensure that they are not left behind. However, as of yet, the implementation of these policies is incomplete.

In one of the interviews, the key informant (male) was joined by a female colleague, but she did not say a single word neither was she given any space to put forth her views. This scenario highlights that gendered inequalities at office level that could lead to gaps in implementation.

### 4.3 Summary results of the feminist critical policy analysis

This section summarises the analyses of ten national policies (listed in Table 4.1) used to review the inclusion of gender integration in policy development and content. As outlined in the methodology section (see section 3.3 Feminist critical policy analysis), this study used specific criteria to review each policy. Appendix 2 presents a detailed analysis of each listed policy.

See Table 4.1 on the national laws, policies and strategies examined in this study.

**Table 4.1:** List of national laws, policies and strategies examined<sup>91</sup>

No.	Name	Date	Criteria match
1	National Strategic Plan on Green Growth (NSGG) <sup>92</sup>	2013-2030	Tier 1: Green Industry
2	Strategic Development Plan for Cambodian Agro-industry <sup>93</sup>	2019-2030	Tier 2: Agro-industry
3	The Strategic Planning Framework for Fisheries <sup>94</sup>	2010-2019	Tier 2: Fishery
4	Cambodia Trade Integration Strategy (CTIS) <sup>95</sup>	2019-2023	Tier 2: Trade
5	National Technical Vocational Education and Training Policy (TVET) <sup>96</sup>	2017-2025	Tier 2: TVET
6	NDC Roadmap and Stakeholder Engagement Plan <sup>97</sup>	2019-2030	Tier 3: Climate change
7	Gender and Climate Change Action Plan (GCCAP) <sup>98</sup>	2014-2018	Tier 3: Climate change
8	Cambodian Sustainable Development Goals (CSDGs) Framework <sup>99</sup>	2016-2030	Tier 3: Sustainable development
9	National Strategic Development Plan (NSDP) <sup>100</sup>	2014-2018, 2019-2023	Tier 4: General development
10	The Cambodia Industrial Development Policy (IDP) <sup>101</sup>	2015-2025	Tier 4: Industrial development

<sup>89</sup> KIII, Woman, Ministry, Phnom Penh, Cambodia.

<sup>90</sup> KIII, Man, UN, Phnom Penh, Cambodia.

<sup>91</sup> There are many existing relevant policies but some are only available in local language. These 10 policies were carefully consulted with NC, national focal points and UNIDO Country Representative.

<sup>92</sup> National Council of Green Growth (2013). National Strategic Plan on Green Growth 2013-2030. Royal Government of Cambodia.

<sup>93</sup> Ministry of Agriculture, Forestry, and Fisheries (2020). Strategic Development Plan for Cambodian Agro-industries 2019-2030.

<sup>94</sup> Fisheries Administration of the Ministry of Agriculture, Forestry and Fisheries (MoAFF), Kingdom of Cambodia (2011). The Strategic Planning Framework for Fisheries 2010-2019 Cambodia.

<sup>95</sup> Ministry of Commerce (2019). Cambodia Trade Integration Strategy (CTIS) 2019-2023.

<sup>96</sup> Ministry of Labour and Vocational Training (2017). National Technical Vocational Education and Training Policy 2017-2025.

<sup>97</sup> National Council for Sustainable Development (2019). NDC Roadmap and Stakeholder Engagement Plan 2019-2030.

<sup>98</sup> Gender and Climate Change Committee (GCCC) and Ministry of Women’s Affairs (MoWA) (2014). Gender and Climate Change Action Plan (GCCAP) 2014-2018.

<sup>99</sup> Royal Government of Cambodia (2018). Cambodian Sustainable Development Goals (CSDGs) Framework (2016-2030).

<sup>100</sup> Royal Government of Cambodia (2019). National Strategic Development Plan 2019-2023.

<sup>101</sup> Royal Government of Cambodia (2015). Cambodia Industrial Development Policy 2015 – 2025.



## **Assessment I (Table 4.2)**

### **Engendering policy**

The Gender and Climate Change Action Plan (GCCAP), Cambodian Sustainable Development Goals (CSDGs) Framework, National Strategic Development Plan (NSDP); and National Technical Vocational Education and Training Policy (TVET) are gender mainstreamed. The additional policies noted in Table 2.1 have either limited or do not mention “gender” or “women”. However, all the policies examined have the potential to do more to address gender equality, gender stereotypes and include sex-disaggregated data.

### **Structural understanding of gender equality**

Most of the policies examined consider the structural factors that impact gender equality. Exceptions include the Gender and Climate Change Action Plan (GCCAP), Cambodian Sustainable Development Goals (CSDGs) Framework and the National Strategic Development Plan (NSDP). None of the policies reviewed reference historical, legal, economic, and/or socio-cultural factors that influence gender equality.

### **Intersectionality**

Limited consideration is given to the intersection of gender with other factors, such as disability, race, youth and/or rurality. However, intersectionality concerns are present in the Gender and Climate Change Action Plan (GCCAP), CSGDs Framework, and National Strategic Development Plan (NSDP) which all address women and other vulnerable groups such as children, the elderly; and ethnic and religious minorities.

### **Women’s empowerment**

Limited consideration is given to women’s empowerment in the examined policies, with the exception of the National Technical Vocational Education and Training Policy (TVET), the Strategic Planning Framework for Fisheries, the Gender and Climate Change Action Plan (GCCAP), Cambodian Sustainable Development Goals (CSDGs) Framework and the National Strategic Development Plan (NSDP). The Cambodia Trade Integration Strategy (CTIS) does include a reference to women’s empowerment. CTIS mentions the importance of women in trade; it also calls for the further mainstreaming of women empowerment in trade and business development policies.

None of the policies reviewed mentioned that women, women’s civil society groups or associations were consulted as part of the development process. Stakeholders were consulted, but based on the policy documents, it is not possible to infer if women, women’s groups or advocates were among these.

### **Incremental transformation**

In general, the examined policies do not build upon previous national gender-equality achievements and policies. This is a missed opportunity, given the robust national framework in place to ensure gender equality, such as the Gender and Climate Change Action Plan (GCCAP), Cambodian Sustainable Development Goals (CSDGs) Framework, National Strategic Development Plan (NSDP); and National Technical Vocational Education and Training Policy (TVET). For example, the Cambodia Trade Integration Strategy (CTIS), National Technical Vocational Education and Training Policy (TVET), NDC Roadmap and Stakeholder Engagement Plan, all strengthen industrial national policies, but not gender equality policies.

### **Gender-responsiveness**

National Technical Vocational Education and Training Policy (TVET) identifies new strategies to overcome gender and social norms and stereotypes that impair women in green industry. For example, TVET encourages women to become trainers, develops gender-responsive human resource policies to attract and retain qualified trainers, promotes gender equality through better work terms and conditions while addressing the gendered experiences of workers, offers scholarships for women to participate in TVET programmes, develops marketing and extension strategies to attract women; and ensures that all curricula are gender-sensitive. Other policies that touch upon gender responsiveness are the National Strategic Plan on Green Growth (NSPGG), Strategic Planning Framework for Fisheries, Gender and Climate Change Action Plan (GCCAP), Cambodia Trade Integration Strategy (CTIS) and National Strategic Development Plan (NSDP). The remaining policies do not consider ways to overcome gender norms and social traditions that impair women’s participation in green industry. Moreover, none of these policies address the steps necessary to increase women’s leadership roles in green industry.

### **Regional and international contextualisation**

None of the policies analysed mentions international normative frameworks, such as the Convention for the Elimination of All Forms of Discrimination Against Women (CEDAW). This is a missed opportunity to build on current legislation and could be easily adapted during the policy revision process.

See Table 4.2 for the assessment I summary.

**Table 4.2: Summary table of assessment I** <sup>102, 103</sup>

	Engendering of the policy	Structural understanding of gender equality	Intersectionality	Women's empowerment	Incremental transformation	Gender responsive	Regional/ international context	Total score
National Strategic Plan on Green Growth	0.5/5	0/1	0.5/1	0/4	0/1	0.5/3	0/1	1.5/16
Strategic Development Plan for Cambodian Agro-industry	0.5/5	0/1	0/1	0/4	0/1	0/3	0/1	0.5/16
The Strategic Planning Framework for Fisheries	1/5	0/1	0/1	0.5/4	0/1	0.5/3	0/1	2/16
Cambodia Trade Integration Strategy (CTIS)	2/5	0.5/1	0/1	0.5/4	0/1	0.5/3	0/1	3.5/16
National Technical Vocational Education and Training Policy (TVET)	2/5	0/1	0.5/1	1/4	0/1	1/3	0/1	4.5/16
NDC Roadmap and Stakeholder Engagement Plan	0.5/5	0/1	0/1	0/4	0/1	0/3	0/1	0.5/16
Gender and Climate Change Action Plan (GCCAP)	5/5	1/1	1/1	3/4	0.5/1	0.5/3	0/1	11/16
Cambodian Sustainable Development Goals (CSDGs) Framework	5/5	1/1	1/1	2.5/4	0.5/1	0/3	0/1	10/16
National Strategic Development Plan (NSDP)	4.5/5	1/1	1/1	3.5/4	0.5/1	0.5/3	0.5/1	11.5/16
The Cambodia Industrial Development Policy (IDP)	0/5	0/1	0/1	0/4	0/1	0/3	0/1	0/16

Table Keys: 1=The policy meets the criteria; 0.5= The policy meets the criteria to a certain extent; 0= The policy poorly meets the criteria.

### Assessment II (Table 4.3)

Eight of the ten policies do not mention “gender” in their conclusions. The two exceptions are the Cambodia Trade Integration Strategy (CTIS) and the Gender and Climate Change Action Plan (GCCAP). For example, the GCCAP states that it “... is designed to address knowledge and capacity gaps by organising trainings; promoting communication and knowledge dissemination at various levels ranging from decision makers, technical officers, communities and to the women; and demonstrating gender-based climate change adaptation and mitigation projects”.

See Table 4.3 on the assessment II summary.

*Table 4.3: Summary table assessment II*

No.	Name	Year	Score
1	National Strategic Plan on Green Growth	2013-2030	0
2	Strategic Development Plan for Cambodian Agro-industry	2019-2030	0
3	The Strategic Planning Framework for Fisheries	2010-2019	0
4	Cambodia Trade Integration Strategy (CTIS)	2019-2023	3
5	National Technical Vocational Education and Training Policy (TVET)	2017-2025	0
6	NDC Roadmap and Stakeholder Engagement Plan	2019-2030	0
7	Gender and Climate Change Action Plan (GCCAP)	2014-2018	4
8	Cambodian Sustainable Development Goals (CSDGs) Framework	2016-2030	0
9	National Strategic Development Plan (NSDP)	2014-2018, 2019-2023	0
10	The Cambodia Industrial Development Policy (IDP)	2015-2025	0

Table Keys: 0=No mention of gender in the conclusion; 1=Irrelevant/tokenistic conclusion; 2=Has some sex but not gender conclusions; 3=Has some gender conclusions but basic or unhelpful; 4=Highly relevant gender aware conclusion

<sup>102</sup> There are many existing relevant policies, but some are only available in local language. These 10 policies were carefully consulted with national coordinator, national focal points and UNIDO Country Representative.

<sup>103</sup> Table Keys: 1=The policy meets the criteria; 0.5= The policy meets the criteria to a certain extent; 0= The policy poorly meets the criteria. For more information on the criteria and associated research questions, see Table 3.1 in the full report.

### Assessment III (Table 4.4)

The examined policies have established implementation plans but there is limited documentation on their implementation status and outcomes. As a result, the extent of these policies' implementation is unclear. Four policies came into effect in 2019 and are too recent to include in this analysis.

See Table 4.4 for an overview of the level of implementation for each policy.

**Table 4.4:** Summary table of the level of implementation for each policy

Name	Implementation levels	Score
National Strategic Plan on Green Growth	Has a good implementation plan, but no documents are available online on its proposed internal reviews. Therefore, it is difficult to determine the extent in which the policy has been implemented.	n/a
Strategic Development Plan for Cambodian agro-industry	Has a good implementation plan, the plan was recently implemented from 2019-2030 and it is too early to determine its implementation. Over a 12-year period, the Strategic Plan is divided into three phases. Phase 1 (2019-2022) will improve and modernise the Cambodian AI sector. In Phase 2 (2023-2026), the Cambodian AI sector will be diversified and transformed. Towards the end of Phase 2, the Cambodian AI sector will be transitioned to and prepared for an advanced stage, Phase 3 (2027-2030).	n/a
The Strategic Planning Framework for Fisheries	Has a good implementation plan, but no documents are available online on its proposed internal reviews. Therefore, it is difficult to determine the extent in which the policy has been implemented.	n/a
Cambodia Trade Integration Strategy (CTIS)	CTIS recently began from 2019-2023, it is difficult to determine the extent of its implementation.	n/a
National Technical Vocational Education and Training Policy (TVET)	Implementation and regular evaluation/assessment on the implementation of policies are essential for TVET development in Cambodia. In addition, the paper recommends that the results of the evaluation/assessment should be shared among TVET stakeholders, scholars/ researchers, as well as the public. <sup>104</sup>	n/a
NDC Roadmap and Stakeholder Engagement Plan	The plan was recently implemented from 2019-2030 and it is too early to determine its implementation.	n/a
Gender and Climate Change Action Plan (GCCAP)	There is no evidence available on the extent of implementation of GCCAP.	n/a
Cambodian Sustainable Development Goals (CSDGs) Framework	RGC has set out concrete delivery proposals on the management oversight, monitoring and evaluation (M&E), and data and resourcing.	0.5
National Strategic Development Plan (NSDP)	In the mandate of the National Strategic Development Plan 2014-2018, Cambodia has experienced significant political, security, economic, and social developments. As of publication, it is too early to evaluate its implementation.	0.5
The Cambodia Industrial Development Policy (IDP)	The overall progress of IDP implementation is on track. It is highlighted through achievements of the IDP's three set targets and four key concrete measures. Close collaboration between relevant ministries, agencies and sub-national administrations; and effective use of resources are key to successful implementation.	0.5

Table Keys: 1=The policy is fully implemented; 0.5=The policy is partially implemented; 0=The policy is not implemented

<sup>104</sup> Yok et al. (2019). *Technical and Vocational Education and Training in Cambodia: Current Status and Future Development*.





# 5. Assessing women's engagement as entrepreneurs and industry professionals in green industry

This section addresses research question 1: *“What are the key country specific drivers and engagements as entrepreneurs and industry professionals in green industry?”* using the collected primary quantitative and qualitative data. The key factors underpinning women’s economic empowerment in green industry are also identified and analysed.

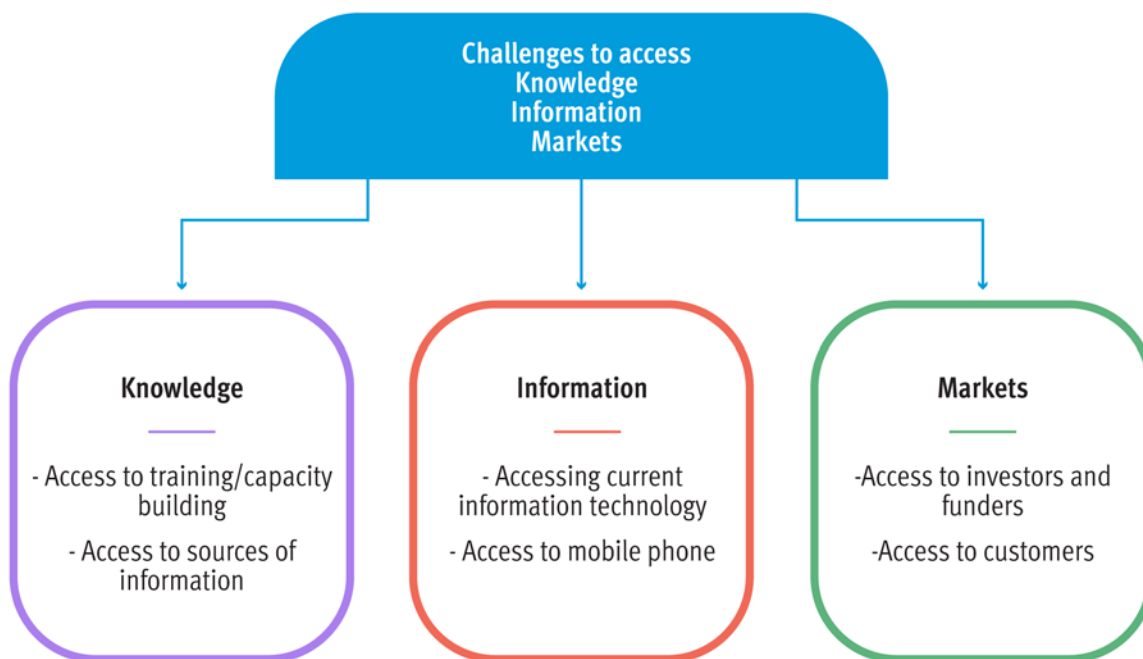


## 5.1 Women’s engagement in green industry as entrepreneurs

Gender inequality is evident across a multitude of sectors in Cambodian society. Women face greater challenges in education, job opportunities, division of labour and domestic responsibilities compared to men. Women have limited access to education, which triggers many of the challenges women face. They also have limited access to knowledge, information and markets. However, this dynamic is changing. Younger generations have higher educational levels and better access to knowledge, information and markets. Additionally, accessing information is easier in the capital city than rural areas. Women in urban areas attain higher levels of education. In addition, access to the information and technology needed to start and fund a business is easier for urban women. Figure 5.1 examines the three challenges that women face in accessing knowledge, information and markets.

See Fig. 5.1. on the challenges to access knowledge, information, and markets.

Figure 5.1: Challenges to access knowledge, information and markets



**Knowledge:** Women have limited access to and knowledge of resources to develop the necessary skills to start a business. Women want to earn their own income; however, they require access to capacity-building information, skills, and networks for support and guidance (mentorship).

**Information:** The majority of key informants reported that social media, such as Facebook, is one of the important sources of information. Social media provides women with information to start their businesses. However, Facebook can only be accessed if women have a smartphone. In rural areas, women generally have less access to smartphones than women in urban areas.

**Market:** Access to knowledge and information are the key conditions to connect with business investors or funders. Women entrepreneurs also need to know their customers and their preferences.

Knowledge, information and markets are inter-connected; access to one leads to another. The challenges of accessing these resources can be attributed to:

- Social norms:<sup>105</sup> social norms pose a barrier for women to access information and technology. Agricultural extension workers are predominantly men and concentrate their services on male agricultural activities. Despite that over half of all agricultural workers are women. The FAO estimates that women receive only 10% of extension services.<sup>106</sup> Moreover, women generally do not speak up in mixed-gendered trainings as it can be culturally unacceptable for women to speak in front of men. According to one KIII:

*“We ensure that we integrate gender in our extension programmes and that women are not left behind. We try to find the time convenient for women to attend trainings and accordingly, we plan it because we think we need to change and challenge the conventional approach where extension programmes were for men.”<sup>107</sup>*

- Gender attitudes: men participate in training programs uninhibited by time or mobility restraints. However, both are major challenges

<sup>105</sup> Social norms refer to the desire for social approval or risk of sanction from one’s peer group, which appears to have a greater influence on behavioural outcomes than individual attitudes and internal beliefs alone (Hillenbrand and Miruka, 2019).

<sup>106</sup> Asian Development Bank (ADB) (2015). *Promoting Women’s Economic Empowerment in Cambodia*.

<sup>107</sup> KIII, Woman, Senior Advisor, NGO, Phnom Penh, Cambodia.



for women. They face the challenge of managing household work and responsibilities, before they can make themselves available to attend training programmes.

When asked the levels of female representation in green industry, participants could not answer precisely, but stated anecdotally that there are more women. As a result of women’s disadvantaged position in society, men are mainly in management and decision-making roles while women mainly work in less senior roles.

- Education: women’s lower educational attainment is a challenge to access information and technology.
- Language barrier: English-language trainings are a challenge. If the trainings are conducted in English by international trainers or international programs run by a local trainer, women who do not understand the language are left behind. Some organisations translate the training materials into Khmer.
- Specific skills for entrepreneurs and opportunities for enhancement: according to key informants, the specific skills required for women entrepreneurs in green industry are not well defined. These skills are applicable across sectors, including, technical skills, accounting, administration, marketing, interpersonal skills, communication, English language skills, confidence and passion for clean energy.

A research participant explained:

*“...personal motivation like how deeply they care about the problem they want to solve. How critical they are. Do they know everything, or they are willing to learn something? Their quality to have a team. Sometimes also about the research they have been doing....we want people who already went out, explored, spent some money already, show a commitment.”<sup>108</sup>*

Beyond these observations, the ability to assess women’s participation in green industry is complex due to a lack of data from the government and sub-sectors. The online survey of this study contributes to filling this gap. The small but robust sample of 15 green entrepreneurs who completed the online survey sheds light on the lives of women entrepreneurs in green industry; it also provides an interesting baseline of their characteristics, challenges and perspectives. Table 5.1 outlines the demographic data of the survey population.

See Table 5.1 for the demographics of women entrepreneurs.

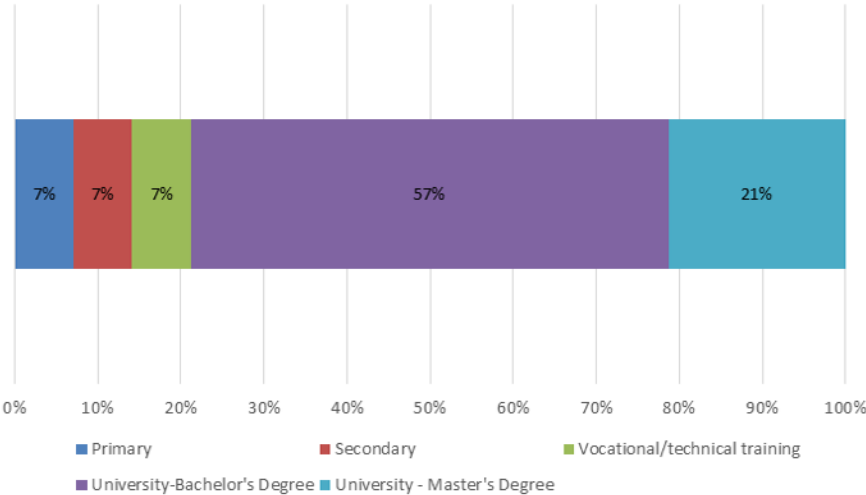
**Table 5.1:** Demographics of women entrepreneurs

Demographics	
Average age (years)	34
Age range (years)	26-44
Vocational training	7%
Master's degree	21%
Married	79%
With children	71%

As presented in Figure 5.2., the survey participants were highly educated. The majority of participants had a Bachelor degree (57%) or Masters degree (21%).

See Figure 5.2 on the highest levels of education achieved among entrepreneurs.

*Figure 5.2: Highest level of education achieved among entrepreneurs(n=14)*



108 KIII, Woman, Venture Support Director, Community Centre, Phnom Penh, Cambodia.

The survey also captured an overview of business by women entrepreneurs, which are presented in Table 5.2. The survey participants overwhelmingly operated their businesses on a full-time basis (77%).

See Table 5.2. on general business information.

**Table 5.2:** General business information

General business information	
Average # of years in business in operation	3
Range # of years business in operation	1-6
Full time	77%

Leadership Positions	Average (range)
Average # women in leadership	1.92 (0-5)
Average # of men in leadership	1.54 (0-7)

In addition to multiple-choice and ranking questions in the survey, there were several open-ended questions where entrepreneurs shared their experiences in more depth. We were particularly interested in how green entrepreneurs started their businesses, who influenced their decisions and where they obtained their skills. Figure 5.4 presents several experiences of this:

See Fig. 5.4. for the responses to, “Why did you start your business?”

