

TECHNICAL ASSISTANCE COMPLETION REPORT

Division: SEAE

TA No., Country, and Name			Amount Approved: \$300.000	
TA 4459-CAM : Implementation of the Action Plan for Gender Mainstreaming in the Agriculture Sector			Revised Amount: N/A	
Executing Agency: Ministry of Agriculture, Forestry and Fisheries		Source of Funding: Gender and Development Cooperation Fund	Amount Undisbursed: \$7,959.27	Amount Utilized: \$292,040.73
TA Approval Date:	TA Signing Date:	Fielding of Consultants:	TA Completion Date: Original: 31 October 2006 Actual: 31 December 2007 Account Closing Date: Original: 31 October 2006 Actual: 30 April 2008	
2 December 2004	21 March 2005	22 October 2005		
Description During the Appraisal Mission for the Agriculture Sector Development Program (ASDP), the Government of Cambodia requested the Asian Development Bank (ADB) for advisory technical assistance (TA) to support the implementation of the gender action plan under the ASDP for increasing women's productivity in agriculture. Women make up 56% of the primary workforce in subsistence agriculture in Cambodia, and 54% of the country's workforce in market-oriented agriculture. But, despite their high contribution to household income, women endure continuing gender inequality in access to paid employment, financial capital, and skills training. Their limited educational attainment and customary practices are considered significant constraints on their productivity. Gender equality therefore became a major goal of the national poverty reduction strategy (NPRS) for 2003–2005. The NPRS acknowledged women's contribution to agricultural production and called for gender mainstreaming in the sector.				
Expected Impact, Outcome, and Outputs The TA project was intended to ensure the implementation of the gender policy action plan. The gender policy was finalized in the second half of 2005 and approved by the Ministry of Agriculture, Forestry and Fisheries (MAFF), the Executing Agency (EA) for the technical assistance, in February 2005. The TA project helped to kick-start the implementation with both technical and resource support to the ministry. The specific outputs (components) of the TA were: (i) the establishment of an institutional setup, systems, procedures, and a medium-term framework for capacity building to effectively integrate and monitor gender mainstreaming at MAFF; (ii) greater gender awareness and gender mainstreaming capacity among key personnel in the agriculture sector; (iii) better access to agricultural extension services for women.				
Delivery of Inputs and Conduct of Activities The consulting contract provided for a total of 6 person-months of international and 25 person-months of national consulting services over 18 months. MAFF created a gender unit (GU), with representatives from key departments and agencies, in March 2006 under ASDP. Most of the TA activities were implemented by the GU and the consultants merely provided on-the-job capacity development support. The GU members organized the final TA workshop, which marked the first anniversary of the implementation of gender mainstreaming in policy, and widely disseminated the TA outputs without significant assistance from the consultants and ADB. Thus, the performance of the EA was deemed satisfactory. The consultants also rendered satisfactory services. Both the international and the national consultants complied adequately with their terms of reference and enabled the gender unit to produce a number of publications. The consulting firm closely monitored the TA activities and ensured that ADB review missions undertook the follow-up actions agreed on. ADB conducted four TA review missions and the gender adviser at the Cambodia Resident Mission stayed in touch with the GU and the consultants and effectively coordinated the work of the GU staff, the consultants, and ADB.				
Evaluation of Outputs and Achievement of Outcome The TA had 3 components as follows: (i) Establishing an Institutional Framework for Gender Mainstreaming. MAFF was able to mainstream gender into its operations with the help of a number of critical documents and mechanisms provided under the TA—a gender mainstreaming policy and strategy; a 3-year work plan for gender mainstreaming in agriculture (2006–2008); an annual work plan for the GU (2006, 2007); a gender-responsive strategic development plan for the agriculture sector				

(2006–2010); a gender-responsive medium-term strategy for the agriculture and water resources sector (2006–2010); a gender checklist for screening programs and projects from a gender perspective; a gender and agriculture database; and guidelines for implementing and monitoring gender policies and plans. Most of the documents were approved by the MAFF minister, and the GU was allocated a specific budget for implementing the gender policy, strategies, and annual plans. In addition, proposed procedures for gender-responsive recruitment and promotion were prepared, and agriculture student internships were provided to guide MAFF in recruiting and promoting women field and managerial staff. As a result, 37 women had been promoted to decision-making positions by the end of the TA.

(ii) **Building Capacity for Gender Mainstreaming.** On the basis of the training needs assessment done at the start, the TA produced 2- and 5-year training plans with a framework, curricula, and modules for gender mainstreaming, and a handbook on gender analysis and planning in agriculture (in Khmer and English). The training plans guided the training in gender analysis and planning, gender mainstreaming in agricultural extension, and English presentation and computer use that was provided during the TA period. The TA consultants first trained trainers among the GU staff, who then conducted the subsequent training.

(iii) **Enhancing Women's Access to Agricultural Extension Services.** This component proved to be less satisfactory. Materials were reviewed and gender mainstreaming in microenterprises and in extension was assessed. Training modules were recommended to mainstream gender in microenterprises and in extension. The original intent was to use the training materials developed under the TA also to train farmer groups under the ASDP. This training did not materialize because of difficulty in coordination with the ASDP counterparts.

Overall Assessment

The TA made a substantial contribution to developing a solid institutional foundation at MAFF and building the capacity of GU so that the gender policy and related action plan could be implemented sustainably beyond the completion of the TA. Given the highly successful implementation of the component 1 and 2 activities, and despite the partial success of component 3 implementation, the TA was rated a success.

Major Lessons

The key to the success of the TA project was the strong sense of ownership and commitment of MAFF, particularly its GU staff. All policies, strategies, and plans were developed by senior management at MAFF with the rigorous participation of key stakeholders. Consultants' roles were limited to extending advice on the international standards of gender-responsive institutions and training courses, and providing training to GU trainers.

Recommendations and Follow-Up Actions

The MAFF now boasts a well established gender unit with its own budget, and a gender policy with clear objectives. It is recommended that the GU activities, particularly those related to the TA recommendations on gender mainstreaming in agricultural extension and microenterprise development under component 3 be monitored as closely as possible within the ASDP framework.

Prepared by:

Mio Oka

Designation:

Social Development Specialist