**Figure 5.4:** Green entrepreneurs’ motivations for starting a green business (Why did you start your business?)

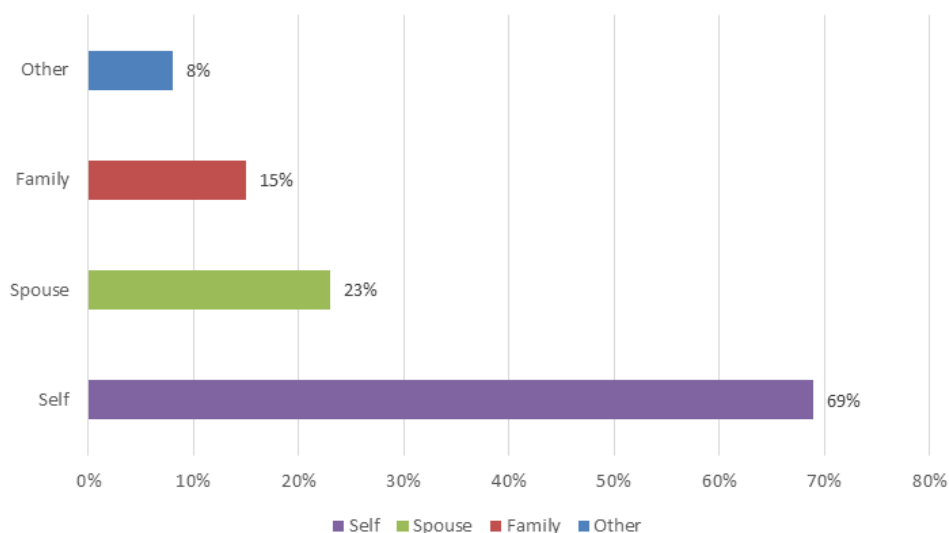


These narratives illustrate several important themes. These green entrepreneurs followed their passions, maximised their skill sets outside of traditional corporate workplaces; and created opportunities aligned with their diverse roles as caregivers to accommodate their unpaid care and domestic work responsibilities. These themes were also present in the key informant interviews with green entrepreneurs. As presented in Figure 5.3, most respondents (69%) identified as “self-starters”; their motivation influenced their decision to start their business. In addition, 54% of entrepreneurs reported their concern for the environment influenced their decision to start their business.

Gender norms and sexist stereotypes were frequently noted in interviews as barriers. 54% of respondents considered they would be judged negatively by their family, 71% reported being negatively judged by their community when starting their businesses.

See Fig. 5.3. for the responses to, “Who influenced your decision to start your business?”

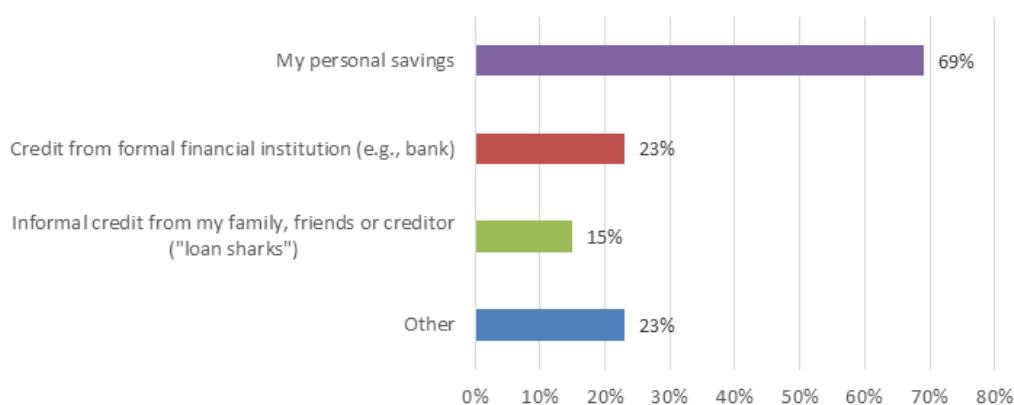
**Figure 5.3:** Who influenced your decision to start your business? (n=13)



Funding emerged as a key barrier for women in both the surveys and interviews, when starting and maintaining a business. This point will be covered more in more depth in the next section. Financial resources are particularly important in the start-up phase; 69% of participants reported using their savings as seed funding and start-up capital (Figure 5.4).

See Fig. 5.4. for responses to, “When you decided to start your business, where did you find seed funding and start-up capital?”

**Figure 5.4:** When you decided to start your business, where did you find seed funding and start-up capital? (n=13)

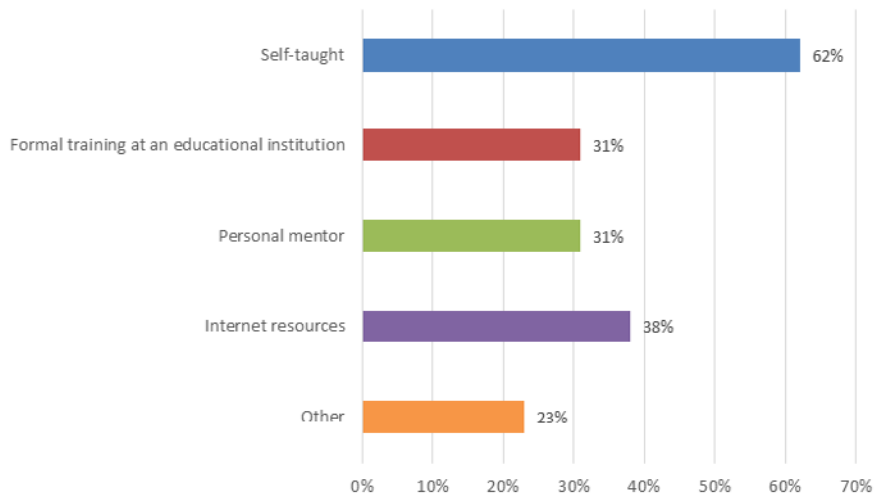


Participants predominately identified as “self-taught”, while acquiring their technical knowledge and managerial skills to start and run their business (Figures 5.5 and 5.6, respectively). These findings were followed by the Internet, a mix of formal training at an educational institution, and mentors.

See Fig. 5.5. for responses to, “Where did you acquire the technical knowledge to start your business?”

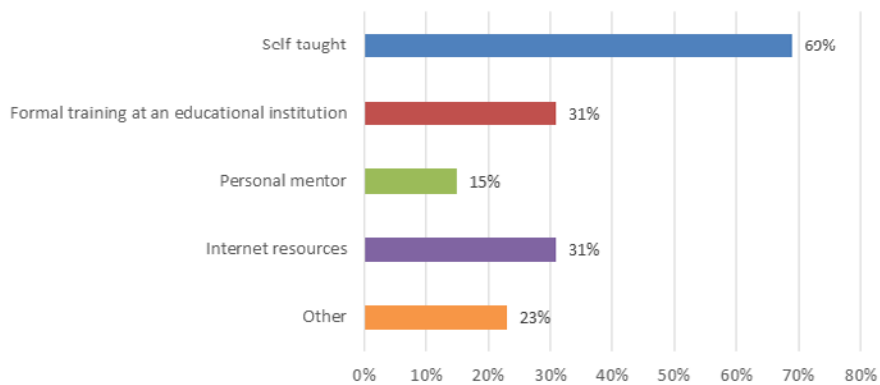


**Figure 5.5:** Where did you acquire the technical knowledge to start your business? (n=13)



See Fig. 5.6. for responses to, “Where did you acquire the managerial skills to run your business?”

**Figure 5.6:** Where did you acquire the managerial skills to run your business? (n=13)



See Fig. 5.9 for green entrepreneurs’ responses to the question “What kind of legacy do you wish to leave through your business?”

**Figure 5.9:** Legacy you wish to leave through your business (all green entrepreneurs)

<p><i>“A business where men and women get equal opportunity” (Survey Respondent #74, Cambodia).</i></p>
<p><i>“A company to ensure jobs for youths” (Survey Respondent #77, Cambodia).</i></p>
<p><i>“An environment friendly business and improve the value of local products” (Survey Respondent #78, Cambodia).</i></p>
<p><i>“The value of product and our name” (Survey Respondent #79, Cambodia).</i></p>
<p><i>“To raise awareness to people for the local support, keep contributing more to community and yes for women empowerment. To be an entrepreneur who could find solution for the problems in the society” (Survey Respondent #101, Cambodia).</i></p>

Additional reporting on the barriers and opportunities of green entrepreneurs is also provided in the following two sections of the report.

## 5.2 Assessing women's engagement as green industry professionals

There remains a gap in women working in green industry as professionals. There is also a lack of accurate data on gender and green businesses. Despite this, qualitative observations and opinions provided by key informants and focus group participants do shed light on the breadth and depth of women's engagement as green industry professionals. Participants in focus group discussions shared the perception that women are entering green industry to make a positive difference. Other reasons mentioned by participants in the interviews include:

- Influence: the participants were influenced by their first "green" job. They thought that this work is one of the best ways "to help society" or they were influenced by their supervisors who were environmentally conscious.

*"The boss of the company said growing the organic vegetable is to make people with low income to have organic food to keep them healthy. I love this work and I can help the society."<sup>109</sup>*

*"When I started the job, I did not know much about the environment but my supervisor cared about the environment...from her I learned that plastic affects our health. I love this work because we are helping to save the environment."<sup>110</sup>*

- They needed a job: they are professionals who needed a job, regardless if it was in "green" or "conventional" industry. It was entirely by chance that they are working as green industry professionals. Working in green industry was not a conscious choice.

*"For me, I just wanted to find a job suitable for my skill. At first, I did not know this company but my friend who worked here told me."<sup>111</sup>*

- Exploring business and job opportunities: participants became involved in green industry while exploring business and job opportunities. Newcomers found and looked for jobs through their friends or Facebook. If they had a job, they were in contact with others and explored new opportunities. Participants also were introduced and connected at work with organisations, such as SHE Investments, EnergyLab, Impact Hub, Grow Asia, CWEA, CWBF, etc.

Some women stated that they feel attracted to work in green industry because of its connection to nature. Participants articulated this connection as a part of women's traditional or historic roles within lived environments; including but not limited to: natural resource management, subsistence farming and "nurturing" roles.

### *Gendered division of labour in green industry among professionals*

In this study, professionals in green industry mentioned the following gendered division of labour:

- Men are less likely to be involved in time-consuming and labour-intensive tasks, women tend to perform the lower-paid, more precarious work, such as packing products;
- Men are more likely to work in finance and marketing, which offer stability and higher paid employment;
- Even though there are many women in green business, men are more likely to be in decision-making and leadership roles. For example, women are most often workers, and men are owners in garment factories;
- Women in managerial positions find it difficult to talk to male colleagues due to gendered social norms. There is a perceived incompatibility between behaviours considered more "feminine", such as empathy and kindness, and stereotypical behaviours associated with leadership, such as self-confidence and assertiveness. Therefore, gendered stereotypes and perspectives may cause and enforce prejudice and discrimination in the workplace.

*"I am at a higher position and I find it difficult to talk to men... their education and age make a difference."<sup>112</sup>*

<sup>109</sup> Woman, FGD participant, Phnom Penh, Cambodia.

<sup>110</sup> Woman, FGD participant, Phnom Penh, Cambodia.

<sup>111</sup> Woman, FGD participant, Phnom Penh, Cambodia.

<sup>112</sup> Woman, FGD participant, Phnom Penh, Cambodia.

A photograph of a road with a guardrail in the foreground. A circular sign with a red border and a white center is mounted on the guardrail. The background shows a road with a dashed white line and green grass on the sides. The entire image has a blue tint.

## 6. Barriers



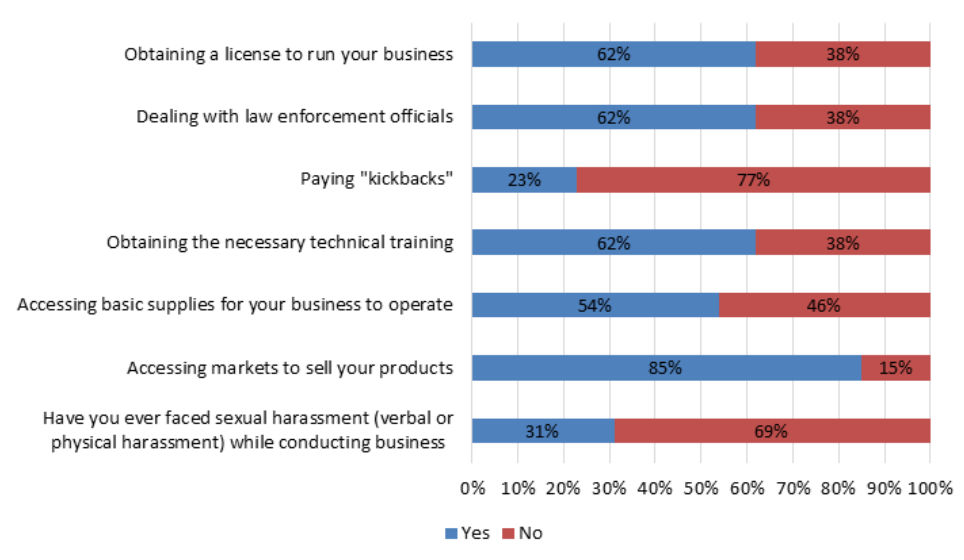
The next two sections address research question 1 *“What are the key country specific needs, specific drivers and constraints to women accessing and benefitting equally from the advancement of green industry as industry professionals and as entrepreneurs?”* using the primary quantitative and qualitative data collected. The key factors underpinning women’s economic empowerment in green industry are also identified and analysed.

## 6.1 Online survey findings

As shown in Figure 6.1, entrepreneurs reported accessing markets to sell products as the biggest barrier (85%), followed by obtaining a license to run business (62%), dealing with law enforcement officials (62%), obtaining necessary technical training (62%), accessing basic supplies for business to operate (54%), sexual harassment (31%) and paying kickbacks<sup>113</sup> (23%).

See Fig. 6.1. for responses to, “Based on your experiences as a female entrepreneur, have you ever faced any barriers in the following areas?”

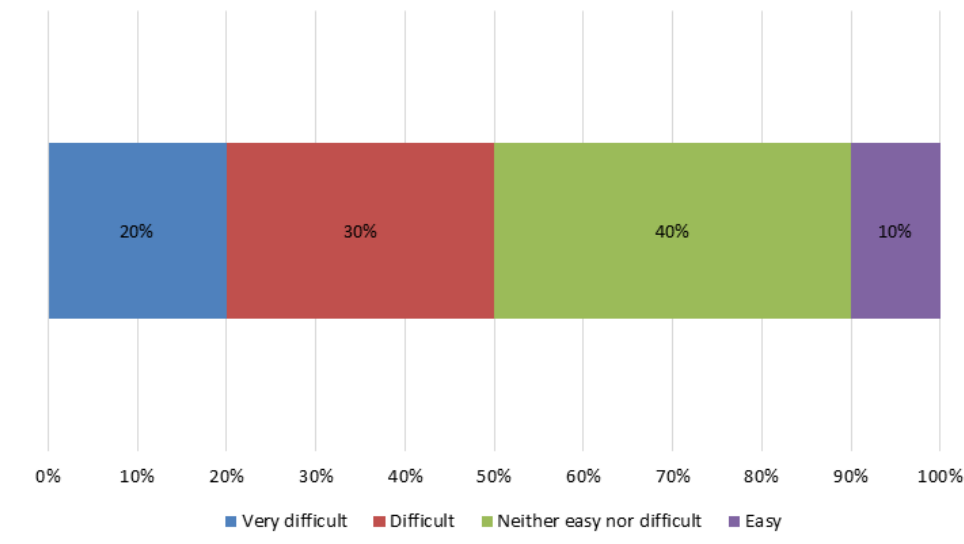
**Figure 6.1:** Based on your experiences as a female entrepreneur, have you ever faced any barriers in the following areas? (n=10)



In a separate question, 50% of entrepreneurs reported it would be more difficult or much more difficult to identify new markets compared to men (Figure 6.2).

See Figure 6.2 on gender and market accessibility.

**Figure 6.2:** How easy is it to identify and access new markets for your business compared to men? (n=10)



When asked to explain and elaborate on their answers to identifying and accessing new markets, several participants shared their perspectives featured in Fig. 6.3.

See Fig 6.3. for respondents’ challenges identifying and accessing new markets.

<sup>113</sup> ‘Kickbacks’ defined in the survey as a percentage of income given to a person in a position of power or influence as payment for having made the income.

**Figure 6.3** Respondents challenges identifying and accessing new markets

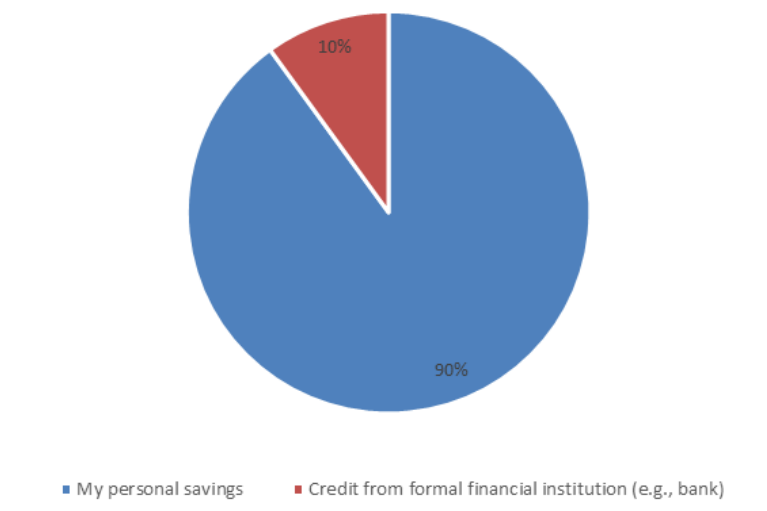


Work-life balance is also an additional barrier for women entrepreneurs. 62% of entrepreneurs surveyed often or always worry about work-life balance. All respondents reported concerns about child-care access and arrangements. 69% of entrepreneurs reported that family obligations limited their opportunities as an entrepreneur. 60% of entrepreneurs reported that it is difficult or very difficult to find women workers with relevant skills.

A series of questions on credit and growth shed light on the diverse methods of increasing business production. 90% of entrepreneurs reported using their savings to increase their production by 25%. Two-thirds reported increasing their production by 50%, primarily through credit from formal institutions (Figure 6.4 and Figure 6.5).

See Fig. 6.4 for responses on capital sources to increase production by 25%.

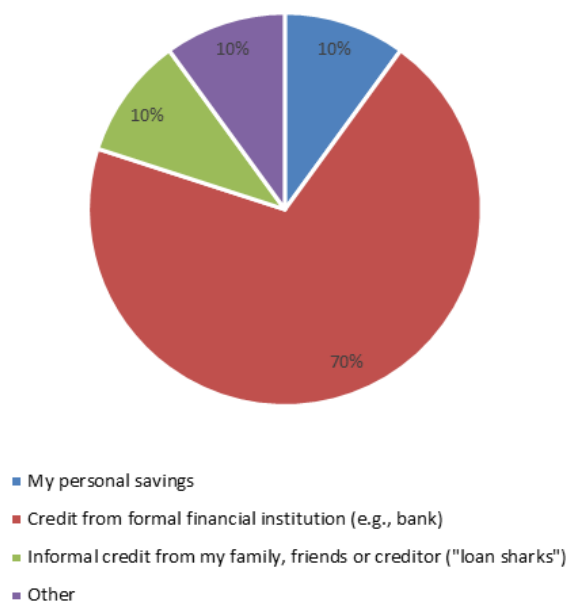
**Figure 6.4:** If you wanted to increase production by 25%, what would be the main source of capital you would use? (n=10)



See Figure 6.5 for responses on capital sources to increase production by 50%.



**Figure 6.5:** If you wanted to increase production by 50%, what would be the main source of capital you would use? (n=10)



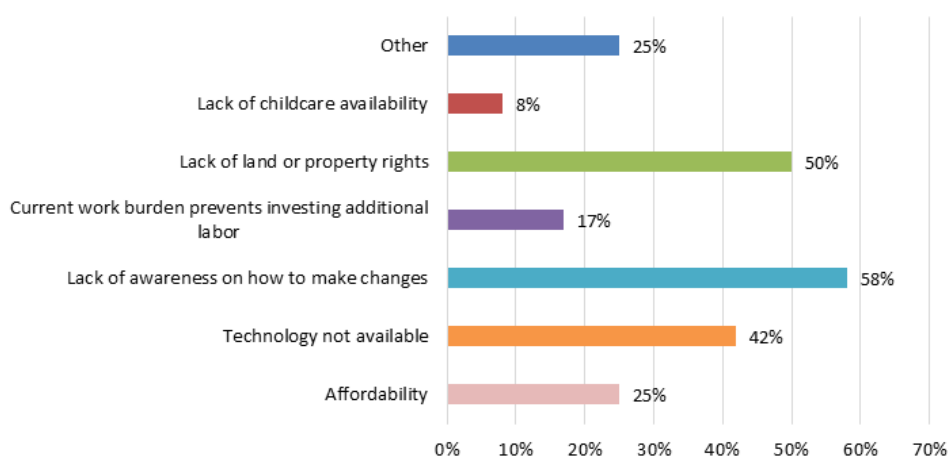
### Awareness barriers

Lack of awareness was a considerable barrier among women entrepreneurs. 83% of women in green industry interviewed were unaware of programmes for women to start a business in green industry. A similar picture emerged regarding a lack of awareness of international green agreements and conventions (100%). Around 85% of entrepreneurs reported that their business has no written policy preventing sexual harassment.

The main barriers to businesses becoming greener for green entrepreneurs were: lack of awareness of how to make changes (58%); lack of land or property rights (50%); technology being unavailable (42%); affordability (25%); current work burden prevents investment in additional labour (17%); and lack of childcare availability (8%) (Figure 6.6).

See Fig 6.6. for the responses to, “What are the main barriers to your business becoming greener?”

**Figure 6.6:** What are the main barriers to your business from becoming greener? (n=12)



See Figure 6.7 for the open-ended responses to the question, “What other barriers have you faced?”

Figure 6.7: What other barriers have you faced?

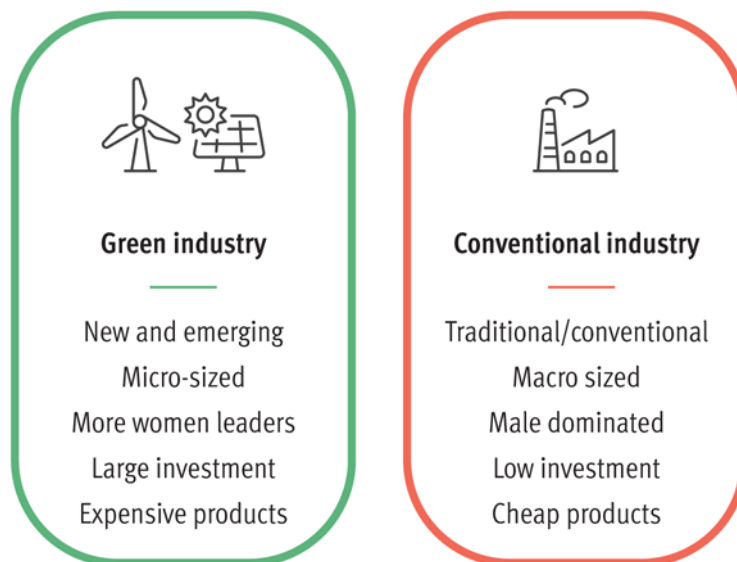
<p><i>“There is a market competition with foreign imports and no respect for new inventors” (Respondent #77, Cambodia).</i></p>
<p><i>“Need for women to get opportunities and to have confidence in women’s leadership skills” (Respondent #78, Cambodia).</i></p>
<p><i>“There is a barrier to access to right information regarding business” (Respondent #82, Cambodia).</i></p>
<p><i>“Face opposition from family, investors not convinced enough for potential partnership, lack of access to finance, information, capacity building and technical support are the barriers” (Respondent #103, Cambodia).</i></p>

## 6.2 Interviews and focus group discussions findings

### Barriers women entrepreneurs, leaders and professionals face in green industry

The preceding section outlines the challenges that women face in accessing information, technology and markets and their engagement with green industry. There is a need to further investigate these challenges to improve programme interventions. Although green industry is not well defined in Cambodia, differences between green and the conventional industry were noted based on participants’ feedback (Figure 6.8).

Figure 6.8: Differences between green and conventional industry



It is also believed that:

*“When women work in the green industry (green business, organic product, safe product), they can take better care of their families because they are responsible to maintain good health of their families and working in green industry give them access to health products.”<sup>114</sup>*

114 KIII, Woman, Owner, Social Business Enterprise, Phnom Penh, Cambodia.

Women entrepreneurs and professionals in green industry face greater challenges than men. Social norms and stereotypes play an important role as they underpin all additional challenges. As a result, women face challenges in their professional and personal lives that impact their self-efficacy (Figure 6.9). Cambodia has a patriarchal, hierarchical society with strong traditional social norms that assign higher status to men and marginalise women. This disparity limits women's access to resources, decision-making, and social well-being.<sup>115</sup> Due to these entrenched norms, it is difficult for women to attend an all-day meeting for their business, especially with men. This restricts their availability to network and fundraise for their business or to meet with potential investors. Women entrepreneurs and professionals face these challenges in work and business.

*“If I attend meetings the entire day or in the evening, then who will do the household chores? Who will cook dinner? This pulls us back as compared to men. Men have no such responsibilities or restrictions. It is much easier for them.”<sup>116</sup>*

As discussed above, women entrepreneurs and professionals in green industry also **lack access to information, technology and markets**. Moreover, low educational attainment and the lack of access to finance are the other challenges. The main sources of capital and financial resources to start a business are family, investors, banks or organisations, for example, SHE Investments and Energylab. Investors tend to favour qualities and characteristics that are more strongly associated with men (experienced, assertive and confident). In contrast, women are considered “bossy” for the same qualities. It is difficult for women to obtain bank loans without the support and collateral of their family. As property and assets are owned predominantly by men, women generally lack the collateral required to guarantee a loan. Familial wealth is inherited along patriarchal lines- another barrier to women's financial access. The fourth option for women is to seek small grants from organisations, such as SHE Investments and Energylab. However, these grants are only suitable to start the business, they are insufficient to sustain it.

*“But if all the assets are in the name of their husband and you need a collateral then you need husband's support to get bank loan. You (a woman) can get bank loan independently as long as you comply with the conditions of the bank. You need to have a land or a building that you can, you know, put as a collateral. So, if everything is in the name of your husband, what can you do?”<sup>117</sup>*

Women lack access to potential funders to invest in green industry and networks for fundraising. Moreover, they lack knowledge and information on tax, laws and regulations. Due to this lack of information, education and exposure, they lag behind in innovative “green” business ideas, strategic “green” business development and business planning. Where women are present in green industry, their efforts too often go unrecognised. Furthermore, many women also contribute to the management of their husbands' business, for example, by managing production and staff.

*“Women are more small-scale businesses than men in Cambodia. This is because they lack education opportunity, and support from their families.”<sup>118</sup>*

Another barrier mentioned by the entrepreneurs was the **lack of role models in green business**. They look for successful women green entrepreneurs to learn from and follow. They would like to hear their mistakes, struggles and successes. They would like to have mentors for guidance, which was noted in the following interview excerpt:

*“Role model is really important. If women see more role models of what she is doing, they think that they could emulate that.... There is not a lot of people out there doing it yet. And you do not see the example that how, that could be used, so again I think the training program, mentorships, those are really important because you know that's the way for the women to describe themselves and see themselves to be able to do that as well.”<sup>119</sup>*

Participants also raised the fact that decision-making of women inside and outside the households is discouraged and challenged. Gender stereotype portrays men as the main decision-makers and women as housekeepers. As a result of this, women find it hard to make decisions or are deferred from making decisions.

See Fig. 6.9. for the barriers faced by women entrepreneurs and professionals.

115 USAID (2006). *Gender Analysis and Assessment*. Volume I.

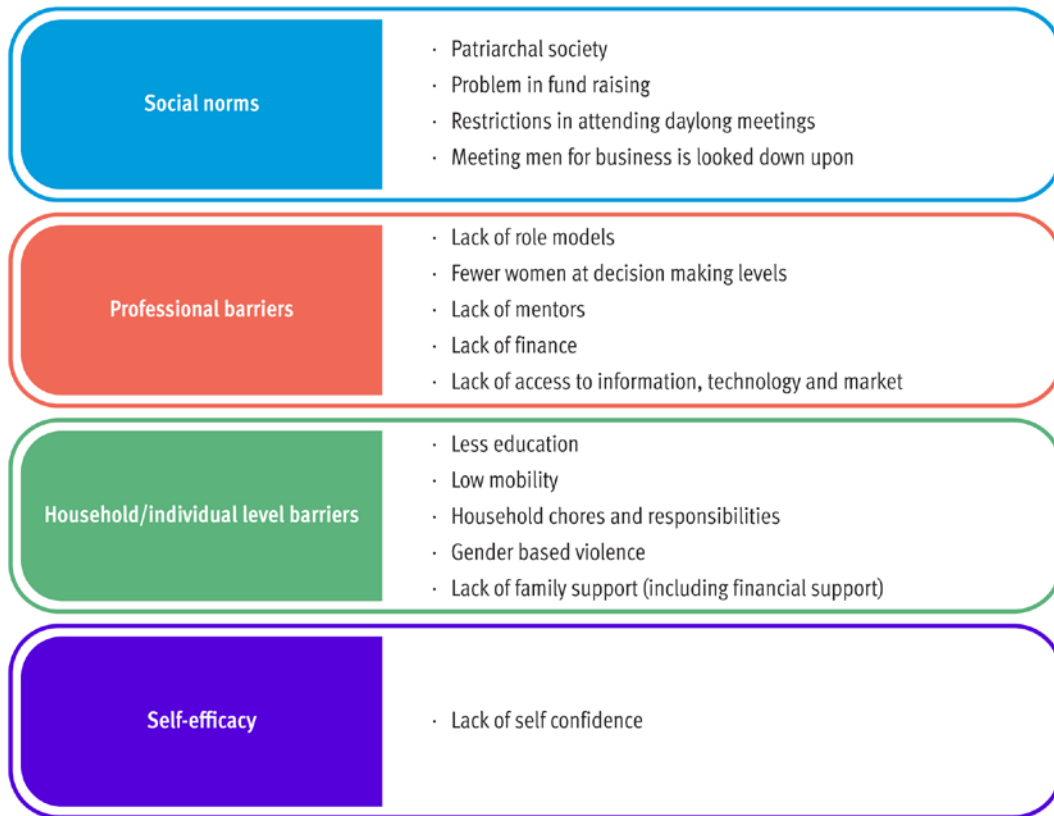
116 Woman, FGD participant, Phnom Penh, Cambodia.

117 KIII, Woman, Executive Director, NGO, Phnom Penh, Cambodia.

118 KIII, Woman, Founder, Renewable Energy-solar, Phnom Penh, Cambodia.

119 KIII, Woman, Founder and Creative Director, Fashion industry, Phnom Penh, Cambodia.

**Figure 6.9:** Barriers faced by women entrepreneurs and professionals



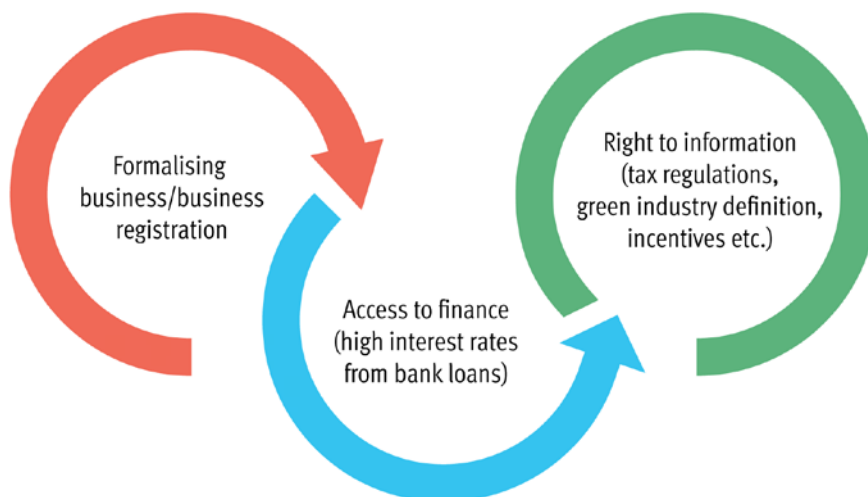
Women’s unpaid domestic and care work limits time available to participate in paid work. Women face a double burden; they are expected to maintain the household and family while working and bringing in an income. Women are more likely to have restricted mobility. Moreover, going against the family rules and norms increases the risk of domestic violence. Self-confidence is also a barrier for women as a result of the collective impact of all the discussed barriers. Women may aspire for financial independence, but must overcome restrictive rules and societal norms.

*“For them, if they want to join the green industry is the confidence. The confidence can bring you whatever you want to. If you do not have confidence, you cannot do anything. So, confidence is very important and women lack confidence.”<sup>120</sup>*

*Some barriers are present and unique to green industry for women and men.*

In addition to these challenges, there are challenges that men and women face on different scales of severity (Figure 6.10). For example, men might find it easier than women to register their business, access bank loans or find information for their business.

**Figure 6.10:** Common challenges



The challenges faced by women are almost the same across sectors or sub-sectors; for example, the problems or challenges faced by women

<sup>120</sup> KIII, Woman, Senior Advisor, NGO, Phnom Penh, Cambodia.



working in the renewable energy sector may not vary from women working in the garment industry. However, urban women entrepreneurs are comparatively at an advantageous position compared to rural women entrepreneurs due to access to technology, information, education, capacity building and skill development, and organisations like SHE Investments, and Impact Hub.

### Role of intersectionality

Age and marital status play an important role and challenge for women (Figure 6.11). It is believed that,

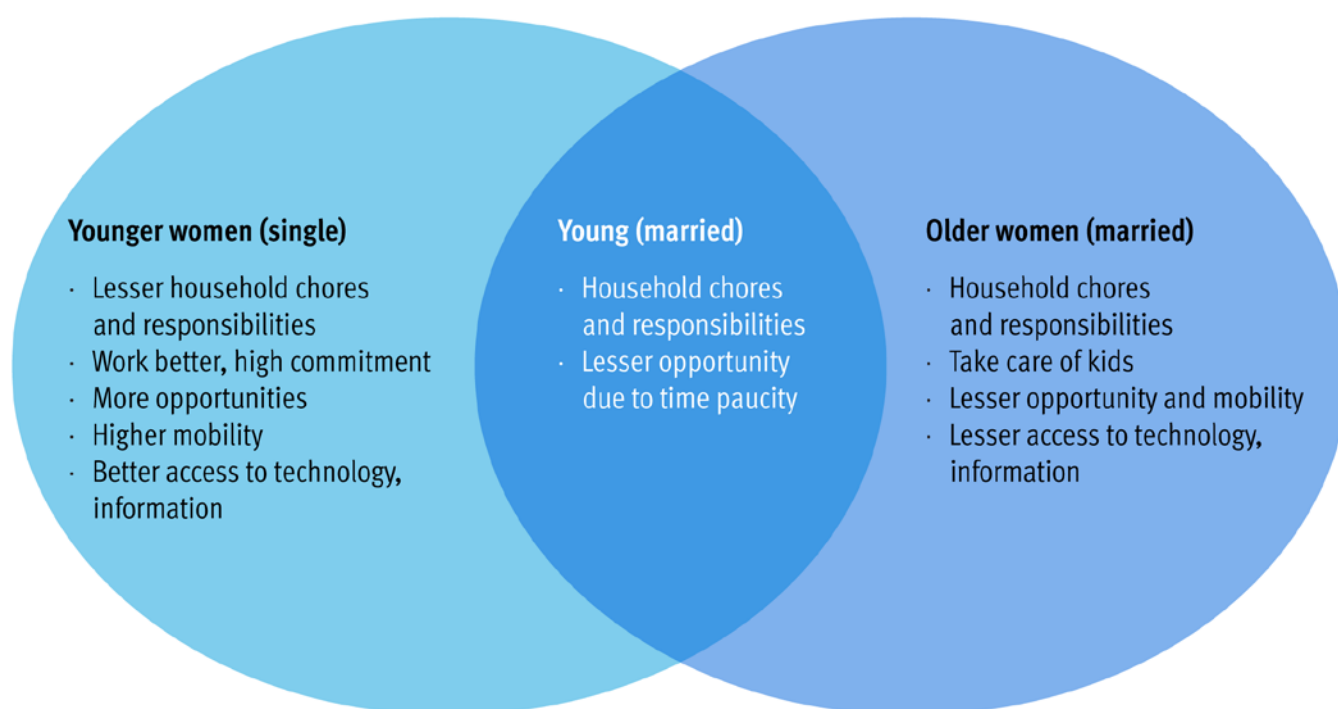
*“if the women are successful in their business before their marriage then they continue to be successful. However, if this is not the case then it is difficult to start business after marriage because of family care and housework.”<sup>121</sup>*

Younger women also face challenges in green industry. They are perceived to hold more advantages than older women (see figure 6.11), but are pressured by their parents and family members to work in stable professions like engineering, doctors or work in government ministries. Parents are still sceptical about green industry business; it is a new, emerging field and is considered unstable.

*“I think a lot of entrepreneurs do not tell their parents what they are doing until they reach the point where they are successful. Their parents do not like their daughters to go to work.... they want them to have secure jobs.”<sup>122</sup>*

See Fig. 6.11. for the challenges by women’s age and marital status.

**Figure 6.11:** Challenges by women’s age and marital status



*“I know for our interns it can be quite challenging because we tend to have students work for about three months and then they love their job, but their families do not want them to continue because it’s not a big reputable company...at the moment the whole clean energy industry is considered not a stable job, not a good reputation, instead parents want their children to work in Ministry.”<sup>123</sup>*

### Policymakers and practitioners’ perspectives of barriers

Policymakers and practitioners note that women face additional technical barriers compared to men. Women are gaining more opportunities in green industry, such as traditional handicraft businesses, than men, but women lag behind in technical skills.

There is a **lack of nationally representative data on the impacts of green industry for women and men**. This is urgently needed, as targeted interventions are needed. Challenges faced specifically by women in green industry include:

- Transitioning from a traditional and small-scale business to a modernised business with digital technology;
- Lack of awareness, technology and information;

121 KIII, Woman, Program Manager, NGO, Phnom Penh, Cambodia.

122 KIII, Woman, Venture Support Director, Community Centre, Phnom Penh, Cambodia.

123 KIII, Woman, Program Manager, NGO, Phnom Penh, Cambodia.

- Limited skills, including leadership
- Limited opportunities;
- Time limitations due to household chores and responsibilities;
- Oppressive social norms;
- Lack of education; and
- Lack of finance.

### Summary

In conclusion, the barriers stated by the women entrepreneurs, leaders, professionals and policymakers overlap. Policymakers and entrepreneurs acknowledge and perceive **“access to technology”** differently as a barrier. Women entrepreneurs feel that they do not have access or opportunities to gain or enhance technical skills. In contrast, policymakers correlate these gendered technological gaps to women’s lack of interest in building technical skills.

*“...access to education is limited for women. Moreover, access to technology and technical skills are quite difficult for women as it is considered a male domain.”<sup>124</sup>*

*“For women, they have some difficulties with technology, and they are also hard to adapt themselves to the new technology evolutions as it is changing rapidly.”<sup>125</sup>*

It is clear from the research that access to finance is a big challenge. Women face pressures between the motivation to start a business and earn money for financial independence and a lack of access to financial resources. If interventions can leverage resources and strategies towards these barriers to financial support, it will be a big push for the women entrepreneurs as:

*“investing in women is an opportunity, not charity”<sup>126</sup>*

## 6.3 Synthesis: key factors undermining women’s economic empowerment in green industry

**Table 6.1:** Summary table of reported barriers to women’s economic empowerment in green industry

Barriers to advancement
<b>Lack of awareness about policies and programmes designed to benefit women and/or encourage participation in green industry</b>
- 83% of respondents were unaware of any policies or programmes encouraging women to start businesses in green industry -100% of respondents were unaware of any international green agreements and conventions
<b>Lack of access to technology necessary to start green businesses or upscale existing businesses</b>
- The technology needed in new green industry is a barrier to women
<b>Difficulty in finding and hiring skilled workers</b>
- 60% reported it would be difficult or very difficult to find women workers with relevant skills
<b>Women lack access to mentoring/role models impacts networks for investment funding and job opportunities</b>
- Assistance and mentorship are an obstacle
<b>Women lack access to necessary capital, collateral and credit resources</b>
- Women struggle to provide collateral for loans due to not owning land or property
<b>Women lack access to markets to sell their products</b>
- 85% of entrepreneurs reported lack of access to markets to sell their products as a key barrier - 50% of entrepreneurs reported it would be difficult to identify new markets compared to men - Limited market demand because “green products” like organic food and recycled materials are more expensive
<b>Women face value chain challenges and “hidden costs” of doing business</b>
- Green entrepreneurs noted the following challenges and “hidden costs”: obtaining a license to run business (62%), dealing with law enforcement officials (62%), obtaining necessary technical training (62%), accessing basic supplies for business to operate (54%), sexual harassment (31%) and paying kickbacks (23%)
<b>Language barriers</b>
- English is a barrier for most women entrepreneurs

124 KIII Woman, Founder and Creative Director, Fashion industry, Phnom Penh, Cambodia.

125 KIII Woman, Secretary of State, Phnom Penh, Cambodia.

126 <https://www.sheinvestments.com/#our-vision>

## Barriers to transformation

### Harmful social norms

- Social norms that discourage women from starting businesses
- 54% of respondents considered they would be judged negatively by their family; 71% reported being negatively judged by their community when starting their businesses
- Reputational risks associated with working late
- Lower decision-making authority. 69% of respondents reported they need to consult with a man (spouse or family member) before making decisions on spending the income from their business
- Reduced mobility due to domestic care responsibilities. 69% of entrepreneurs reported that they feel that family obligations have limited their opportunities as entrepreneurs

### Caretaking responsibilities

- Unpaid care and domestic work. 62% of entrepreneurs surveyed often worry or always about work-life balance. All respondents reported worrying about child-care access

### Intersectional inequalities

- Rurality, age and gender intersect to create different and multi-faceted vulnerabilities
- Rural women are less likely to have access to technology, information, education and skills and more likely to have home-based responsibilities

### Low self-efficacy

- Women reported that low self-confidence can be a barrier

### Barriers for businesses from becoming greener

- Lack of awareness on how to make changes (58%), lack of land or property rights (50%), technology not available (42%), affordability (25%) as main barriers to businesses becoming greener

### Inconsistent and vague understanding of “green industry”

- Lack of statistics and lack of clarity on green industry
- Little to no statistical data on women’s participation in green industry
- Lack of incentives for business operating in green industry
- Misconception that green business needs major investment and green products are expensive

### Right to information

- Lack of information on laws and tax regulations
- Lack of information on how to formalise the business

# 7. Opportunities





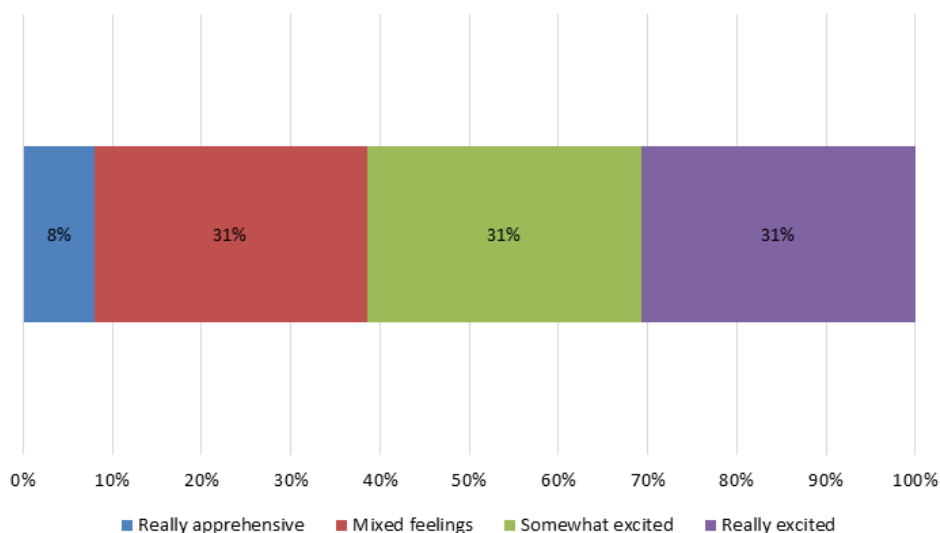
The next three sections address research question 1: *“What are the key country specific opportunities, specific drivers to women accessing and benefitting equally from the advancement of green industry as industry professionals and as entrepreneurs?”* using the primary quantitative and qualitative data collected.

## 7.1 Opportunities for women to advance as entrepreneurs, leaders and professionals in green industry

Data collected from the online surveys and interviews revealed that despite the multifaceted challenges women entrepreneurs face, there are many opportunities and trends to advance women as entrepreneurs and leaders in green industry. The majority of entrepreneurs surveyed feel positive about the growth of their businesses. As presented in Figure 7.1, 62% of entrepreneurs reported being “really or somewhat excited” that their business will grow.

See 7.1. for responses on “How excited or apprehensive do you feel that your business will grow?”

**Figure 7.1:** How excited or apprehensive do you feel that your business will grow? (n=13)



Environmental trade-offs between profit and environmental protection were common for entrepreneurs. 60% of entrepreneurs reported that they faced a clash between making money and stopping consumption and environmental pollution while growing their business.

While it is clear that harmful social norms are barriers to women’s economic empowerment in green industry, several key indicators illustrate the high potential for gender equality and social transformation in green industry (Table 7.1).

See table 7.1. for key social transformation indicators for gender equality and social transformation.

**Table 7.1:** Key social transformation indicators from online survey responses

Indicators that green industry has a high potential for gender equality and social transformation
- 77% of businesses provide equal pay for equal work for women and men.
- 70% of entrepreneurs reported “supportive/very supportive” partners in pursuing entrepreneurial business.
- 54% of entrepreneurs reported receiving “a lot of support” from their families to start businesses.
- 54% of entrepreneurs reported that they do not think men have more opportunities to obtain credit for their business; although, 46% agree that men have more opportunities to obtain credit.
- 58% of entrepreneurs reported that they are aware of policies and programmes encouraging women to start businesses. All respondents mentioned the organisation, SHE Investments.

In Cambodia, the best opportunities are in the garment, agriculture, food processing, energy and tourism sectors. There are also potential opportunities for women in the recycling business, waste management, clean technology and promoting solar business. There are a number of organisations in Cambodia supporting women entrepreneurs, including SHE Investments, Impact Hub, EnergyLab, Pact Cambodia, Grow Asia, Cambodia Women Entrepreneurs Association (CWEA), Cambodia Women Business Federation (CWBF), Young Entrepreneurs Association of Cambodia (YEAC), UN agencies and others (Appendix 1). For example, SHE Investments is a resource for women entrepreneurs to easily access information, technology and markets. Different organisations are taking initiatives to train women entrepreneurs, ranging from sharing information and best practices, training how to use smartphones for online banking, access information online and through social media, etc. Women can also attend webinars at home, which are an emerging capacity development tool. “Ngeay Ngeay” (“Easy easy” in English) is the first Cambodian business information and eLearning platform launched by SHE Investments. The service provides information and access to reliable services in English and Khmer to register a business in Cambodia.<sup>127</sup>

However, support for women entrepreneurs in green industry is rare. These programmes play a critical role in helping women entrepreneurs

<sup>127</sup> <https://www.sheinvestments.com/how-we-work>.

access networks, capacity building, mentors and small grants to start a business. They strive for women to access the right information, skills, investment capital, social and business connections.

*“Many training courses on sexuality, women’s empowerment, gender mainstreaming are undertaken by the ministry of women’s affairs and they try to convince the women’s families to support them in terms of working, learning or running business and participating in the society, in order to help them to enable to access the information and knowledge, and to experience new things that can enhance their ability.”<sup>128</sup>*

*“...we are planning to support women in business, but mostly we do it in rural communities where they do not use modern technologies. What we are looking for, is to help women to generate more income and to be more empowered, in term of their economy and also engaging them with stakeholders at community level to ensure they have the linkage, network that could be more sustainable in near future. If these are happening, they can know where they should go or whom they should go to talk to, like the finance issue. That is what we have been working. Since, most of the women have business like agri-business, small workshop may help them to generate additional income for their own. So, it is not really about conventional or green industry. But in the principle, we have been working or supporting business, communities’ business that are not affecting the environment and do not produce any potential negative impact to the environment.”<sup>129</sup>*

A woman (green) entrepreneur has two restaurants in Phnom Penh. The first restaurant started in 2014 and the second in 2017. She had no intention to start the business. She used to work in a firm which produced bio-degradable packaging and learned about “green industry business”. With the support from her husband and SHE Investments, she started her business and is considered a successful women entrepreneur.

Some key informants stated that conditions are much better for younger generations of women. This change, however, is considered “slow”. There is still “a long way to go” or “still a lot of homework to be done”.

*“As women entrepreneurs, we have a lot of challenges.... But right now, I feel that, it is changing, men are very open, and they also encourage women to be independent in decision making, to be the leaders...to have voices. So, that is the good revolution for women to be more independent, brave and empowered. However, the change is slow.”<sup>130</sup>*

*“I can see that I think nowadays, the social media is helping them a lot to access different knowledge and see different role model across the country. So, I can see like the challenges will be reduced over the time.”<sup>131</sup>*

Women entrepreneurs are trying to challenge social norms and expectations. For example, they have challenged the expectation that men lead business and women take care of their family. There is a few, but growing number of women in managerial roles whose families support their career decisions. Women entrepreneurs have become role models. In addition, women have gradually started holding business meetings with men. The context presented in this research illustrates four aspects common to many women entrepreneurs:

1. Woman entrepreneur in the male-dominated energy sector;
2. Men working as employees;
3. Husband manages the business and works from home;
4. Women travel to conduct business; and
5. Clear gender segregation at work.

*“I do not feel scared of anything. If someone say that you cannot do this or do that, so do not feel you cannot, be confident.”<sup>132</sup>*

A woman founder is a SHE Investments graduate. She worked for a local solar energy company since 2004 and registered her company in 2014. She and her husband currently manage the business, though she travels, networks and runs the business. The company, though led by a woman entrepreneur, has more men than women employees because the business requires technical skills which men are more likely to possess. Women work in accountant roles.

128 KIII, Woman, Owner, Agri-business, Phnom Penh, Cambodia.

129 KIII, Man, Director, NGO, Phnom Penh, Cambodia.

130 KIII, Woman, Founder, Garment Sector-textile, Phnom Penh, Cambodia.

131 KIII, Woman, Head of Programs, Social Enterprise, Phnom Penh, Cambodia.

132 KIII, Woman, Founder, Renewable Energy-solar, Phnom Penh, Cambodia

*Opportunities and measures to assist girls in their career paths*

The key informants provided the following recommendations to assist girls in pursuing their careers in green industry:

1. *Change in the educational system:*
  - “Green industry” should be included in school and university curricula; and
  - Girls must be provided with opportunities and experience to explore future work and careers organised through schools or university, after school or informal programmes, etc.
2. *Vocational training and mentorship:*
  - Accelerator programs, funding opportunities for women; and especially
  - Mentorship for women by women.
3. *Role models:*
  - Showcase successful women entrepreneurs to motivate the next generation.

The next generation of women is advised to try new things, experiment and run a business sustainably and ethically, as well as being eco-friendly, have confidence, and express themselves fully. The following points are summarised as the *5Es of women entrepreneur and green industry* (Figure 7.2).

See Fig. 7.2. Promoting green industry opportunities among women; the 5Es of women entrepreneur and green industry.

*Figure 7.2: 5Es of women entrepreneur and green industry*



*“Encourage women to start business and think about the environment, think ethically and not just profit.... run business slowly and sustainably...environmentally friendly, eco-friendly and ethical business.”<sup>133</sup>*

## 7.2 Policymakers and policy practitioners’ perspectives of opportunities

There are many business incubators and business acceleration programmes funded by development agencies. This is a great way for women to access coaching, build networks, gain exposure to investors and learn from international partners. Policymakers stated that government policies and strategies support women’s empowerment and women’s economic empowerment. For example, the Ministry of Economy and Finance has proposed plans to implement a new policy to support women entrepreneurs. The Ministry of Environment and Ministry of Industry currently have incentive policies for women entrepreneurs.

The Cambodian government has programmes for women’s entrepreneurship and climate change adaptation and mitigation, including gender-sensitive and mainstreamed gender in many of its policies. However, **policymakers state that there are currently no gender-sensitive policies or incentives in green industry or to support women entrepreneurs in green industry.**

As part of the study, an online survey asked entrepreneurs in green industry, “How should your country increase women’s leadership and participation as entrepreneurs in the green industry? Please rank each of the below government initiatives from 1 to 5, where 1 is the most important and 5 is the least important”. The respondents ranked, change inequitable laws, the highest; followed by, invest in women’s development schemes, increase access to finance for women, positive action and increase access to education (Table 7.2).

*Table 7.2: Entrepreneur ranking of important gender sensitive strategies in green industry*

Prioritised strategy	Ranking
Change inequitable laws	1
Invest in women’s development schemes	2
Increase access to finance for women	3
Positive action	3*
Increase access to education	4

\* Two strategies were ranked equally in Cambodia.

133 Klll Woman, Founder, Renewable Energy-solar, Phnom Penh, Cambodia.





## **8. Recommendations for closing the gender gap in green industry**

This section provides a synthesis of the identified gaps and solutions to promote women as green industry entrepreneurs and professionals; it addresses the study's second research question, *“How should countries formulate new, or reformulate existing, gender-responsive green industrial policies?”*

## 8.1 Towards a gender-responsive green industry policy framework

The purpose of the gender-responsive green industry policy framework is to enable countries to conduct a gender impact assessment of current green industry policies, as well as adopt more gender-responsive policies in the future. Based on the study's conceptualisation of women's economic empowerment, gender-responsive green industrial policies must work to address advancement and transformation. The qualitative and quantitative components of the study identified key factors underpinning women's economic empowerment in green industry, incorporated in this framework (Table 8.1).

See Table 8.1 for key factors undermining women's economic empowerment in green industry.

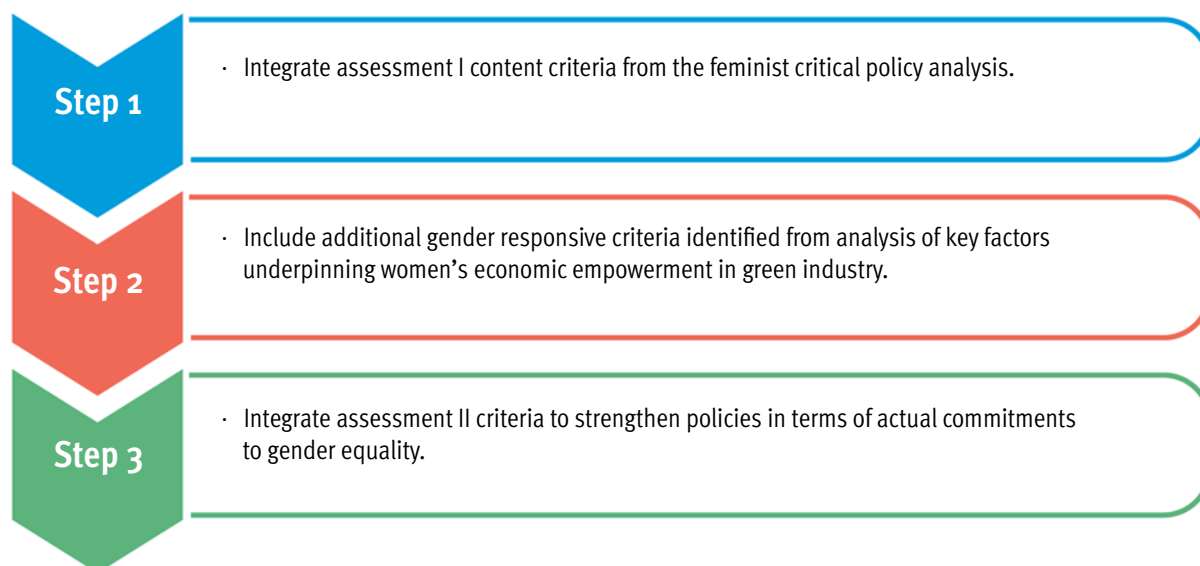
**Table 8.1:** Key factors undermining women's economic empowerment in green industry

Barriers to advancement	Barriers to transformation
Lack of awareness about policies and programmes designed to benefit women and/or encourage participation in green industry	Harmful social norms that discourage women from starting their own business
Lack of access to the technology necessary to start green businesses or upscale existing businesses	Inequitable caretaking responsibilities
Women entrepreneurs have difficulty in finding and hiring skilled workers	Intersectional inequalities and internalised sexism
Women's lack access to mentoring impacts networks for investment funding and job opportunities	Low self-confidence
Women lack access to necessary capital, collateral and credit resources	Financial barriers prevent businesses from accessing means to invest in greener technologies
Women lack access to markets to sell their products	Lack of clarity on "green industry" definition
Women face value chain challenges and "hidden costs" of doing business	Right to information
Language inefficiency	

This report proposes the following framework to formulate gender-responsive green industrial policies (Figure 8.1):

See Fig 8.1 for the gender-responsive green industrial policy framework.

**Figure 8.1:** Gender-responsive green industrial policy framework



- **Step 1:** This would include content criteria from assessment I of the feminist critical policy analysis to ensure the core characteristics are foundational to the policy. These elements of the feminist critical policy, include engendering of policy; structural perspectives of gender equality; intersectionality; women's empowerment; incremental transformation; and contextualisation;
- **Step 2:** Gender-responsive criteria would be identified based on the key factors underpinning women's economic empowerment in green industry to ensure and include criteria to support women's advancement and transformation;
- **Step 3:** Assessment II criteria would be integrated to improve policies' commitments to gender equality. This step is crucial; 8 out of 10 policies reviewed did not mention gender in their conclusions and did not have further plans or commitments for gender monitoring and evaluation.

In addition to these three steps and on the basis of the outcomes of this study, general recommendations are proposed to enhance gender equality and the empowerment of women in green industry policy.

See Table 8.2. on general recommendations to enhance gender equality and the empowerment of women in green industry policy.

**Table 8.2:** General recommendations for proposing new gender-responsive green industry policies

Contents/topics to be covered in policy
- Include specific gender targets and indicators and collect sex-disaggregated data and gender statistics for monitoring and evaluation
- Eliminate gendered language ( e.g. Chairman to Chair)
- Generate S.M.A.R.T. indicators (specific, measurable, achievable, relevant, and timely) using robust sex-disaggregated data
Process
- Integrate women’s agency and meaningful and equal participation and decision-making at all levels at home, in the economy and in government
- Address the needs of women using an intersectional perspective that takes into consideration the multiple and intersecting forms of discrimination based on gender, rurality, race, migration status, poverty and other socio-economic factors
- Support education and awareness ( e.g. knowledge and skills transfer, mentorship programmes, partnerships and networking platforms)
- Ensure the engagement of women at every stage of the planning and policy process including consultation, monitoring and evaluation
- Conduct gender impact assessments and ensure consultation and dialogue with local women’s groups and organised civil society
- Diversify women’s access to, and source of start-up capital
- Promote women’s equal access to education and vocational studies to provide technical knowledge in green industry
- Identify strategies to root out institutionalised sexism and discrimination, especially in the private sector

Furthermore, this report provides recommendations for current national green industrial policies to improve and incorporate gender equality and gender-responsive implementation (Table 8.3).

See Table 8.3. for recommendations to improve existing policies in quality and implementation.

**Table 8.3:** Recommendations for improving existing policies in quality and implementation

Current policy	Recommendations
National Strategic Plan on Green Growth (2013-2030)	<p><i>In content:</i> this policy should be gender mainstreamed. Gender should be included not just in five strategies but in all the strategies. It should reflect the policy aims to create enabling environments for gender equality and women’s empowerment in green industry (both as workers and entrepreneurs).</p> <p><i>Conclusions:</i> the conclusion does not include any gender strategies. As the policy is at a midway point, a mid-term evaluation will help to understand the progress of the policy implementation and results.</p> <p><i>In implementation:</i> the policy has a good implementation plan, but no documents are available online regarding its proposed internal reviews. Therefore, it is difficult to tell the extent to which the policy has been implemented.</p>
Strategic Development Plan for Cambodian Agro-industry (2019-2030)	<p><i>In content:</i> the definition of the agro-industry is very broad and cuts across functions, responsibilities (but does not mention “gender”) and jurisdictions of many ministries and public agencies in Cambodia. This policy does not include reference to women’s empowerment, economic or otherwise.</p> <p><i>Conclusions:</i> the policy has a long way to go towards being gender-responsive. It can create a gender specific M&amp;E framework and collect a baseline sex-disaggregated data and plan for an endline evaluation. A gender specific actionable plan will ensure that the policy is gender sensitive.</p> <p><i>In implementation:</i> has a good implementation plan and divide in 3 phases and each phase has 4 years, therefore, the plan could be evaluated by phase.</p>
The Strategic Planning Framework for Fisheries (2010-2019)	<p><i>In content:</i> the framework mentions “gender” but does not address gender equality, gender stereotypes nor include sex-disaggregated data.</p> <p><i>Conclusions:</i> policy should demonstrate how it would aim to increase job opportunities for more vulnerable groups, such as women, disabled, youth, and other vulnerable groups. This policy should have been framed taking into consideration women’s needs and interest in fisheries and how they are empowered economically.</p> <p><i>In implementation:</i> it has a good implementation plan, but no documents are available online regarding its proposed internal reviews. Therefore, it is difficult to tell the extent to which the policy has been implemented.</p>



<p>Cambodia Trade Integration Strategy (CTIS) (2019-2023)</p>	<p><i>In content:</i> this policy should include women’s empowerment and women’s economic empowerment; ways to overcome gender norms and social traditions that impair women’s involvement in the green industry; measures to increase women’s leadership roles in green industry and address the specific needs and interests of women entrepreneurs/ women working in green industry in a better way.</p> <p><i>Conclusions:</i> it can create a gender specific M&amp;E framework and collect sex-disaggregated data. A gender specific action plan would ensure that the policy is gender sensitive.</p> <p><i>In implementation:</i> it runs 2019-2023, therefore it is difficult to tell yet if it has been implemented.</p>
<p>National Technical Vocational Education and Training Policy (TVET) (2017-2025)</p>	<p><i>In content:</i> the policy should address gender and gender equality in a concrete way by considering gender differences in access to and outcomes of education. A framework to address the needs and interests of women entrepreneurs/ women working in green industry and overcome gender norms and social traditions that impair women’s involvement in the green industry would be helpful.</p> <p><i>Conclusions:</i> a mid-term evaluation will help track the progress and make improvements based on lessons learned.</p> <p><i>In implementation:</i> the National Training Board of the Ministry of Labour and Vocational Training acts as secretariat, tasked with coordinating implementation and monitoring and evaluation of the policy. However, at present there is no evidence of this.</p>
<p>NDC Roadmap and Stakeholder Engagement Plan (2019-2030)</p>	<p><i>In content:</i> there is limited consideration of gender and there is further room to gender mainstream the policy.</p> <p><i>Conclusions:</i> this policy needs to include women in its strategy by using data to understand their situation and what needs to change to provide an equal opportunity for women’s leadership and participation in climate change mitigation and adaptation as well as decrease the differentiated impacts faced by women due to this climate crisis.</p> <p><i>In implementation:</i> since the policy timeline is 2019-2030, this is the opportune time to revise the policy and make it gender responsive.</p>
<p>Gender and Climate Change Action Plan (GCCAP) (2014-2018)</p>	<p><i>In content:</i> the policy is gender mainstreamed throughout. However, a framework to address the needs, experiences and interests of women entrepreneurs/ women working in green industry and overcome gender and norms and stereotypes that impair women’s full and equal participation in green industry would be helpful.</p> <p><i>Conclusions:</i> policy should elaborate how it would aim for job opportunities for more vulnerable groups, such as women, disabled, youths.</p> <p><i>In implementation:</i> the policy includes an action plan, monitoring and evaluation framework, management and financing mechanism. However, the extent of implementation of GCCAP is not documented.</p>
<p>Cambodian Sustainable Development Goals (CSDGs) Framework (2016-2030)</p>	<p><i>In content:</i> the policy is gender mainstreamed throughout. However, a framework to address the needs and interests of women entrepreneurs/ women working in green industry and overcome gender and social norms and stereotypes that impair women’s full and equal participation in the industry would be helpful.</p> <p><i>Conclusions:</i> reasonable attempt at gender inclusivity, but needs to go more in depth to tackle gender norms, etc.</p> <p><i>In implementation:</i> the process underpinning Cambodia’s first Voluntary National Review (VNR) began in late 2018, led by the Ministry of Planning. The VNR also reviews progress, and to date this has been promising, with a majority of CSDG targets rated as “ahead” or “on track”. This is especially true of the six prioritised goals (Education, Decent Work and Growth, Reduced Inequalities, Climate Action, Peace and Institutions, and SDG Partnerships). Moreover, each of these six goals figure within the RGC’s strategic planning priorities, as set out in the Rectangular Strategy Phase IV (RS IV) and the National Strategic Development Plan (NSDP) 2019-2023. However, RGC recognises that it is early in the implementation process, that sustained efforts are needed, and has set out concrete delivery proposals on management oversight, monitoring and evaluation, and data and resourcing.</p>
<p>National Strategic Development Plan (NSDP) (2014-2018, 2019-2023)</p>	<p><i>In content:</i> the policy is gender mainstreamed throughout. However, a framework to address the needs, experiences, and interests of women entrepreneurs/ women working in green industry and to overcome gender and social norms and stereotypes that impair women’s full and equal participation in the green industry would be helpful.</p> <p><i>Conclusions:</i> current gender inclusivity in the policy should be deepened by providing specific provisions for how harmful gender norms and stereotypes will be addressed.</p> <p><i>In implementation:</i> in the mandate of the National Strategic Development Plan 2014-2018, Cambodia has experienced significant developments not only in political and security but also in economic and social aspects. It is too early to evaluate the level of implementation of 2019-2023.</p>
<p>The Cambodia Industrial Development Policy (IDP) (2015-2025)</p>	<p><i>In content:</i> there is no consideration of gender at all.</p> <p><i>Conclusions:</i> inclusion of the promotion of gender equality and women’s participation in its strategy after the collection of sex-disaggregated data to understand the situation of women in the sector to do an evidence-based needs assessment and ensure women’s equal opportunity to participate in and benefit from Industrial Development would be helpful. A mid-term evaluation would help track the progress and make improvements based on lessons learned.</p> <p><i>In implementation:</i> since the policy timeline is 2015-2025, this is the opportune time for revising the policy and making it gender responsive.</p>

## 8.2 Closing the gaps between policy and implementation on the ground

Many interview respondents stated that current policies were supposed to be tackling gender barriers in green industry, but had minimal implementation. Interviewees highlighted that women are likely not taking advantage of opportunities due to hidden barriers, such as discrimination. These covert barriers and discrimination must be addressed to improve gender inclusion and implementation of green industry policies.

Key gaps between policy and implementation on the ground	Closing gaps between policy and implementation on the ground
<ul style="list-style-type: none"> <li>- Lack of clarity on green industry business and gender: green industry has not been defined; no specific program support to promote environmentally friendly business; lack of understanding about how green concepts fit in existing industry policy (e.g. SME policy); lack of public awareness about green industry; no evidence to show how green growth will impact women entrepreneurs; green industry, gender mainstreaming, women's economic empowerment are new concepts to most people.</li> <li>- A lack of policy with regards to women's empowerment in the green industry.</li> </ul>	<ul style="list-style-type: none"> <li>- Better understanding of the green industry business is needed e.g. incentives available for women to enter green business; talking about "green", the focus should be primarily on behaviour change like using less plastics, waste management, etc.</li> <li>- Public awareness raising about green industry is needed through training/campaign/TVET/information sharing. Integrate concepts of green industry in public school curriculum – start at primary level.</li> <li>- Projects should primarily focus on outreach, particularly to small scale entrepreneurs led by women and the provision of practical entry points to introduce the concept of "green industry".</li> </ul>
<ul style="list-style-type: none"> <li>- Gap in implementation: policies are there on paper, but the implementation is limited.</li> </ul>	<ul style="list-style-type: none"> <li>- As articulated by the policymakers rather than having new policies, existing policies should be implemented well and linked to or built on existing relevant programmes that leverage integration of gender and green industry.</li> <li>- Capacity building of local government institutions who are responsible for the implementation of "green" laws including agro-industry related policies.</li> <li>- Promote successful women entrepreneurs in green industry to be the ambassadors to share their experience to create snowball effects.</li> <li>- There is a need to identify barriers and challenges that women entrepreneurs face at all levels. The women with small scale business may have different barriers than women with large scale businesses. Even if the problems remain the same, the level of severity may vary e.g. the former may find it challenging to access finance for business expansion while the latter may have decision making challenges because of business expansion. Similarly, the professionals working in the green industry may have some specific challenges that need to be addressed.</li> <li>- Ease the process of business registration (irrespective of big/small scale business OR man/woman).</li> <li>- Increased involvement of men in gender mainstreaming.</li> </ul>
<ul style="list-style-type: none"> <li>- Lack of monitoring system: the Ministry of Women's Affairs (MoWA) and all other associated ministries do not have any monitoring mechanism to see whether the policies are really benefitting women entrepreneurs.</li> </ul>	<ul style="list-style-type: none"> <li>- There is a need for nationally representative data and research to show how green growth will impact women entrepreneurs.</li> <li>- Develop a monitoring mechanism to ensure that gender-sensitive measures are not only included in the design and methodology, but also through structural change.</li> </ul>
<ul style="list-style-type: none"> <li>- Budget constraints: government has budget constraints in full implementation of the policies. Moreover, there is lack of commitment and support from male senior leaders.</li> </ul>	<ul style="list-style-type: none"> <li>- Policies could be divided into short-term and long-term goals; and execution could be done step-by-step depending on the availability of the funding.</li> </ul>

### Accountability, oversight and dissemination mechanisms to enhance institutional gender mainstreaming include:

- Accountability and transparency through monitoring and evaluation;
- Sex-disaggregated data on women's participation at all levels, including management, technical and decision-making in green industry;
- Safe mechanisms for women to report harassment or discrimination in the workplace with stricter repercussions;
- Implementation policy plans with targets and timeframes;
- Performance assessments on gender mainstreaming targets, including an independent compliance audit;
- Reviews to determine lessons learned to policy development and implementation;

- Parliamentary oversight to investigate and determine cross-departmental progress towards gender mainstreaming in green industry;
- Increased monitoring and reporting by MOWA on the actions, attitudes and compliances in government; and
- Equal gender representation in key government steering committees and cross-departmental committees.

### Specific recommendations for government, civil society, universities and the private sector

#### *Recommendations for policymakers to develop or revise current **gender-responsive green industry policies** and implement them*

- Policymakers should focus on implementing current “green” legislation that aim to tackle the historical inequalities between men and women, and barriers to women’s participation in green industry.
- Promote examples of Cambodian women in green industry as positive role models. This campaign can include and highlight successful women business leaders and entrepreneurs through radio, television, and other media. These campaigns would improve the image of women entrepreneurs in green industry.
- The banking sector should address and create reforms for lower interest rates, adjusted loan packages tailored to the conditions and risks of the economic activity, insurance policies to cover unexpected losses (for example, increases in raw material costs) and health insurance for women entrepreneurs in green industry.
- Investment in green industry is needed to improve its competitiveness compared with conventional industry. Priority sectors for green industry investment include the four sectors covered in this report: garment, textile and footwear sector, agribusiness, energy, and tourism. The following can be promoted through adjusted tax policies, tax exoneration, subventions, incubation centres for women, supporting and facilitating the procedures to obtain certain certificates. The government can promote modern green technologies, such as solar panels for companies and households, and consuming local products, such as food and produce, instead of imported products. Another way to protect and stimulate entrepreneurship in the green industry is to introduce patents for innovations or reward entrepreneurs using renewable energy. As women face more challenges using renewable energy, this inequality can be balanced by women receiving a higher premium than men when switching to solar or biomass energy.
- Gender-responsive budgeting to raise awareness and understanding of gender issues in budgets and policies; and to foster government accountability for their commitments to gender equality.
- Gender-responsive procurement from the public and private sectors to achieve gender equality and empower women. For example, UN Women’s definition of a women-owned business is “*a legal entity in any field that is more than 51-per-cent owned, managed and controlled by one or more women*”.<sup>134</sup> Identifying women-owned vendors would improve data collection, but also target assistance and preferential treatment to women-owned businesses to compete for contracts and enter the procurement market.<sup>135</sup>
- Build new generations of conscious consumers and a gender-sensitive population, as well as future green industry professionals by increasing awareness about green industry in educational institutions.
- Women entrepreneurs face intimidation when interacting with male administrators; we strongly suggest hiring more female employees in business administrative offices.

#### Recommendations for civil society

- Women need to organise themselves more efficiently. Programmes from the government and NGOs need to target the needs and challenges of women in green industry.
- Create role models of successful women entrepreneurs to attract women and girls to entrepreneurship in green industry.
- Role models could play a vital role in attracting more women business leaders through coaching and sharing their experiences. This would lead to a critical mass of women entrepreneurs in green industry; it would also impact their effectiveness to state and seek their demands to government.
- Exchange and network to connect women entrepreneurs in green industry through in-person and/or digital platforms. From these networks, women entrepreneurs in green industry can formulate recommendations and challenges to the government.
- Engage more men as “gender champions” by challenging established gender norms. These men can also help their female family members access essential resources for economic empowerment, start-ups and business growth.

#### Recommendations for private sector stakeholders

- Private sector actors with financial resources should pave the way and hold responsibility by trying new ways to green their businesses. For example, a business can use solar panels to produce clean energy in its production value chain or partner with farmers to reduce chemical contamination in the land and water;
- Mentoring and networking programmes for women in green industry to support their career advancement;
- Invest in exchange visits with companies in Cambodia and abroad to learn from experiences and innovations in green industry;
- Ensure equal terms and conditions of work for men and women in work contracts, salary and benefits, including addressing the needs of breastfeeding and pregnant women;

<sup>134</sup> UN Women (n.d.). *Gender-responsive Procurement*.

<sup>135</sup> *ibid.*

- Invest in training capacity building for women workers to ensure equal access to promotions, management and leadership roles. Dismantling hierarchical ladders is recommended, women and men could easily switch jobs between several (also male-dominated) fields and career levels. As a result, women are exposed to a broader range of professional experiences and improves their abilities and competencies in traditionally “masculine” jobs; men are also introduced and work to “feminine” jobs.

### 8.3 Future research questions

The four phases of this research study were comprehensive and included a wide range of information, data, and findings. However, there are questions that evolved during the research process that could be further explored in future studies to understand the advancement of gender equality and women’s empowerment in green industry, namely:

1. What measures can be taken to ensure the success of **current women-led green businesses and promote new entrepreneurs and professionals during the COVID-19 pandemic?**
2. What are the trends and patterns – power relations, division of labour, decision making, and opportunities for **women’s participation**, etc.– of women’s participation across the **sectors’ and sub-sectors’ value chains?**
3. Are there any **differences in economic empowerment** for women who are entrepreneurs by choice (e.g. financial independence) or need (e.g. additional family income) in green industry?
4. How could **social media** be leveraged **to create awareness** among entrepreneurs, professionals and aspirants about **current policies and laws** that promote green industry opportunities and gender equality?
5. Emergent research suggests that the transition to **digital services** is a critical survival factor for businesses during the COVID-19 crisis and recovery. Due to the digital gender divide, women are less likely to have access to digital resources and/or be employed in technology-oriented sectors. What **measures** can **encourage more women to pursue businesses and employment** in these sectors?
6. As an emerging industry, what can green industry learn and incorporate from other industry with family-friendly policies to promote sharing equal care responsibilities and facilitate equal access for women in the labour market?
7. What are the implications of this research for women in diverse, intersectional positions and identities?





# 9. Conclusion



This study has highlighted the many opportunities to advance gender equality and women’s empowerment in the emerging green industry of Cambodia. **There is no clear definition of “green industry”, as well as what makes a business “green”, in Cambodia. The sectors and sub-sectors identified in this study have a high potential to be recognised as “green”. There is minimal information on women working in these sectors; and data on green businesses is limited.** However, participants from government, industry professionals and entrepreneurs in the garment, textile and footwear, agri-business and energy and tourism sectors are optimistic about women’s opportunities in their respective sectors. Most importantly, women entrepreneurs are excited about their businesses and are optimistic that their business will succeed.

The Cambodian Government is promoting financial opportunities for companies that are transitioning to greener business practices. However, there is less evidence of the government’s effort to promote women’s participation. **There is a need for additional research into the impact of green industry on women’s entrepreneurship and women’s economic empowerment. At present, there is a gap between green industry and women’s entrepreneurship. Based on the findings of this study, women work in green industry as professionals and entrepreneurs without choosing to do so or by “chance.”**

The Cambodian government has taken positive steps towards enhancing green policy. Cambodia has incorporated gender equality in national laws and to some extent, green industry plans. **However, implementing these policies is a key constraint and barrier in Cambodia.** There needs to be more collaboration between the private and public sectors for businesses to meet and adopt government targets. **There is a need for a monitoring mechanism to understand how green industry benefits women entrepreneurs.** This mechanism should integrate indicators to evaluate women’s diverse challenges, such as intersectionality, women entering green industry, women aspiring to expand their business, women professionals, etc. This information will frame and identify incentives for women in green industry. In addition, men’s involvement in gender mainstreaming through this process is critical.

Women in Cambodia spend more than twice as much time as men on unpaid household work. Unequal division of household responsibilities impacts all aspects of women’s participation in the economy, from disproportionate representation in the informal economy to their relatively weak use of technology to build on and expand their businesses. Although woman-run enterprises are present throughout the economy—they need more support. A shortage of sex-disaggregated data on women’s participation in the economy means that neither the government nor the population at large fully understands the gaps and potential of women in the economy. Identifying economic inequalities affecting women would make the case for the government, private sector, and civil society to prioritise reform and take action.

Women entrepreneurs face more challenges than their male counterparts when it comes to networking and finding potential investors, access to markets, access to information and knowledge about entrepreneurship and green industry. If discrimination and intimidation are not addressed by all stakeholders, this will further impede women’s ability to engage fully in building professional enterprises. In addition, practices that do not consider gender in the workplace also prevent and stop women from participating fully in the workplace. The interviewed women of this study stated and stressed their difficulties to balance household responsibilities and their jobs. Another constraint to women starting and growing their businesses is the lack of access to land and financial resources, which impedes business growth and development. Women’s social roles, especially as wives and mothers, create additional burdens, even if they can access land, financial resources, and education and training; disposable time to invest into building a business is limited.

The government should lead on the implementation of strategies to increase transparency and accountability to overcome gender equality barriers. Robust monitoring and indicators linked to targets with national and international data collection organisations will enable the government to be held accountable for ambitious targets. Additionally, promoting and raising awareness of policies and gender mainstreaming amongst public sector employees is crucial. The government should emphasise public awareness-raising campaigns through trainings, TVET programme, and outreach. Discussions on green industry should focus **primarily on behavioural change**, such as reducing the use of plastics, waste management, etc. One of the entry points for the Cambodian Government could be to encourage small-scale women entrepreneurs to go “green”, to ease the business registration process, and to develop the business case and role models.

Several organisations are working in Cambodia to support women entrepreneurs, such as SHE Investments, Impact Hub, EnergyLab, Pact Cambodia, Grow Asia, Cambodia Women Entrepreneurs Association (CWEA), Cambodia Women Business Federation (CWBF), Young Entrepreneurs Association of Cambodia (YEAC), and UN agencies. They not only provide and facilitate capacity building, networking and mentorship, but also provide seed grants to startups. Although many of these organisations do not directly promote green industry, they could be a catalyst for women in green industry. Future projects should collaborate with these organisations to build-up the capacities of women entrepreneurs and award start-up seed grants to women in green industry.

“Green industry” is new in Cambodia. Integrating gender in programs and policies will help Cambodia to achieve the global Sustainable Development Goals (SDGs), such as Sustainable Industrialisation (SDG 9) and Gender Equality (SDG 5). During the current COVID-19 crisis, gender mainstreaming must be prioritised in all sectors, not only to help women entrepreneurs start green businesses, but also to generate the human resources needed for an efficient economic recovery.<sup>136</sup> Empowering women would bring the necessary transformative change to address climate and environment issues. Green industry is new, innovative, and a part of a growing market pushed by conscious consumerism. It offers many opportunities, especially with regards to the effective implementation of measures to achieve gender equality and the economic empowerment of women.

<sup>136</sup> For detailed recommendation on post COVID recovery, please refer to UNIDO (2020). *The Impact of COVID-19 on the Private Sector: Firms/Enterprises in Cambodia*. Survey Report. UNIDO Cambodia.



A stack of books with colorful tabs protruding from the pages, set against a blue background. The tabs are in various colors including blue, yellow, pink, and white. The books are stacked in a way that the edges of the pages are visible, creating a textured, layered effect. The background is a solid, deep blue color.

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# Appendixes

## Appendix 1

	YEAC	CWEA	SHE (Support Her Enterprise) Investments	Impact hub	Grow Asia	EnergyLab Asia
<b>Year established</b>	2009	2011	2013	2015	2016	2018
<b>Vision</b>	Cambodian Young Entrepreneurs achieve sustained competitive advantages and bottom-line growth.	Supporting the growth of women-owned businesses in Cambodia.	A world where investing in women is opportunity; not charity.	A more sustainable and innovative Cambodia.	To develop inclusive and sustainable value chains and initiatives.	A world powered by 100% clean energy.
<b>Goal/Mission</b>	Have regionally competitive and resilient Cambodian SMEs fostered by innovative capacity and existence of enabling policy, business and regulatory environment.	Successful women entrepreneurs make a meaningful impact in the economic development of Cambodia.	Gender balance in the Small - Medium Enterprise (SME) sector: more women running larger, sustainable, and impactful businesses.	Empowering youth and startups in Cambodia to contribute to solving problems (social and environmental) through entrepreneurship and leadership.	To increase the productivity, profitability and environmental sustainability of smallholder agriculture across the region by helping them access knowledge, technology, finance and markets.	Accelerating clean energy in Asia.
<b>Type of organization</b>	Non-profit Organization	Non-profit Organization	Social enterprise	Civil and social organization	Non-profit Organization management	NGO
<b>Beneficiaries</b>	Cambodian young entrepreneurs (less than 45 years) from various sectors of businesses in Cambodia	For women entrepreneurs	For women entrepreneurs	For men and women entrepreneurs (45-50% women)	For men and women farmers	For men and women entrepreneurs
<b>Funding agencies/ Partners (selected)</b>	-ADB -Australian Aid -Coca-Cola -CAM-ASEAN -Brown coffee and bakery	-Swiss Agency for Development and Cooperation -CIPE	-British Embassy Phnom Penh -Dutch Good Growth Fund, by the Ministry of Foreign Affairs of the Netherlands, is funding SHE's expansion to an additional 4 provinces across Cambodia over 3 years, from 2019 - 2022 -USAID -UNDP -ESCAP	-USAID - British Embassy Phnom Penh - US Embassy Phnom Penh -UNDP -Social Enterprise Cambodia	-Australian Government -Canada -IDRC -GiZ -Swiss Agency for Development and Cooperation -World Bank Group -IBAN	-USAID -Australian Aid - British Embassy Phnom Penh -UNDP -Heinrich Böll Stiftung -Konrad Adenauer Stiftung



<p><b>Major activities</b></p>	<ul style="list-style-type: none"> <li>-Business networking</li> <li>-Business opportunity</li> <li>-Capacity building</li> <li>-Local business meeting</li> <li>-International business meeting</li> <li>-Training opportunities</li> <li>-Opportunity for leadership</li> <li>-Workshops &amp; seminars</li> <li>-Company promotion</li> <li>-Social and fun events</li> <li>-Access to funds and financial resources.</li> </ul>	<p>Business networking Advocacy and lobbying: representing issues to the government, business communities and media. Business development: empowering women to lead their business through resources, opportunities, education and access to market. This further includes capacity development (conducting special events, conducting business matching and networking program, business conference), business networking/ connection (providing leadership training to women, business related workshops, mentorship program, study tours), market innovation (develop market solution, conducts trade fairs and exhibitions, develop CWEA brand store, parking area and e-commerce platform).</p>	<p><b>Incubators:</b> The SHE Incubator Program is the inaugural program, first piloted in Cambodia in 2015. Since they have worked with more than 150 women through 6-months incubator, designed to work with micro-sized businesses with less than 5 paid employees, to help them scale. <b>Accelerators:</b> The SHE Accelerator is for women with micro-small sized businesses, and 5 or more paid employees. This program is designed to support women to enter the formal economy, by scaling up businesses and preparing them for future growth and financing. <b>Business information platform:</b> A series of online courses (Ngeay Ngeay) that teach about entrepreneurship, business models, and how to grow business. <b>THRIVE Cambodia:</b> Thrive builds shared prosperity in the developing world by helping small businesses to create jobs and donate basic necessities to their communities. Thrive provides pay-it-forward financing (up to USD \$10,000 for small businesses) for production equipment to ambitious small business entrepreneurs, helping to expand their businesses and create desperately needed new jobs. Through this <i>ThriveCapital system</i>, loans are not repaid in cash, but instead “paid forward” with donations of basic necessities and job training to vulnerable community members. Consulting and research: <b>work with partners to deliver economic empowerment programs, research and business consulting.</b></p>	<p><b>Entrepreneurship programme:</b> -Pre-startup (from idea to solution): Graduate from this program with a prototype or a clear idea for a product/ service and a plan to turn that idea into a business plan (e.g. SmartSpark). -Startup (from solution to business launch): With this longer program, graduate with a complete business model canvas, financial plan, minimum viable product, go to market strategy, pitch deck and impact logic ( e.g. DakDam Incubator). -Growth (From fledgling business to stable/investable business): Participants will aim to finish the program with a confirmed business model, management processes in place, growth plan, understanding their routes to scale, strategy, and financing needs and options ( e.g. Accelerate2030). <b>Online learning:</b> Short and long courses on starting a business, leadership, and more. <b>Smart Uni-Platform:</b> an educational initiative between Smart Axiata and Impact Hub Phnom Penh. It is the first local online learning and interactive platform that introduces entrepreneurship through a blended learning approach to Cambodian students in Khmer and English, to develop both technical capabilities in entrepreneurship and business and the entrepreneurial mindsets of the students through the practical implementation of these concepts. <b>Hub Entrepreneurs club:</b> to facilitate a strong and supportive community; <b>Innovation Garage:</b> a space designed to drive creativity, collaboration and innovation; mentoring; master classes and executive events; network and connections; raise entrepreneur’s profile; motivation and support. <b>Innovation training:</b> to grow entrepreneurial mindset, embed an innovation culture and strengthen entrepreneur’s presence in social innovation/ startup space, build ability.</p>	<p><b>Country partnership:</b> coordinate activities on a national-level, which include national forums, policy dialogue, and learning and networking events. The Country Partnership Secretariats also act as facilitators to the Working Groups. At the field level, <b>Working Group partners</b> typically co-design, co-implement, and co-fund direct interventions along the value chain that benefit smallholders. Examples at various phases of the value chain include: Pre-farm: improving access to quality seeds, crop protection, irrigation, and fertilizers; On-farm: knowledge transfer and farmer training and capacity building that can empower decision-making and improve productivity; Post-harvest: identifying market opportunities (both domestic and export) or encouraging value-adding activities to improve profitability of smallholders.</p>	<p><b>Internship:</b> A program for university and vocational students to gain experience working at clean energy companies in Cambodia. <b>Women in clean energy fellowship:</b> This program is designed to support the capacity of women working in clean energy in Cambodia and build a professional network to support the entrepreneurs. The Fellowship is a 6 months programme, with a retreat, training and mentoring. The training includes leadership and soft skills training, as well as technical training depending on the needs and mentoring. <b>Ideation and founder program:</b> Hackathons and other ideation programs are essential sources of clean energy innovation. They help build a pipeline of new start-ups by bringing together people with similar motivations but different skills and experience and help convert ideas into practical solutions. <b>Pre-incubation program:</b> to refine business ideas and develop a roadmap to success. <b>Incubation:</b> includes access to coworking space, industry and expert mentors, custom training and coaching and preferred introductions to investors and prospective partners.</p>
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Impact	No information on Impact	Generating jobs for approximately 15000 workers for self-employed individuals such as farmers, weavers, self-employed, agents, brokers, sub-contractors and company employed.	-155% average increase in monthly business revenue for a SHE graduate. -111% average increase in household savings for a SHE graduate. -\$130,000 in equipment capital provided to 15 small businesses.	-54 active startups -129 active members -70 mentors -73% put impact before profit (Hub entrepreneur club report 2019)	Grow Asia collaborates with more than 500 partners across five Country Partnerships, reaching more than half a million smallholder farmers.	No information on Impact

\*SHE partners with local and international organizations, community groups, and governments to design and deliver business training and other support services for women around the country. SHE Investments is an umbrella of 3 separate entities working together to fill different gaps in the entrepreneurial ecosystem:

**SHE (Support Her Enterprise Co. Ltd.)** is a business (social enterprise) that designs and delivers the only business incubators and accelerators for women in Cambodia.

**SHE NGO** is the non-profit arm, a locally registered Non-Government Organisation which delivers the Thrive Cambodia program, granting 0% interest loans of up to USD 10,000 to socially impactful businesses, and also providing scholarships for women who cannot afford the program fees to participate in SHE's Incubator and Accelerator Programs.

**Ngeay Ngeay (Easy Easy)** is Cambodia's first Business Information and eLearning Platform.

## Appendix 2

### Individual policy assessments

#### 1 National Strategic Plan on Green Growth

##### Assessment I

##### ENGENDERING OF THE POLICY

Gender is not mentioned in vision, mission, goals and objectives of the policy. The National Strategic Plan on Green Growth focuses on nine strategic directions. Out of these nine strategic directions, five mention "gender".

Green economy management in balance with environment (Strategy 2): "Improving health of women, children, youths, people with disabilities, farmers, indigenous people, the elderly, and community through green economy growth and a green social safety system." (2.1 Green fiscal management, Page 8).

Human resources development and green education (Strategy 5): "Conducting training for youths and gender at villages and communes in order for them to become green youth and green village youths, who are green youth models and will continue green growth work." (5.2 Promoting green growth in non-systematic education, Page 18).

Promotion of a green social safety system (Strategy 7): "This safety system refers to social development, based on strategic direction of green growth commencing from a society with low carbon emission, environmental sustainability, natural resources sustainability, ecosystem safety in promoting socio-economic development to adapt to climate change and resilient to climate with the use of a social protection system and green growth means, green economy and green technology whereby the safety is based on the pillars of national development, especially green youths, green mothers and green people with gender equity." (7.1 Green culture social safety, Page 20); "Enhancing social protection and green culture society relies on quality of life and environment health and improving welfare for women, children, youths, disabled, farmers, indigenous people, the elderly, and the communities through green economy growth and a green social safety system." (7.2 Social protection, Page 21).

Uphold and protect green cultural heritage and national identity (Strategy 8): "...socio-economic development with low carbon emission, natural resource management, and effective and sustainable development of green economy and blue economy are sure to help Cambodia maintain national heritage and green national cultural property for a long-term perpetuity and persistence reducing poverty to a greater extent, increasing social fraternity, gender equality and equity, increasing macro-economic growth, together with maintaining ecosystem safety and environment." (Page 22).

Good governance on green growth (Strategy 9): "Necessity and efficiency of the governance are to improve accountability, transparency, sub-national responsibility, information sharing, raising awareness of policy, and the RGC's (Royal Government of Cambodia) strategies,

especially related to gender mainstreaming, green growth at national and sub-national levels, promoting macro-economic stability, climate change adaptation and climate resilience and poverty reduction.” (Page, 24); “Mainstreaming awareness of a good green governance principle for the civil officials, green youths, gender equity, sub-national administration and the private sectors to raise vocational conscience, responsibility for the public services within their own authority and jurisdiction.” (Page 25).

Throughout the report emphasis is given to agriculture. However, “women in agriculture” is not mentioned in the policy document. Additionally, the blue economy does not mention “women” specifically. The policy provides information on job and livelihood opportunities but does that segregate this information by sex.

#### STRUCTURAL UNDERSTANDING OF GENDER EQUALITY

Gender equality and equity are mentioned in promotion of a green social safety system which is one of the nine strategic directions of the National Strategic Plan on Green Growth. It includes “particularly, socio-economic development with low carbon emission, natural resources management, and effective and sustainable development of green economy and blue economy are surely to help Cambodia maintain national heritage and green national cultural property for a long term perpetuity and persistence reducing poverty to a great extent, increasing social fraternity, gender equality and equity, and increasing macro-economic growth, together with maintaining ecosystem safety and environment.” (page 22).

#### INTERSECTIONALITY

Limited consideration is given to the intersection of gender with other factors such as disability, race, youth or rurality except in one strategic direction that mentions, “Conducting training for youths and gender at villages and communes in order for them to become green youth and green village youths, who are green youth models and will continue green growth work.” (5.2 Promoting green growth in non-systematic education, page 18). Age has been mentioned but siloed e.g. “Improving health of women, children, youths, people with disabilities, farmers, indigenous people, the elderly, and community through green economy growth and a green social safety system.” (2.1 Green fiscal management, Page 8).

#### WOMEN’S EMPOWERMENT

The document does not mention women’s empowerment. However, it does mention “strengthening gender role practices in green economy” (page 31).

The policy does not mention consulting women, or women’s civil society groups and associations during its development. Stakeholders were consulted, but it is unclear from the policy document itself who the stakeholders were and whether any were women’s groups or advocates.

#### INCREMENTAL TRANSFORMATION

This policy does build on previous national policy, but no women’s empowerment or gender equality policy was mentioned.

#### GENDER-RESPONSIVENESS

This report states that it will contribute to livelihood, but not for whom. The priority projects for the implementation of National Strategic Plan on Green Growth includes “Improve the well-being of women, children, youth, disabled, farmers, indigenous people, the elderly, and the communities through green economy growth and a green social safety system” (under II. Green Economy Management in Balance with Environment). Ministry of Interior (MoI), Ministry of Planning (MoP), Ministry of Rural Development (MRD), Ministry of Women’s Affairs (MoWA), and Ministry of Social Affairs, Veteran and Youth Rehabilitation (MoSAVYR) are the leading ministries in implementation of the project.

The priority projects for the implementation of National Strategic Plan on Green Growth includes “Development and implementation of gender roles in green growth” (under VII Promotion of Green social safety system). Ministry of Women’s Affairs (MoWA) is the leading ministry and this project will be implemented in the medium and long term (2018-2030).

#### REGIONAL AND INTERNATIONAL CONTEXTUALIZATION

No international women’s policies such as CEDAW were mentioned.

National Strategic Plan on Green Growth		
Quality criteria categories	Research questions	Score
1. Engendering of the policy (policy content)	1.1. Does the policy aim for gender equality? 1.2. Does the policy include sex-disaggregated data consistently? 1.3. Does the policy consider gender differences in order to create more equality? 1.4. Are gender stereotypes challenged? 1.5. Is gender mainstreamed throughout the document (as opposed to being regulated to a separate section)?	1.1 = 0 1.2 = 0 1.3 = 0 1.4 = 0 1.5 = 0.5
2. Structural understanding of gender equality (policy content)	2.1 Does the policy consider the structural factors (beyond the individual level) that impact upon gender equality? Examples include historical, legal, socio-cultural, economic and political factors?	2.1 = 0
3. Intersectionality (policy content)	3.1. Does the policy incorporate the concept of “intersectionality”? (See definition of intersectionality in glossary)?	3.1= 0.5
4. Women’s empowerment (policy process)	4.1 Does the word “empowerment” appear in the policy associated with women? 4.2 Does the policy refer to women’s economic empowerment? 4.3 Does the policy refer to women’s empowerment in terms of increasing women’s agency, resources, and/or achievements? 4.4 Does the policy mention consulting women, or women’s civil society groups and associations during its development?	4.1= 0 4.2= 0 4.3= 0 4.4= 0
5. Incremental transformation (Policy Process)	5.1. Does the policy build on previous national gender-equality achievements/policies?	5.1= 0
6. Gender-responsiveness (Policy adapted to project context)	6.1. Does the policy address the specific needs and interests of women entrepreneurs/ women working in green industry? 6.2. Does the policy consider ways to overcome gender norms and social traditions that impair women’s involvement in the green industry? 6.3 Does the policy address steps necessary to increase women’s leadership roles in green industry?	6.1= 0.5 6.2= 0 6.3= 0
7. Regional and international contextualization (policy adapted to project context)	7.1. Does the policy comply with international and regional conventions, policies, laws and commitments that safeguard women’s rights? <sup>137</sup>	7.1= 0
Total score		<b>1.5</b>

### Assessment II

Women are not mentioned in the conclusion at all, resulting in a score of 0.

### Results of assessment II

No.	Name	Year	Score
1	National Strategic Plan on Green Growth	2013-2030	0

### Level of implementation

Implementation of the action plan is divided into two phases: for a short term from 2013-2017 and for a medium and long term from 2018-2030.

<sup>137</sup> Criteria 7.1: The list of international and regional conventions will include the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Sustainable Development Goal number 5, Protocol on Violence against Women, Beijing +25, and the Maputo Protocol, African Charter on Human and Peoples’ Rights on the Rights of Women in Africa (not applicable to Peru/Cambodia).



Name	Level of implementation	Score
1. National Strategic Plan on Green Growth	Has a good implementation plan, but no documents are available online regarding its proposed internal reviews. Therefore, it is difficult to tell the extent to which the policy has been implemented.	n/a

## 2 Strategic development plan for cambodiana-industry

### Assessment I

#### ENGENDERING OF THE POLICY

The Strategic Plan mentioned in the policy document is aligned well with (i) the RGC’s developmental vision and goal for the industrial sector and for Cambodia as a whole; and (ii) MAFF’s vision and developmental goal for the agricultural sector. Its formulation was based on a participatory process with inputs from key concerned stakeholders within the government sector, donor community, farmer community and private sector and based on information from both primary and secondary sources. Over the 12-year period, the Strategic Plan is divided into three phases. Phase 1 (2019-2022) will improve and modernise the Cambodian AI (Agro-industry) sector. In Phase 2 (2023-2026), the Cambodian AI sector will be diversified and transformed. Toward the end of Phase 2, the Cambodian AI sector will be transitioned to and readied for a more advanced stage, Phase 3 (2027-2030). At this final phase of the Strategic Plan, the Cambodian AI sector will be more skill-based and knowledge-based taking the advantage of the Industrial Revolution 4.0. It will keep reinventing and innovating itself in order to stay on the edge of competitiveness. There is no mention of “gender” or “women” in any of the stages.

In the entire policy document, “gender” is mentioned in just two instances, both in the M&E framework i.e. as a vision “Cambodia will have a modern agro-industrial sector that shall be competitive, inclusive, resilient, and sustainable by 2030 and beyond” with indicator stated as “GDP per capita Employment in AI sector disaggregated by gender” (Page 23); and as one of the strategic objectives “To create quality and inclusive rural employment in Cambodia” with indicator stated as “Wage in AI sector, disaggregated by gender” (Page 23).

The definition of the agro-industry is very broad and cuts across functions, responsibilities (but does not mention “gender”) and jurisdictions of many ministries and public agencies in Cambodia.

#### STRUCTURAL UNDERSTANDING OF GENDER EQUALITY

This policy does not consider structural reasons beyond the individual level that impact upon gender equality. It does not include any reference to historical, legal, socio-cultural factors. The policy mentions “inclusiveness” in one of the Strategic Plan’s strategic objectives “To create quality and inclusive rural employment in Cambodia” (Page 5). However, there is no mention of “gender” in this context.

#### INTERSECTIONALITY

There is no consideration given to the intersections between gender and other factors in this plan.

#### WOMEN’S EMPOWERMENT

This policy does not include reference to women’s empowerment, economic or otherwise. Gender is not mainstreamed throughout. The policy does not mention consulting women, or women’s civil society groups and associations during its development. Stakeholders were consulted, but it is unclear from the policy document itself which stakeholders and whether these were women’s groups or advocates. “The strategic plan was formulated with the use of participatory process whereby stakeholders – RGC’s agencies, development partners, private sector, and representatives of farmers and cooperatives – were consulted and involved. Interactions with various stakeholders were made during the process of gathering information and data for preparing the provincial agro-industry profiles. At least two consultative stakeholder workshops, in addition to intra MAFF forums, were organised to collect their views and feedback. The strategic plan was also shared with and presented to members of the TWGAW.” (Page 3).

#### INCREMENTAL TRANSFORMATION

While Cambodia tried to address its basic development needs between the 1980’s and the early part of 2000’s, agro-industry remained nearly unheard of except for small scale rice processing and rubber crepe making. The situation began to change in July 2010 when the RGC adopted the Policy on Paddy Rice Production and Milled Rice Export. The policy was aimed at adding value to the rice production surplus for export and diversifying the economy. The measures instituted in the policy were considered as having a spillover effect on, and making way for, the development of the agro-industrial sector at large.

Following the adoption of the policy, the rice processing sector saw significant development, with milling and polishing capacities projected to expand in the following years. These mills are mainly small and medium in size that have generally been set up to serve rice export business. This suggests that the agro-industry sector is dominated by rice milling business. In 2015 the RGC adopted its very first Industrial Development Policy (IDP) aimed at promoting the development of Cambodian agro-industry. The IDP sets forth specific policy measures and

target for the development of the Cambodian agro-industrial sector. However, the policy does not build on previous national gender-equality achievements/policies.

## GENDER-RESPONSIVENESS

This policy does not address the specific needs and interests of women entrepreneurs or women working in green industry. This policy does not consider ways to overcome gender norms and social traditions that impair women’s involvement in the green industry. It does not address steps necessary to increase women’s leadership roles in green industry.

### Annex 7: Strategic Plan for Cambodian Agro-Industry 2019-2030’s Matrices

- S1P1: Activity 111c: Conduct capacity building needs assessment of women on GMP, GHP and food quality standards.
- S1P1: Activity 111d: Build women’s capacity in GMP, GHP and food quality standards to increase their engagement in agro-industrial activities.
- S1P1: Activity 111f: Facilitate and support establishment of women’s AI development groups.
- S1P1: Activity 122b: Conduct survey on female staff leadership.
- S2P1: Activity 111c: Update capacity building needs assessment of women on GMP, GHP and food quality standards.
- S2P1: Activity 111d: Deepen, expand and broaden women’s capacity in GMP, GHP and food quality standards to increase their engagement in agro-industrial activities.
- S2P1: Activity 111e: Continue promoting gender mainstreaming in agro-industry related policies, frameworks and guidelines.
- S2P1: Activity 111f: Continue facilitating and supporting women’s AI development groups.
- S2P1: Activity 122a: Conduct sporadic surveys on female staff leadership.
- S3P1: Activity 111c: Assess women’s needs for creative and innovative GMP, GHP and food quality and safety standards skills and talent.
- S3P1: Activity 111d: Build women’s creative and innovative capacity and talent in GMP, GHP and food quality and safety standards to ensure their engagement in agro-industrial activities.
- S3P1: Activity 111e: Continue to promote gender mainstreaming in agro-industry related policies, frameworks and guidelines.
- S3P1: Activity 111f: Continue to facilitate and support establishment of women’s AI development groups.

## REGIONAL AND INTERNATIONAL CONTEXTUALIZATION

This Strategy did not state that it was building upon any previous international policies relating to the safeguarding of women’s rights.

Strategic Development Plan for Cambodian Agro-Industry		
Quality criteria categories	Research questions	Score
1. Engendering of the policy (policy content)	1.1. Does the policy aim for gender equality?	1.1 = 0
	1.2. Does the policy include sex-disaggregated data consistently?	1.2 = 0.5
	1.3. Does the policy consider gender differences in order to create more equality?	1.3 = 0
	1.4. Are gender stereotypes challenged?	1.4 = 0
	1.5. Is gender mainstreamed throughout the document (as opposed to being regulated to a separate section)?	1.5 = 0
2. Structural understanding of gender equality (policy content)	2.1 Does the policy consider the structural factors (beyond the individual level) that impact upon gender equality? Examples include historical, legal, socio-cultural, economic and political factors?	2.1 = 0
3. Intersectionality (policy content)	3.1. Does the policy incorporate the concept of “intersectionality”? (See definition of intersectionality in glossary)?	3.1 = 0
4. Women’s empowerment (policy process)	4.1 Does the word “empowerment” appear in the policy associated with women?	4.1 = 0
	4.2 Does the policy refer to women’s economic empowerment?	4.2 = 0
	4.3 Does the policy refer to women’s empowerment in terms of increasing women’s agency, resources, and/or achievements?	4.3 = 0
	4.4 Does the policy mention consulting women, or women’s civil society groups and associations during its development?	4.4 = 0
5. Incremental transformation (policy process)	5.1. Does the policy build on previous national gender-equality achievements/policies?	5.1 = 0
6. Gender-responsiveness (policy adapted to project context)	6.1. Does the policy address the specific needs and interests of women entrepreneurs/ women working in green industry?	6.1 = 0
	6.2. Does the policy consider ways to overcome gender norms and social traditions that impair women’s involvement in the green industry?	6.2 = 0
	6.3 Does the policy address steps necessary to increase women’s leadership roles in green industry?	6.3 = 0

7. Regional and international contextualization (policy adapted to project context)	7.1. Does the policy comply with international and regional conventions, policies, laws and commitments that safeguard women's rights? <sup>138</sup>	7.1= 0
Total Score		<b>0.5</b>

### Assessment II

There is no mention of gender in the conclusion. It is awarded a score of 0.

### Results of Assessment II

No.	Name	Year	Score
2	Strategic Development Plan for Cambodian Agro-Industry	2019-2030	0

### Level of Implementation

The policy requires firm commitment and determination on the part of the RGC / MAFF to implement it and active engagement and participation of the development community (incl. NGOs), private sector as well as farmer communities. In order to implement the Strategic Plan MAFF's DAI shall be tasked to (i) implement areas under its direct responsibilities in accordance to relevant legal provisions; (ii) coordinate among and support line agencies of MAFF for the implementation of areas under their respective responsibilities; and (iii) negotiate and hold dialogue with other line ministries to encourage the implementation of areas under their respective responsibilities. The success of the Strategic Plan and the ability of the RGC to achieve its vision is and will be threatened by three macro risks, including: (i) the challenge with institutional coordination and overlapping jurisdiction among concerned government agencies in implementing the Strategic Plan; (ii) climate change; (iii) global economic recession; and (iv) international politics. The execution of this policy will not occur without adequate financial resources and the desired impacts of the Strategic Plan are likely to be lessened due to insufficient funds.

Name	Level of implementation	Score
2. Strategic Development Plan for Cambodian Agro-Industry	Has a good implementation plan, but as it runs from 2019-2030 it is difficult to tell to what extent it has been implemented. Over the 12-year period, the Strategic Plan is divided into three phases. Phase 1 (2019-2022) will improve and modernise the Cambodian AI sector. In Phase 2 (2023-2026), the Cambodian AI sector will be diversified and transformed. Toward the end of Phase 2, the Cambodian AI sector will be transitioned to and readied for a more advanced stage, Phase 3 (2027-2030).	n/a

## 3 THE STRATEGIC PLANNING FRAMEWORK FOR FISHERIES

### Assessment I

#### ENGENDERING OF THE POLICY

Gender is not mainstreamed throughout this policy document. There are a few instances where "gender" or "women" are mentioned. The strategic planning framework for fisheries adheres to the Cambodia's Millennium Development Goals i.e. "The important roles played by women in the fisheries means that they also help contribute to 3: Promote gender equality and empower women" (page 7).

Based on its overall goals for the future, the Royal Government's vision for the fisheries sector is: "Management, conservation and development of sustainable fisheries resources to contribute to ensuring people's food security and to socioeconomic development in order to enhance people's livelihoods and the nation's prosperity" (Page 8). This, however, does not include mention of "gender" or "women".

The overarching issues for implementing the strategies are "women's livelihoods are at a commensurate level to men's in all sub-sectors of the fisheries (including the ability of women to participate fully in community fisheries, aquaculture activities and the development of post-harvest activities in the Fisheries One Village One Product (FOVOP) activities) by the end of 2019" (page 13).

Other than this, the framework does not address gender equality, gender stereotypes nor include sex-disaggregated data. It does not delve deeper into the different experiences that men and women may face, or how the fisheries activities may lead from employment to empowerment.

#### STRUCTURAL UNDERSTANDING OF GENDER EQUALITY

A structural understanding of gender equality is one which goes beyond the individual level. Gender differentials in the fisheries sector

<sup>138</sup> Criteria 7.1: The list of international and regional conventions will include the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Sustainable Development Goal number 5, Protocol on Violence against Women, Beijing +25, and the Maputo Protocol, African Charter on Human and Peoples' Rights on the Rights of Women in Africa (not applicable to Peru/Cambodia).

should not merely be explained by individual preferences or motivations, but rather should focus upon the impact of structural factors such as violence against women and how having children impacts upon mobility. This policy does not consider structural reasons beyond the individual level that impact upon gender equality. It does not include reference to historical, legal, socio-cultural factors. It, however, includes mention of increasing livelihood opportunities for the poor and eliminating child labour. For example, the indicators and targets for 2010-2019 state “The expansion of livelihood opportunities leading to increased income for the poor and to eliminate the worst form of child labour and work in fisheries sector” (page 25); “The number of people (including women and children) suffering from injury, ill health and death as a result of working in the fisheries sector” (page 26).

#### INTERSECTIONALITY

There is no consideration given in this plan to the intersections between gender and other factors. However, it does mention “In Cambodia, many children are involved in fisheries practices, some of which could be hazardous or prevent these children from taking part in formal education” (page 11); “Benefits continue to be available to our children and to our children’s children, and for generations to come” (mentioned in foreword).

#### WOMEN’S EMPOWERMENT

This policy does not include reference to women’s empowerment except to mention the Cambodian Millennium Goals (CMDGs). Gender is not mainstreamed throughout. The policy does not mention consulting women, or women’s civil society groups and associations during its development. Stakeholders were consulted, but it is unclear from the policy document itself which stakeholders were consulted and whether these included were women’s groups or advocates. For example, “This Strategic Planning Framework has been built up from a process of consultation with different stakeholders in the fisheries sector over many years. FiA has also worked closely with communities and Communes, where fisheries are either a source of food or employment, to understand the needs of these communities where fisheries development and management are concerned. This was done through a wide-reaching process of needs assessments, impact assessments and consultation meetings” (page 34).

However, the document does mention the ability of women to effectively participate in fisheries activities and about the ill-health, injury and death as a result of working in the fisheries sector in the indicators and targets for 2010-2019. It misses the impact this may have on the important socio-reproductive sphere of work: the typically unpaid work that women do on a daily basis that may not be redistributed between the family unit as the women gain employment, but may become a hidden “second shift” in the home. However, the livelihood opportunities and health aspects of the framework do contribute towards further benefits for women in the long-term, rather than just income-generation.

#### INCREMENTAL TRANSFORMATION

The Cambodian Code of Conduct for Responsible Fisheries (CamCode) has been developed to give guidance on the principles for intervention for all stakeholders concerned with the development of Cambodia’s fisheries. It builds on The United Nations Food and Agriculture Organisation’s Code of Conduct for Responsible Fisheries (the UN FAO CCRF) but is designed to be relevant to the specific needs of Cambodians. Together, the fisheries planning processes and CamCode provide a guiding structure for all stakeholders in the fisheries sector. However, the policy does not build on previous national gender-equality achievements/policies.

#### GENDER-RESPONSIVENESS

This policy does not address the specific needs and interests of women entrepreneurs. This policy does not consider ways to overcome gender norms and social traditions that impair women’s involvement in the green industry. It does not address steps necessary to increase women’s leadership roles in green industry. However, it does mention in the indicators and targets for 2010-2019 “the ability of women to participate effectively and on an equal basis in fisheries activities (Includes the involvement of women in Community Fisheries committees and aquaculture, post-harvest and FOVOP activities supported by gender and FOVOP mainstreaming activities at all levels of FiA)” (page 25); “The number of people (including women and children) suffering from injury, ill health and death as a result of working in the fisheries sector” (page 26).

#### REGIONAL AND INTERNATIONAL CONTEXTUALIZATION

The policy’s purpose is to support the achievement of Cambodia’s Millennium Development Goals, implementation of the National Strategic Development Plan, and compliance with the Law on Fisheries, to the benefit of the people of Cambodia. The policy also states the need for compliance with international standards such as the UN Global Compact.



Strategic Planning Framework for Fisheries		
Quality criteria categories	Research questions	Score
1. Engendering of the policy (policy content)	1.1. Does the policy aim for gender equality? 1.2. Does the policy include sex-disaggregated data consistently? 1.3. Does the policy consider gender differences in order to create more equality? 1.4. Are gender stereotypes challenged? 1.5. Is gender mainstreamed throughout the document (as opposed to being regulated to a separate section)?	1.1 = 0.5 1.2 = 0 1.3 = 0 1.4 = 0 1.5 = 0.5
2. Structural understanding of gender equality (policy content)	2.1 Does the policy consider the structural factors (beyond the individual level) that impact upon gender equality? Examples include historical, legal, socio-cultural, economic and political factors?	2.1 = 0
3. Intersectionality (policy content)	3.1. Does the policy incorporate the concept of “intersectionality”? (See definition of intersectionality in glossary)?	3.1 = 0
4. Women’s empowerment (policy process)	4.1 Does the word “empowerment” appear in the policy associated with women? 4.2 Does the policy refer to women’s economic empowerment? 4.3 Does the policy refer to women’s empowerment in terms of increasing women’s agency, resources, and/or achievements? 4.4 Does the policy mention consulting women, or women’s civil society groups and associations during its development?	4.1 = 0 4.2 = 0 4.3 = 0.5 4.4 = 0
5. Incremental transformation (Policy Process)	5.1. Does the policy build on previous national gender-equality achievements/policies?	5.1 = 0
6. Gender-responsiveness (Policy adapted to project context)	6.1. Does the policy address the specific needs and interests of women entrepreneurs/ women working in green industry? 6.2. Does the policy consider ways to overcome gender norms and social traditions that impair women’s involvement in the green industry? 6.3 Does the policy address steps necessary to increase women’s leadership roles in green industry?	6.1 = 0.5 6.2 = 0 6.3 = 0
7. Regional and international contextualization (policy adapted to project context)	7.1. Does the policy comply with international and regional conventions, policies, laws and commitments that safeguard women’s rights? <sup>139</sup>	7.1 = 0
Total Score		<b>2</b>

## Assessment II

There is no mention of gender in the conclusion. It is awarded a score of 0.

### Results of Assessment II

No.	Name	Year	Score
3	Strategic Planning Framework for Fisheries	2010-2019	0

### Level of Implementation

Overall budget management and control will be held by the FiA centrally through the Department of Planning, Finance and International Cooperation as guided by the existing planning and budgeting systems and procedures of Ministry of Agriculture, Forestry and Fisheries. There are two funding flows envisaged during the course of implementing the SPF over the next 10 years. Firstly, the funds flow directly to line departments at central level to support the development of policy, technical guidance, and relevant fisheries legislation for the sector development as a main driver for the sector. Recognising the limited capacity and expertise of staff at the sub-national level for field implementation, the line departments will be required to assist the fisheries, so some of the funds will be utilised for this. The other funding flow would go directly to the sub-national level where the services will have to link up with the commune, district and provincial demands. The amount of funds directed through this second flow path for the sub-national fisheries should be gradually increased over time as the capacity of the sub-national staff increases and success can be demonstrated against agreed benchmarks. To achieve this, FiA central will implement an active HR development plan for all sub-national staff.

<sup>139</sup> Criteria 7.1: The list of international and regional conventions will include the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Sustainable Development Goal number 5, Protocol on Violence against Women, Beijing +25, and the Maputo Protocol, African Charter on Human and Peoples’ Rights on the Rights of Women in Africa (not applicable to Peru/Cambodia).

Name	Level of implementation	Score
3. Strategic Planning Framework for Fisheries	Has a good implementation plan, but no documents are available online regarding its proposed internal reviews. Therefore, it is difficult to tell the extent to which the policy has been implemented.	n/a

#### 4 Cambodia Trade Integration Strategy (CTIS)

##### Assessment I

##### ENGENDERING OF THE POLICY

The previous Cambodia Trade Integration Strategy (2014-18) in its introduction acknowledged that: “Trade sector competitiveness is critical to growth, and, in turn, to the creation of new and better jobs as well as income which are requirements for poverty-reduction. Yet, connecting trade expansion to poverty-reduction, gender equality, and greater inclusiveness remains a challenge” (Page 69). Cambodia Trade Integration Strategy offers great momentum to further address the challenges of connecting trade expansion to poverty-reduction, gender equality, and greater inclusiveness.

In fact, the Cambodia Trade Integration Strategy Update (CTISU 2019-2023) – as it is meant to be mainstreamed through the Rectangular Strategy IV and Vision 2030, to serve as a basis for the design of the New National Strategic Development Plan (2019-23). It offers a favourable window of opportunity for the RGC and all stakeholders and partners involved to further promote gender equality and women’s empowerment, and especially women’s economic empowerment through investing in increasing women’s share in the regional and national trade and national income and thus to embrace this win-win strategy for the society, economy, private businesses and individuals. To do that requires an understanding of the gendered socio-economic dynamics and realities in Cambodia, in order to develop policies that promote trade integration as well as catalyse sustainable economic development and poverty reduction while also promoting women’s empowerment and gender equality. Because national data is limited, it can be generalised that women in Cambodia are still more disadvantaged than men in access to, for example, ICTs and ICT infrastructure, to e-commerce and other skill development, to new technologies training, to financial services and financing for SMEs, and to innovation and technology in supply chains and cross-border trade, etc.

As the CTISU 2019-23 is meant to be mainstreamed through the Rectangular Strategy IV and Vision 2030, it offers momentum to address the challenge of identifying entry points for connecting trade expansion to poverty-reduction, gender equality, and greater inclusiveness.

##### STRUCTURAL UNDERSTANDING OF GENDER EQUALITY

A structural understanding of gender equality is one which goes beyond the individual level. This policy considers structural reasons beyond the individual level that impact upon gender equality e.g. historical, legal, socio-cultural, economic and political factors.

##### INTERSECTIONALITY

There is no consideration given in this plan to the intersections between gender and other factors.

##### WOMEN’S EMPOWERMENT

This policy does include reference to women’s empowerment. It mentions the importance of women in trade and calls for increased mainstreaming of women empowerment in trade and business development policies. However, while a job in the garment sector may potentially be an opportunity for the economic women’s empowerment, the reality in Cambodia is that, despite high rates of participation in the garment industry, women are still not on equal terms to their male colleagues.

It is gender-mainstreamed throughout, though the policy does not mention consulting women, or women’s civil society groups and associations during its development. Stakeholders were consulted, but it is unclear from the policy document itself which stakeholders these were and whether women’s groups or advocates were included.

##### INCREMENTAL TRANSFORMATION

The incremental transformation of the policy is as follows:

- the original DTIS (Diagnostic Trade Integration Strategy) of Cambodia, prepared with the support of the World Bank Group, was launched in November 2001 and put a strong emphasis on Cambodia’s reintegration to the world trade arena, paving the way for its successful accession to the WTO (World Trade Organisation) in 2003.
- Cambodia was the first EIF (Enhanced Integrated Framework) beneficiary to update its DTIS in 2007 (a process known as Cambodia Trade Integration Strategy 2007 or CTIS 2007). CTIS 2007, prepared by UNDP Cambodia on behalf of Ministry of Commerce (MoC), had export diversification as its main theme. This supports the efforts by the Royal Government of Cambodia to diversify its economy using trade as its main engine of growth.

- CTIS 2014, covering the Fifth Mandate of the Royal Government of Cambodia (2014-2018) was produced in time for Cambodia's participation into the ASEAN Economic Community that was launched in 2015.
- the decision to update the CTIS once again was taken by MoC senior leadership in early 2018, and negotiations with the EIF Executive Secretariat were concluded in July 2018. The main goal of the CTIS 2019 is to develop an up-to-date integration strategy that can be mainstreamed through the new Rectangular Strategy IV and Vision 2030 and will serve as a basis for the design of the new National Strategic Development Plan (2019-2023).

## GENDER-RESPONSIVENESS

This strategy states that it contributes towards the economic women's empowerment. It hopes to further promote gender equality and women's empowerment, especially women's economic empowerment through investing in increasing women's share in regional and national trade and national income. It is hoped that this will lead to a win-win strategy for the society, economy, private businesses and individuals.

## REGIONAL AND INTERNATIONAL CONTEXTUALIZATION

This strategy did not state that it was building upon any previous international policies relating to the safeguarding of women's rights.

Cambodia Trade Integration Strategy (CTIS)		
Quality criteria categories	Research questions	Score
1. Engendering of the policy (policy content)	1.1. Does the policy aim for gender equality?	1.1 = 0.5
	1.2. Does the policy include sex-disaggregated data consistently?	1.2 = 0
	1.3. Does the policy consider gender differences in order to create more equality?	1.3 = 0.5
	1.4. Are gender stereotypes challenged?	1.4 = 0.5
	1.5. Is gender mainstreamed throughout the document (as opposed to being regulated to a separate section)?	1.5 = 0.5
2. Structural understanding of gender equality (policy content)	2.1 Does the policy consider the structural factors (beyond the individual level) that impact upon gender equality? Examples include historical, legal, socio-cultural, economic and political factors?	2.1 = 0.5
3. Intersectionality (policy content)	3.1. Does the policy incorporate the concept of "intersectionality"? (See definition of intersectionality in glossary)?	3.1 = 0
4. Women's empowerment (policy process)	4.1 Does the word "empowerment" appear in the policy associated with women?	4.1 = 0
	4.2 Does the policy refer to women's economic empowerment?	4.2 = 0
	4.3 Does the policy refer to women's empowerment in terms of increasing women's agency, resources, and/or achievements?	4.3 = 0.5
	4.4 Does the policy mention consulting women, or women's civil society groups and associations during its development?	4.4 = 0
5. Incremental transformation (policy process)	5.1. Does the policy build on previous national gender-equality achievements/policies?	5.1 = 0
6. Gender-responsiveness (policy adapted to project context)	6.1. Does the policy address the specific needs and interests of women entrepreneurs/ women working in green industry?	6.1 = 0.5
	6.2. Does the policy consider ways to overcome gender norms and social traditions that impair women's involvement in the green industry?	6.2 = 0
	6.3 Does the policy address steps necessary to increase women's leadership roles in green industry?	6.3 = 0
7. Regional and international contextualization (policy adapted to project context)	7.1. Does the policy comply with international and regional conventions, policies, laws and commitments that safeguard women's rights? <sup>140</sup>	7.1 = 0
Total score		<b>3.5</b>

## Assessment II

Promoting enhanced participation of women in trade and further mainstreaming gender aspects in trade policies and strategies, in line with RGC's commitments to gender equality and women's advancement, and particularly to women's economic empowerment. This could take the form of adopting a gender perspective that contributes to a deeper and richer understanding of trade performance. This in turn is essential to inform the design and implementation of gender-sensitive measures and ensure that existing inequalities are not reproduced or exacerbated with shifts in and updates of Cambodia's strategy and directions for trade.

## Results of Assessment II

<sup>140</sup> Criteria 7.1: The list of international and regional conventions will include the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Sustainable Development Goal number 5, Protocol on Violence against Women, Beijing +25, and the Maputo Protocol, African Charter on Human and Peoples' Rights on the Rights of Women in Africa (not applicable to Peru/Cambodia).

No.	Name	Year	Score
4	Cambodia Trade Integration Strategy (CTIS)	2019-2023	3

### Level of Implementation

Name	Level of implementation	Score
4. Cambodia Trade Integration Strategy (CTIS)	It runs 2019-2023, therefore it is difficult to tell yet if it has been implemented.	n/a

## 5 National Technical Vocational Education and Training Policy (TVET)

### Assessment I

#### ENGENDERING OF THE POLICY

Gender is mainstreamed throughout this policy document. Goal 3.1.2 “To increase equitable access to TVET for employment generation” includes “Expand opportunities for people to obtain life skills by paying special attention to the needs of women, marginalised groups, poor youth, school dropout, migrant workers, and indigenous people” (page 5). Goal 3.1.3. “To promote Public-Private Partnerships (PPP) and aggregate resources from stakeholders to support for sustainable development of TVET” includes “Develop a student fees policy for TVET providers and offer scholarships for poor students, and particularly women and indigenous people” (Page 5).

Strategies where “gender” or “women” are mentioned to achieve the goals include:

#### Strategies for Goal 1:

- enhance capacity and qualifications of trainers, especially women, on pedagogy and skills to gain new experiences from local and international industry; and
- promote gender equality by encouraging women, based on maximum quota, to become trainers and managers in TVET institutions.

#### Strategies for Goal 2:

- provide more scholarships for target groups especially for women in order to encourage them to enrol in TVET programs; also provide stipends for Skill Bridging Program;
- give priority to women, marginalised groups, poor youth, school dropout, ethnic groups, migrant workers, and unemployed to study in TVET through providing adequate scholarships, allowances and dormitories;
- promote gender awareness and implement gender equity and equality mechanisms in TVET institutions and relevant stakeholders; and
- develop marketing and extension strategies on skills awareness in villages, communes, sangkats, and communities to attract school dropout, the poor, marginalised groups especially women and ethnic groups to study within TVET system.

#### Strategies for Goal 4:

- develop Human Resource Development policies to attract qualified trainers while considering gender equality, and also prepare benefit packages (not only salary) with better working conditions.

These strategies are principally the responsibility of the Ministry of Labour and Vocational Training (MLVT).

Other than these, the framework does not include sex-disaggregated data.

#### STRUCTURAL UNDERSTANDING OF GENDER EQUALITY

A structural understanding of gender equality is one which goes beyond the individual level. This policy does not consider structural reasons beyond the individual level that impact upon gender equality. It does not include reference to historical, legal, socio-cultural factors.

#### INTERSECTIONALITY

There is little consideration given in this plan to the intersections between gender and other factors. However, it does mention to “Expand opportunities for people to obtain life skills by paying special attention to the needs of women, marginalised groups, poor youth, school dropout, migrant workers, and indigenous people” (page 5).

#### WOMEN’S EMPOWERMENT

This policy does not include reference to women’s empowerment. However, it is gender-mainstreamed throughout, although the policy does not mention consulting women, or women’s civil society groups and associations during its development. Stakeholders were consulted, but it is unclear from the policy document itself which stakeholders and whether these were women’s groups or advocates (MoWA is mentioned as responsible institution for gender related strategies). The policy mentions encouraging women to become trainers, developing Human



Resource Development policies to attract qualified trainers while considering gender equality with better working conditions.

## INCREMENTAL TRANSFORMATION

Recently, the Royal Government of Cambodia (RGC) has endorsed a range of national policies, including the “Cambodia Industry Development Policy (IDP) 2015 – 2025, and the National Employment Policy (NEP) 2015 – 2025”. These are aimed at contributing to the development of industrial sector creating decent work and ensuring quality and high productivity of the workforce that is able to better compete with regional countries. In order to achieve the objectives set forth in the above national policies, the National Technical Vocational Education and Training Policy is prepared with clear vision, goals, objectives and strategies to develop human resources with high quality, competency and skills that can respond to socio-economic development at present and in future. The National Strategic Development Plan (NSDP) 2014-2018 also clearly reflects the government’s commitment to human resources development in the context of job creation to accelerate economic growth. It does not mention building policy on national previous gender-equality achievements/policies.

## GENDER-RESPONSIVENESS

This policy does not address the specific needs and interests of women entrepreneurs. It does mention, “Continue to implement skills competition mechanisms at national and regional levels on recent innovative technology among students, technicians, engineers, trainers and young entrepreneurs” (page 9). However, whether the young entrepreneurs are men or women is unclear.

The priority is given to women, marginalised groups, poor youth, school dropouts, ethnic groups, migrant workers, and unemployed to study in TVET through providing adequate scholarships, allowances and dormitories. Additionally, encouraging women, based on a maximum quota, to become trainers and managers in TVET institutions is also promoted.

This policy does consider ways to overcome gender norms and social traditions that impair women’s involvement in the green industry such as encouraging women to become trainers, developing human resource development policies to attract qualified trainers while considering gender equality with better working conditions (addressing needs of women), scholarships for women to participate in TVET programs, developing marketing and extension strategies to attract women.

## REGIONAL AND INTERNATIONAL CONTEXTUALIZATION

This strategy did not state that it was building upon any previous international policies relating to the safeguarding of women’s rights.

National Technical Vocational Education and Training Policy (TVET)		
Quality criteria categories	Research questions	Score
1. Engendering of the policy (policy content)	1.1. Does the policy aim for gender equality?	1.1 = 0.5
	1.2. Does the policy include sex-disaggregated data consistently?	1.2 = 0
	1.3. Does the policy consider gender differences in order to create more equality?	1.3 = 0
	1.4. Are gender stereotypes challenged?	1.4 = 0.5
	1.5. Is gender mainstreamed throughout the document (as opposed to being regulated to a separate section)?	1.5 = 1
2. Structural understanding of gender equality (policy content)	2.1 Does the policy consider the structural factors (beyond the individual level) that impact upon gender equality? Examples include historical, legal, socio-cultural, economic and political factors?	2.1 = 0
3. Intersectionality (policy content)	3.1. Does the policy incorporate the concept of “intersectionality”? (See definition of intersectionality in glossary)?	3.1 = 0.5
4. Women’s empowerment (policy process)	4.1 Does the word “empowerment” appear in the policy associated with women?	4.1 = 0
	4.2 Does the policy refer to women’s economic empowerment?	4.2 = 0
	4.3 Does the policy refer to women’s empowerment in terms of increasing women’s agency, resources, and/or achievements?	4.3 = 0.5
	4.4 Does the policy mention consulting women, or women’s civil society groups and associations during its development?	4.4 = 0.5
5. Incremental transformation (policy process)	5.1. Does the policy build on previous national gender-equality achievements/policies?	5.1 = 0
6. Gender-responsiveness (policy adapted to project context)	6.1. Does the policy address the specific needs and interests of women entrepreneurs/ women working in green industry?	6.1 = 0.5
	6.2. Does the policy consider ways to overcome gender norms and social traditions that impair women’s involvement in the green industry?	6.2 = 0.5
	6.3 Does the policy address steps necessary to increase women’s leadership roles in green industry?	6.3 = 0

7. Regional and international contextualization (policy adapted to project context)	7.1. Does the policy comply with international and regional conventions, policies, laws and commitments that safeguard women's rights? <sup>141</sup>	7.1= 0
Total score		4.5

### Assessment II

There is no mention of gender in the conclusion. It is awarded a score of 0.

### Results of Assessment II

No.	Name	Year	Score
5.	National Technical Vocational Education and Training Policy (TVET)	2017-2025	0

### Level of Implementation

The National Training Board of the Ministry of Labour and Vocational Training acts as secretariat, tasked with coordinating implementation and monitoring and evaluation of the policy. The National Training Board will prepare annual reports to identify progress and challenges based on the detailed objectives and indicators.

Name	Level of implementation	Score
5. National Technical Vocational Education and Training Policy (TVET)	Implementation and regular evaluation/assessment on the implementation of policies are essential for TVET development in Cambodia. In addition, the paper recommends that the results of the evaluation/assessment should be shared among TVET stakeholders, scholars/researchers, as well as the public. <sup>142</sup>	n/a

## 6 NDC Roadmap and Stakeholder Engagement Plan

### Assessment I

#### ENGENDERING OF THE POLICY

Gender is not mainstreamed throughout this policy document. There are few instances where “gender” or “women” are mentioned. For example, one of the criteria for policy evaluation is “potential for balanced gender impacts” (page 29). Other than these, the framework does not address gender equality, gender stereotypes nor include sex-disaggregated data.

#### STRUCTURAL UNDERSTANDING OF GENDER EQUALITY

A structural understanding of gender equality is one which goes beyond the individual level. This policy does not consider structural reasons beyond the individual level that impact upon gender equality. It does not include reference to historical, legal, socio-cultural factors.

#### INTERSECTIONALITY

There is no consideration given in this plan to the intersections between gender and other factors such as disability, race, youth or rurality.

#### WOMEN'S EMPOWERMENT

This policy does not include reference to women's empowerment. It is not gender-mainstreamed throughout. The policy does not mention consulting women, or women's civil society groups and associations during its development. Stakeholders were consulted, but it is unclear from the policy document itself which stakeholders and whether these were women's groups or advocates.

#### INCREMENTAL TRANSFORMATION

A solid foundation for the country's response to climate change was put in place with the development of the Cambodia's Climate Change Strategic Plan for 2014-2023 (CCCSP) and sectoral climate change action plans (CCAPs) ensuring that climate change is mainstreamed into na-

<sup>141</sup> Criteria 7.1: The list of international and regional conventions will include the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Sustainable Development Goal number 5, Protocol on Violence against Women, Beijing +25, and the Maputo Protocol, African Charter on Human and Peoples' Rights on the Rights of Women in Africa (not applicable to Peru/Cambodia).

<sup>142</sup> Yok et al. (2019). Technical and Vocational Education and Training in Cambodia: Current Status and Future Development.

tional and sub-national planning and guiding investments in adaptation and mitigation. As a strategic part of its national response to climate change, the Royal Government of Cambodia has also recognised that Cambodia needs to be an active participant in the international climate dialogue so that solutions being designed in these global forums can adequately help respond to the issues Cambodia faces. Its continued participation in negotiations taking place under the United Nations Framework Convention on Climate Change (UNFCCC) and in regional forums such as ASEAN has helped mobilise vital support to the country's efforts in the implementation of its national climate change response.

One of the most significant recent steps taken by Cambodia and the international community, were the efforts to reach a new climate agreement, which led to the ratification of the Paris Agreement by over 180 countries, including Cambodia. As part of these global efforts, Cambodia submitted its first Intended Nationally Determined Contribution (INDC) to the UNFCCC, in time for the Conference of Parties (COP) 21 in Paris. It was then ratified as NDC in 2016. The NDC plans which could provide entry points include:

- Rectangular Strategy;
- CSDGs to 2030 and reporting;
- National Strategic Development Plan (NSDP) (2019-2023);
- CCCSP (2014-2023) and M&E Framework (yearly monitoring);
- CCAPs – if they will be revised after 2018;
- Budget Strategic Plans (3-year rolling) and yearly programme budgets;
- Public Investment Programme (PIP), Three Year Rolling Plan;
- Biennial Update Report (BUR) (every two years, from 2019); and
- National Communications (every four years, from 2020 – estimated).

Notably, the programme has supported the National Council for Sustainable Development/Ministry of Environment to develop sector actions, indicators, and guidelines also for mitigation sectors, so these will be a good starting point for mainstreaming going forward.

This policy does build on previous national policy, but no women's empowerment or gender equality policy was mentioned.

#### GENDER-RESPONSIVENESS

This policy does not address the specific needs and interests of women entrepreneurs and women working in green sector. This policy does not consider ways to overcome gender norms and social traditions that impair women's involvement in the green industry. It does not address steps necessary to increase women's leadership roles in green industry.

#### REGIONAL AND INTERNATIONAL CONTEXTUALIZATION

NDC implementation can significantly contribute to the realisation of Cambodia's Sustainable Development Goals (CSDGs), where climate change is mainstreamed entirely in development planning. The implementation of NDCs can also support other related international frameworks and agreements, such as the Sendai Framework for Disaster Risk Reduction 2015–2030. This crossover with wider development planning is an opportunity to integrate a gender sensitive approach into NDC implementation, recognising and addressing the different interests, needs and adaptive capacities of men and women to climate change.

No international women's policies such as CEDAW were mentioned.

NDC Roadmap and Stakeholder Engagement Plan		
Quality criteria categories	Research questions	Score
1. Engendering of the policy (policy content)	1.1. Does the policy aim for gender equality?	1.1 = 0
	1.2. Does the policy include sex-disaggregated data consistently?	1.2 = 0
	1.3. Does the policy consider gender differences in order to create more equality?	1.3 = 0.5
	1.4. Are gender stereotypes challenged?	1.4 = 0
	1.5. Is gender mainstreamed throughout the document (as opposed to being regulated to a separate section)?	1.5 = 0
2. Structural understanding of gender equality (policy content)	2.1 Does the policy consider the structural factors (beyond the individual level) that impact upon gender equality? Examples include historical, legal, socio-cultural, economic and political factors?	2.1 = 0
3. Intersectionality (policy content)	3.1. Does the policy incorporate the concept of "intersectionality"? (See definition of intersectionality in glossary)?	3.1 = 0
4. Women's empowerment (policy process)	4.1 Does the word "empowerment" appear in the policy associated with women?	4.1 = 0
	4.2 Does the policy refer to women's economic empowerment?	4.2 = 0
	4.3 Does the policy refer to women's empowerment in terms of increasing women's agency, resources, and/or achievements?	4.3 = 0
	4.4 Does the policy mention consulting women, or women's civil society groups and associations during its development?	4.4 = 0
5. Incremental transformation (policy process)	5.1. Does the policy build on previous national gender-equality achievements/policies?	5.1 = 0

6. Gender-responsiveness (policy adapted to project context)	6.1. Does the policy address the specific needs and interests of women entrepreneurs/ women working in green industry?	6.1= 0
	6.2. Does the policy consider ways to overcome gender norms and social traditions that impair women's involvement in the green industry?	6.2= 0
	6.3 Does the policy address steps necessary to increase women's leadership roles in green industry?	6.3= 0
7. Regional and international contextualization (policy adapted to project context)	7.1. Does the policy comply with international and regional conventions, policies, laws and commitments that safeguard women's rights? <sup>143</sup>	7.1= 0
Total score		<b>0.5</b>

### Assessment II

There is no mention of gender in the conclusion. It is awarded a score of 0.

### Results of Assessment II

No.	Name	Year	Score
6	NDC Roadmap and Stakeholder Engagement Plan	2019-2030	0

### Level of Implementation

Name	Level of implementation	Score
6. NDC Roadmap and Stakeholder Engagement Plan	As it runs from 2019-2030 so it is difficult to tell yet if it has been implemented.	n/a

## 7 Gender and Climate Change Action Plan (GCCAP)

### Assessment I

#### ENGENDERING OF THE POLICY

This policy is gender-mainstreamed throughout. The GCCAP addresses women and other vulnerable groups such as children and the elderly through capacity development measures for women in policy-dialogue, leadership, livelihood development, green growth and building climate change resilience in communities.

The GCCAP was developed with guidance and support from the Cambodian Climate Change Alliance (CCCA) and the Ministry of Environment (MoE). According to the consultations for the development of Neary Rattanak IV (2014-2018) MoWA has included Strategic Area 6 on "Gender, Climate Change and Green Growth, and Disaster Risk Management", in response to the Government's Rectangular Strategy Phase III. Gender is considered an important guiding principle in planning and formulating climate change measures and actions. The GCCAP is designed in line with the annual action plan for implementation, with budget support from the Government and development partners.

The GCCAP engages the following three strategies:

- 1) strengthen institutional capacity and cross-sectoral coordination to reduce the vulnerability of women to climate change impacts;
- 2) improve capacity, knowledge and awareness on gender and climate change response; and
- 3) promote gender-responsive climate change responses.

The policy does mention sex disaggregated role in coping with climate change impacts as one of the strategies. Additionally, GCCAP considers conducting vulnerability assessments of women and girls to climate change impacts, including developing a database and monitoring and evaluation framework on climate change gender responsiveness with line ministries.

#### STRUCTURAL UNDERSTANDING OF GENDER EQUALITY

A structural understanding of gender equality is one which goes beyond the individual level. The GCCAP therefore focuses on gender, climate change and green growth, and disaster risk management. It also takes into consideration vulnerabilities of ethnic and religious minorities in marginalised geographic locations including socio-cultural and linguistic barriers.

<sup>143</sup> Criteria 7.1: The list of international and regional conventions will include the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Sustainable Development Goal number 5, Protocol on Violence against Women, Beijing +25, and the Maputo Protocol, African Charter on Human and Peoples' Rights on the Rights of Women in Africa (not applicable to Peru/Cambodia).



## INTERSECTIONALITY

The GCCAP addresses women and other vulnerable groups such as children, elderly, ethnic and religious minorities.

## WOMEN'S EMPOWERMENT

The word “empowerment” is not used directly in the policy except that the Ministry’s five-year strategic plan 2014-2018 includes “women’s economic empowerment”. The objectives of GCCAP clearly mentions increasing women’s participation in climate change policy making and gender responsive budgeting among others. This goes beyond just an economic understanding of empowerment and centres on the importance of women’s agency and participation at the grassroots level.

Given Cambodia’s large young population (30.8% of Cambodia’s population is made up of people between the ages of zero to 14 years, 17.8% is made up of those between 15 to 24 years<sup>144</sup>) and the fact that youth will determine the outlook of Cambodia’s future economy, consumption patterns and lifestyles, GCCC/MoWA ensures full participation of both female and male youth in consultation, decision-making and climate change adaptation and mitigation. There are also specific concerns for vulnerabilities of ethnic and religious minorities in marginalised geographic locations including socio-cultural and linguistic barriers.

## INCREMENTAL TRANSFORMATION

The GCCAP is developed following the Cambodia Climate Change Strategic Plan (CCCSP) according to the guidelines of the Council of Ministers and consultation with all stakeholders. Gender is considered important for planning and formulation of climate change measures and actions. It is part of Neary Rattanak IV 2014-2018, which is MoWA’s five year strategic plan to achieve gender equality in Cambodia. The planning process of GCCAP is supported and guided by the Cambodia Climate Change Alliance (CCA). The GCCAP will be integrated in the annual planning and budgeting procedures with possible funding contributions from International development partners.

## GENDER-RESPONSIVENESS

This policy states that it will contribute to “women’s economic empowerment”, but does not specify for whom. The strategy does not address the specific needs and interests of women entrepreneurs and women working in green industry. This policy does not consider ways to overcome gender norms and social traditions that impair women’s involvement in the green industry. It does address steps necessary to increase women’s leadership roles in green industry as it mentions increasing women’s participation in climate change policy making.

## REGIONAL AND INTERNATIONAL CONTEXTUALIZATION

No international women’s policies such as CEDAW were mentioned.

Gender and Climate Change Action Plan (GCCAP)		
Quality criteria categories	Research questions	Score
1. Engendering of the policy (policy content)	1.1. Does the policy aim for gender equality?	1.1 = 1
	1.2. Does the policy include sex-disaggregated data consistently?	1.2 = 1
	1.3. Does the policy consider gender differences in order to create more equality?	1.3 = 1
	1.4. Are gender stereotypes challenged?	1.4 = 1
	1.5. Is gender mainstreamed throughout the document (as opposed to being regulated to a separate section)?	1.5 = 1
2. Structural understanding of gender equality (policy content)	2.1 Does the policy consider the structural factors (beyond the individual level) that impact upon gender equality? Examples include historical, legal, socio-cultural, economic and political factors?	2.1 = 1
3. Intersectionality (policy content)	3.1. Does the policy incorporate the concept of “intersectionality”? (See definition of intersectionality in glossary)?	3.1 = 1
4. Women’s empowerment (policy process)	4.1 Does the word “empowerment” appear in the policy associated with women?	4.1 = 0.5
	4.2 Does the policy refer to women’s economic empowerment?	4.2 = 0.5
	4.3 Does the policy refer to women’s empowerment in terms of increasing women’s agency, resources, and/or achievements?	4.3 = 1
	4.4 Does the policy mention consulting women, or women’s civil society groups and associations during its development?	4.4 = 1
5. Incremental transformation (policy process)	5.1. Does the policy build on previous national gender-equality achievements/policies?	5.1 = 0.5

<sup>144</sup> <https://theasianpost.com/article/what-will-become-cambodias-youth>

6. Gender-responsiveness (Policy Adapted to Project Context)	6.1. Does the policy address the specific needs and interests of women entrepreneurs/ women working in green industry? 6.2. Does the policy consider ways to overcome gender norms and social traditions that impair women's involvement in the green industry? 6.3 Does the policy address steps necessary to increase women's leadership roles in green industry?	6.1= 0 6.2= 0 6.3= 0.5
7. Regional and international contextualization (Policy Adapted to Project Context)	7.1. Does the policy comply with international and regional conventions, policies, laws and commitments that safeguard women's rights? <sup>145</sup>	7.1= 0
Total Score		<b>11</b>

### Assessment II

Gender is mentioned throughout the conclusion. The policy mentions that, "GCCAP is designed to address knowledge and capacity gaps by organising trainings, promoting communication and knowledge dissemination at various levels ranging from decision makers, technical officers, communities and to the women, and demonstration of gender-based climate change adaptation and mitigation projects" (Page 13). The CCAP will be reviewed and evaluated according to the M&E indicators and the lessons learned will be used to improve the next planning cycle.

### Results of Assessment II

No.	Name	Year	Score
7	Gender and Climate Change Action Plan (GCCAP)	2014-2018	4

### Level of Implementation

The policy includes an action plan, monitoring and evaluation framework and management and financing mechanism. However, the extent of implementation of GCCAP is not documented.

Name	Level of implementation	Score
7. Gender and Climate Change Action Plan (GCCAP)	There is no evidence available on the extent of implementation of GCCAP.	n/a

## 8 Cambodian Sustainable Development Goals (CSDGs) Framework

### Assessment I

#### ENGENDERING OF THE POLICY

This report is gender-mainstreamed throughout. One of the CSDGs is to promote gender equality and empowering women specifically in wage employment and decision making (in a way challenging gender stereotypes). The report includes sex disaggregated data such as gender ratio at the primary school and secondary levels, proportion of seats held by women in the national assembly, proportion of female ministers, etc.

#### STRUCTURAL UNDERSTANDING OF GENDER EQUALITY

There is demonstration of structural understanding. It mentions "By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status" (page 15).

#### INTERSECTIONALITY

There is consideration of the intersection of gender with other factors such as age, disability, race, ethnicity, origin, religion or economic or other status.

#### WOMEN'S EMPOWERMENT

The report mentions empowering women as one of the CSDGs (Goal 5) is to promote gender equality and empowering women. Apart from Goal 3, sex is mentioned in targets of other goals such as:

<sup>145</sup> Criteria 7.1: The list of international and regional conventions will include the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Sustainable Development Goal number 5, Protocol on Violence against Women, Beijing +25, and the Maputo Protocol, African Charter on Human and Peoples' Rights on the Rights of Women in Africa (not applicable to Peru/Cambodia).

- end poverty in all its forms everywhere (Goal 1)
- ensure healthy lives and promote well-being for all at all ages (Goal 3)
- ensure inclusive and equitable quality education and promote lifelong learning opportunities for all (Goal 4)
- reduce inequality within and among countries (Goal 10).

The report does not mention consulting women, or women’s civil society groups and associations during its development. Stakeholders were consulted, but it is unclear from the policy document itself which stakeholders were consulted and whether women’s groups or advocates were included.

## INCREMENTAL TRANSFORMATION

The Royal Government takes this issue very seriously. It has enacted a number of laws during the CMDG period to protect the rights of women and girls, including: The Law on Prevention of Domestic Violence and Protection of Victims (2005); and the Law on Suppression of Human Trafficking and Sexual Exploitation (2007). In addition, the second National Action Plan to Prevent Violence Against Women was launched in 2015.

## GENDER-RESPONSIVENESS

The report mentions that gender parity at primary school level, and gender equality in education & literacy have been achieved. Nevertheless, there remain many areas of unfinished business. For example, empowering women in wage employment and in decision making. There are no target values to combat gender-based violence.

However, this report does not address the specific needs and interests of women entrepreneurs or women working in green industry. This report does not consider ways to overcome gender norms and social traditions that impair women’s involvement in the green industry. It does not address steps necessary to increase women’s leadership roles in green industry.

## REGIONAL AND INTERNATIONAL CONTEXTUALIZATION

In September 2015, the Royal Government came together with all UN member states at the annual session of the General assembly to endorse the expanded and more ambitious agenda set out by the Sustainable Development Goals (SDGs) 2016-2030. The Royal Government has sought again to adapt these global goals to the national context and craft a fully localised set of targets - the Cambodia SDGs, or CSDGs – which will feed into national and sectoral development planning processes. This document sets out the CSDG framework as a primary input to the National Strategic Development Plan 2019-2023. The framework has been developed through a series of preparations, which have included the Rapid Impact Assessment (RIA) mapping of SDG priorities to national goals; the UNSD assessment of indicators and data sources; and a round of consultations with government’s line ministries and various technical working groups.

No international women’s policies such as CEDAW were mentioned.

Cambodian Sustainable Development Goals (CSDGs) Framework		
Quality criteria categories	Research questions	Score
1. Engendering of the policy (policy content)	1.1. Does the policy aim for gender equality?	1.1 = 1
	1.2. Does the policy include sex-disaggregated data consistently?	1.2 = 1
	1.3. Does the policy consider gender differences in order to create more equality?	1.3 = 1
	1.4. Are gender stereotypes challenged?	1.4 = 1
	1.5. Is gender mainstreamed throughout the document (as opposed to being regulated to a separate section)?	1.5 = 1
2. Structural understanding of gender equality (policy content)	2.1 Does the policy consider the structural factors (beyond the individual level) that impact upon gender equality? Examples include historical, legal, socio-cultural, economic and political factors?	2.1 = 1
3. Intersectionality (policy content)	3.1. Does the policy incorporate the concept of “intersectionality”? (See definition of intersectionality in glossary)?	3.1 = 1
4. Women’s empowerment (policy process)	4.1 Does the word “empowerment” appear in the policy associated with women?	4.1 = 1
	4.2 Does the policy refer to women’s economic empowerment?	4.2 = 0.5
	4.3 Does the policy refer to women’s empowerment in terms of increasing women’s agency, resources, and/or achievements?	4.3 = 1
	4.4 Does the policy mention consulting women, or women’s civil society groups and associations during its development?	4.4 = 0
5. Incremental transformation (policy process)	5.1. Does the policy build on previous national gender-equality achievements/policies?	5.1 = 0.5

6. Gender-responsiveness (policy adapted to project context)	6.1. Does the policy address the specific needs and interests of women entrepreneurs/ women working in green industry? 6.2. Does the policy consider ways to overcome gender norms and social traditions that impair women’s involvement in the green industry? 6.3 Does the policy address steps necessary to increase women’s leadership roles in green industry?	6.1= 0 6.2= 0 6.3= 0
7. Regional and international contextualization (policy adapted to project context)	7.1. Does the policy comply with international and regional conventions, policies, laws and commitments that safeguard women’s rights? <sup>146</sup>	7.1= 0
Total score		<b>10</b>

### Assessment II

Women are not mentioned in the conclusion at all, resulting in a score of 0. However, it does mention “leaving no one behind and completing any unmet CMDG targets.” (Page 46).

### Results of Assessment II

No.	Name	Year	Score
8	Cambodian Sustainable Development Goals (CSDGs) Framework	2016-2030	0

### Level of Implementation

The process underpinning Cambodia’s first Voluntary National Review (VNR) began in late 2018, led by the Ministry of Planning. The VNR also reviews progress, and to date this has been promising, with a majority of CSDG targets rated as “ahead” or “on track”. This is especially true of the six prioritized goals (Education, Decent Work and Growth, Reduced Inequalities, Climate Action, Peace and Institutions, and SDG Partnerships). Moreover, these six goals each figure within the RGC’s strategic planning priorities, as set out in the Rectangular Strategy Phase IV (RS IV) and the National Strategic Development Plan (NSDP) 2019-2023. However, RGC recognizes that it is early in the implementation process, that sustained efforts are needed, and has set out concrete delivery proposals on management, oversight, monitoring and evaluation (M&E), and data and resourcing.

Name	Level of implementation	Score
8. Cambodian Sustainable Development Goals (CSDGs) Framework	RGC has set out concrete delivery proposals on management oversight, monitoring and evaluation (M&E), and data and resourcing.	0.5

## 9 National Strategic Development Plan (NSDP)

### Assessment I

#### ENGENDERING OF THE POLICY

This report is gender-mainstreamed throughout. “Gender equality” is mentioned throughout the document. For example, one of the challenges for the development of labour market is “...promotion of gender equality work in the labour and vocational training is limited” (page 69); “promoted gender equality at the national and sub-national level and the roles of women in decision-making through the dissemination of the Gender Perspective and the CEDAW to the focal points at the national and sub-national level and the dissemination of awareness on preventing domestic violence to the communities” (page 82); “over the past five years, the RGC has paid the much attention to promoting gender equality and empowering women in all sectors and at all levels, especially through in-depth mainstreaming into the NSDP 2014-2018, incorporating specific indicators for monitoring the implementation. Partnership and support from relevant ministries, agencies, and partners have contributed to gender equality in the key policies and reform programs, gender mainstreaming strategic plans of the ministries and agencies were developed and updated” (page 91); “promoting gender equality in the Royal Cambodian Armed Forces by encouraging the growth of women’s military units within the leadership of the unit (page 120); Promoting vocational trainings, supporting small and medium enterprises, including the National Entrepreneurship Fund and the Centre for Entrepreneurship Development responding to gender equality” (Page 158); “raising awareness and attention of the public and stakeholders about the value, the necessity of gender equality, women’s participation in development and governance.” (page 159).

The document includes sex disaggregated data to some extent. It does include gender differences in order to create more equality. For example, considering gender inequality in labour and vocational training as one of the challenges. It also strives for “gender equity”. It mentions

<sup>146</sup> Criteria 7.1: The list of international and regional conventions will include the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Sustainable Development Goal number 5, Protocol on Violence against Women, Beijing +25, and the Maputo Protocol, African Charter on Human and Peoples’ Rights on the Rights of Women in Africa (not applicable to Peru/Cambodia).



improving gender equity and social protection; enhancing implementation of population policy and gender equity.

#### STRUCTURAL UNDERSTANDING OF GENDER EQUALITY

There is demonstration of structural understanding. It mentions “mainstreamed awareness and promoting the use of ICT for the development of rural communities, especially for vulnerable people such as disabled persons, women, children, elderly and ethnic people through volunteers, students and local authorities” (page 54); “to reduce poverty and vulnerability of women, especially women with disabilities, indigenous women minorities.” (page 157).

#### INTERSECTIONALITY

There is consideration of the intersection of gender with other factors such as age, disability, ethnicity, origin, or economic or other status.

#### WOMEN’S EMPOWERMENT

This policy does include reference to women’s empowerment and specifically to women’s economic empowerment. The MoWA will lead the coordination in mainstreaming gender in programs and education systems and promoting women’s economic empowerment and improving the living conditions of the community.

#### INCREMENTAL TRANSFORMATION

The 1993 General Elections prompted the adherence to the principles of pluralist democracy, market economy, and the respect for human rights, freedom and dignity. In addition, the Royal Government of Cambodia (RGC) formulated the National Programme to Rehabilitate and Develop Cambodia (NPRD). Furthermore, in 1994, the first five-year Socio-Economic Development Plan (SEDP-I, 1996-2000) laid out its rehabilitation and development vision putting emphasis on macroeconomic stability, social development, and poverty reduction. Cambodia’s picture was changing remarkably during the 1998-2003 period that constituted an important historical epoch of changes not only in socio-economic spheres but also in political aspects. Evidently, the General Elections in 1998 and the successful implementation of “Win-Win Policy” that dismantled the political and military organisations of the Khmer Rouge have begot peace for the whole nation and the integration of former Khmer Rouge soldiers and people living in their occupied zones into the mainstream of society. In this context, the RGC formulated the second Socio-Economic Development Plan (SEDP II 2001-2005) in order to guide the continued efforts in socio-economic development, as well as successfully implemented the “Triangle Strategy”.

To further expand the achievements gained in Third Legislature of the National Assembly, the RGC formulated Rectangular Strategy Phase II to serve as the fundament of the RGC’s economic policy and as the socio-economic political agenda of the RGC’s Political Platform for the Fourth Legislature of the National Assembly. In this regard, the RGC has formulated the National Strategic Development Plan 2006-2010 as a new national plan using the structure of the Rectangular Strategy. The National Strategic Development Plan 2006-2010 was updated to the National Strategic Development Plan Update (NSDP Update), 2009-2013.

NSDP 2019-2023 has been formulated for the implementation of the Rectangular Strategy Phase IV. For the preparation of NSDP 2019-2023, the RGC has used the existing procedures and mechanism as for the preparation of NSDP 2014-2018 and spent a longer time period improving this national plan.

#### GENDER-RESPONSIVENESS

This policy does not address the specific needs and interests of women entrepreneurs/women working in green sector, nor does it mention ways to overcome gender norms and social traditions that impair women’s involvement in the green industry.

It does not address steps necessary to increase women’s leadership roles in green industry.

#### REGIONAL AND INTERNATIONAL CONTEXTUALIZATION

The Cambodia Working Group on Anti-Human Trafficking signed the Memorandum of Understanding on Combating Human Trafficking (Cambodia, China, Laos, Myanmar and Vietnam) and signed a third Joint Statement on Commitment to combating human trafficking. The International Cooperation Committee of the National Committee for Combating Trafficking is created and led by the MoWA.

The women officials of the MoWA and the relevant ministries were trained on the promotion of the protection of persons with disabilities in response to gender and the Law on the Protection and Promotion of the Rights of Persons with Disabilities at the national and international levels.

National Strategic Development Plan (NSDP)		
Quality criteria categories	Research questions	Score
1. Engendering of the policy (policy content)	1.1. Does the policy aim for gender equality?	1.1 = 1
	1.2. Does the policy include sex-disaggregated data consistently?	1.2 = 0.5
	1.3. Does the policy consider gender differences in order to create more equality?	1.3 = 1
	1.4. Are gender stereotypes challenged?	1.4 = 1
	1.5. Is gender mainstreamed throughout the document (as opposed to being regulated to a separate section)?	1.5 = 1
2. Structural understanding of gender equality (policy content)	2.1 Does the policy consider the structural factors (beyond the individual level) that impact upon gender equality? Examples include historical, legal, socio-cultural, economic and political factors?	2.1 = 1
3. Intersectionality (policy content)	3.1. Does the policy incorporate the concept of “intersectionality”? (See definition of intersectionality in glossary)?	3.1 = 1
4. Women’s empowerment (policy process)	4.1 Does the word “empowerment” appear in the policy associated with women?	4.1 = 1
	4.2 Does the policy refer to women’s economic empowerment?	4.2 = 1
	4.3 Does the policy refer to women’s empowerment in terms of increasing women’s agency, resources, and/or achievements?	4.3 = 1
	4.4 Does the policy mention consulting women, or women’s civil society groups and associations during its development?	4.4 = 0.5
5. Incremental transformation (Policy Process)	5.1. Does the policy build on previous national gender-equality achievements/policies?	5.1 = 0.5
6. Gender-responsiveness (policy adapted to project context)	6.1. Does the policy address the specific needs and interests of women entrepreneurs/ women working in green industry?	6.1 = 0.5
	6.2. Does the policy consider ways to overcome gender norms and social traditions that impair women’s involvement in the green industry?	6.2 = 0
	6.3 Does the policy address steps necessary to increase women’s leadership roles in green industry?	6.3 = 0
7. Regional and international contextualization (policy adapted to project context)	7.1. Does the policy comply with international and regional conventions, policies, laws and commitments that safeguard women’s rights? <sup>147</sup>	7.1 = 0.5
Total score		<b>11.5</b>

## Assessment II

There is no mention of gender in the conclusion. It is awarded a score of 0.

### Results of Assessment II

No.	Name	Year	Score
9	National Strategic Development Plan (NSDP)	2014-2018, 2019-2023	0

### Level of Implementation

2014-2018: In the mandate of the National Strategic Development Plan 2014-2018, Cambodia has experienced significant developments not only in political and security but also in economic and social aspects. Cambodia achieves most of its goals, especially those directly related to the lives of its people - poverty, hunger, nutrition, death and health. The target “achieve gender equality in education and literacy” has been achieved while targets “empower women in paid employment” and “empower women to make decisions” are yet to be completed.

Some of the challenges related to green economy and gender are:

- necessary policies and laws to ensure the sustainability of natural resources and the environment are not sufficient for the current and future needs;
- mainstreaming the basic principles of sustainable development, including climate change, green economy, biodiversity, science and technology into the sectoral action plans is not complete yet;
- there is limited awareness and involvement of the public and stakeholders on environmental protection;
- the research study of the population issues with Cambodia Sustainable Development Goals is limited; and
- the participation of the women and girls in the education sector such as science, technology, engineering, and mathematics is limited.

<sup>147</sup> Criteria 7.1: The list of international and regional conventions will include the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Sustainable Development Goal number 5, Protocol on Violence against Women, Beijing +25, and the Maputo Protocol, African Charter on Human and Peoples’ Rights on the Rights of Women in Africa (not applicable to Peru/Cambodia).

Name	Level of implementation	Score
9. National Strategic Development Plan (NSDP)	In the mandate of the National Strategic Development Plan 2014-2018, Cambodia has experienced significant developments not only in political and security but also in economic and social aspects. It is too early to evaluate the level of implementation of 2019-2023.	0.5

## 10 The Cambodia Industrial Development Policy (IDP)

### Assessment I

#### ENGENDERING OF THE POLICY

Gender is not mainstreamed throughout this policy document. In the entire document “gender” or “women” is not mentioned. Other than these, the framework does not address gender equality, gender stereotypes nor include sex-disaggregated data.

#### STRUCTURAL UNDERSTANDING OF GENDER EQUALITY

A structural understanding of gender equality is one which goes beyond the individual level. This policy does not consider structural reasons beyond the individual level that impact upon gender equality. It does not include reference to historical, legal, socio-cultural factors.

#### INTERSECTIONALITY

There is no consideration given in this plan to the intersections between gender and other factors such as disability, race, youth or rurality.

#### WOMEN’S EMPOWERMENT

This policy does not include reference to women’s empowerment. It is not gender-mainstreamed throughout. The policy does not mention consulting women, or women’s civil society groups and associations during its development.

#### INCREMENTAL TRANSFORMATION

This policy does build on previous national policy, but no women’s empowerment or gender equality policy is mentioned.

#### GENDER-RESPONSIVENESS

This policy does not address the specific needs and interests of women entrepreneurs/women working in green sector. This policy does not consider ways to overcome gender norms and social traditions that impair women’s involvement in the green industry. It does not address steps necessary to increase women’s leadership roles in green industry.

#### REGIONAL AND INTERNATIONAL CONTEXTUALIZATION

No international women’s policies such as CEDAW were mentioned.

The Cambodia Industrial Development Policy (IDP)		
Quality criteria categories	Research questions	Score
1. Engendering of the policy (policy content)	1.1. Does the policy aim for gender equality?	1.1 = 0
	1.2. Does the policy include sex-disaggregated data consistently?	1.2 = 0
	1.3. Does the policy consider gender differences in order to create more equality?	1.3 = 0
	1.4. Are gender stereotypes challenged?	1.4 = 0
	1.5. Is gender mainstreamed throughout the document (as opposed to being regulated to a separate section)?	1.5 = 0
2. Structural understanding of gender equality (policy content)	2.1 Does the policy consider structural factors that impact gender equality? Examples include historical, legal, socio-cultural, economic and political factors?	2.1 = 0
3. Intersectionality (policy content)	3.1. Does the policy incorporate the concept of “intersectionality”? (See definition of intersectionality in glossary)?	3.1 = 0

4. Women's empowerment (policy process)	4.1 Does the word "empowerment" appear in the policy associated with women? 4.2 Does the policy refer to women's economic empowerment? 4.3 Does the policy refer to women's empowerment in terms of increasing women's agency, resources, and/or achievements? 4.4 Does the policy mention consulting women, or women's civil society groups and associations during its development?	4.1= 0 4.2= 0 4.3= 0 4.4= 0
5. Incremental transformation (policy process)	5.1. Does the policy build on previous national gender-equality achievements/policies?	5.1= 0
6. Gender-responsiveness (policy adapted to project context)	6.1. Does the policy address the specific needs and interests of women entrepreneurs/ women working in green industry? 6.2. Does the policy consider ways to overcome gender norms and social traditions that impair women's involvement in the green industry? 6.3 Does the policy address steps necessary to increase women's leadership roles in green industry?	6.1= 0 6.2= 0 6.3= 0
7. Regional and international contextualization (policy adapted to project context)	7.1. Does the policy comply with international and regional conventions, policies, laws and commitments that safeguard women's rights? <sup>148</sup>	7.1= 0
Total score		0

### Assessment II

There is no mention of gender in the conclusion. It is awarded a score of 0.

### Results of Assessment II

No.	Name	Year	Score
10	The Cambodia Industrial Development Policy (IDP)	2015-2025	0

### Level of Implementation

In terms of implementation, the RGC will take up multiple roles as strategist, facilitator, supporter and initiator with high integrity and responsibility to arrange and develop mechanisms to lead, coordinate and implement the IDP through a comprehensive reform of the Council for Development of Cambodia (CDC) whereby the institution is fully mandated and is provided with essential functions to make policy decisions, to prepare and implement plans as well as to address emerging challenges. The policy mentions an approach to IDP implementation, policy measures and action plans, management of major risks.

Name	Level of implementation	Score
10. The Cambodia Industrial Development Policy (IDP)	The overall progress of IDP implementation is on track, highlighted through achievements made against three set targets and the four key concrete measures. Close collaboration between relevant ministries, agencies and sub-national administrations; and effective use of resources are key to successful implementation of IDP.	0.5

<sup>148</sup> Criteria 7.1: The list of international and regional conventions will include the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Sustainable Development Goal number 5, Protocol on Violence against Women, Beijing +25, and the Maputo Protocol, African Charter on Human and Peoples' Rights on the Rights of Women in Africa (not applicable to Peru/Cambodia).





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