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CAPFISH/FOSTER GENDER BASELINE

STUDY OF COMMUNITY FISHERIES
FOCUSING ON WOMEN'S LEADERSHIP,
WESTERN TONLE SAP REGION

FINAL REPORT

Research Partner: RTO EXCEL
March 2022



OXFAM

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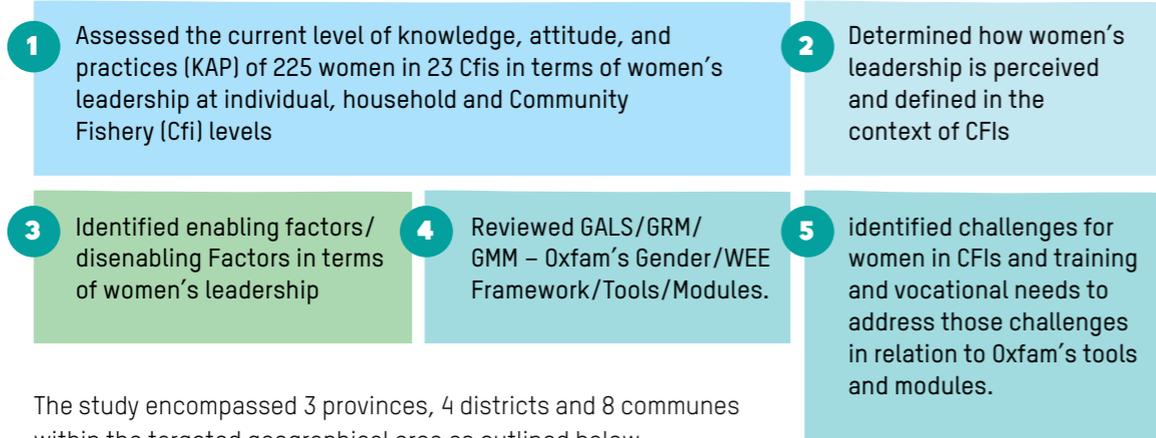
CAPFISH	Cambodia Programme for Sustainable and Inclusive Growth in the Fisheries Sector
Cfi	Community Fishery
CFR	Community fish refuge committee
CPA	Community protected area
EEZ	Exclusive Economic Zone
EU	European Union
FiA	Fisheries Administration
FACT	Fisheries Action Coalition Team
FAO	Food and Agricultural Organization of the United Nations
GALS	Gebnder Action Learning System
GDP	Gross Domestic Product
GEM	Gendered Enterprise and Markets
GRM	Gender Road Map
HPod	Handy Pods
HCS	Health Care Survey
HPod	Handy pods
IFAD	International Fund for Agricultural Development
IFReDI	Inland Fisheries Research and Development Institute
ISSCFC	International Standard Statistical Classification of Fishery Commodities
KAP	Knowledge, Attitude and Practices
MAFF	Ministry of Agriculture, Forestry and Fisheries
MaFReDI	Marine Fisheries Research and Development Institute
MRC	Mekong River Commission
MPA	Marine protected area
NPOA-IUU	National Plan of Action against Illegal, Unreported and Unregulated Fishing
NGO	Non-governmental organisation
SDG	Sustainable Development Goal
SEEA-AFF	System of Environmental and Economic Accounts – Agriculture, Forestry and Fisheries
SSF	Small Scale Fisheries
TSBR	Tonle Sap Biosphere Reserve
UCDW	Unpaid Care and Domestic Work
WE-Care	Women’s Empowerment and Care
WEE	Women’s Economic Empowerment
WK	Water Kiosk

EXECUTIVE SUMMARY

The Fisher Folks Making Circular Economy Work For The Western Tonle Sap Lake (CAPFISH/FOSTER) project, facilitated through a consortium of 15 organizations led by Oxfam, is a three-and-a-half-year program funded by the European Union Delegation (EUD) which focuses on improving the resilience, productivity, and socio-economic conditions of fishing communities as well as the ecological sustainability of the Tonle Sap Biosphere Reserve (TSBR) through community-centered interventions that improve access to safe water, sustainable sanitation, eco-waste management services, enhanced education opportunity and sustainable alternative livelihoods such as eco-tourism, solar energy and sustainable agriculture while reducing environmental pressures on the TSBR.

The project's target group consists of 14,317 members of CFIs (45% women), 19,587 children, 4,860 teachers and school support staff, 205 LAs from commune and district levels and 3 private sector actors from food value chains, renewable energy and ecotourism. The final beneficiaries will be 213,161 individuals from across the 3 provinces.

This baseline study, entitled the **Capfish/Foster Gender Baseline Study of Community Fisheries Focusing on Women's Leadership - Western Tonle Sap Region**, is an integral part of this broader project. Specifically the study:



The study encompassed 3 provinces, 4 districts and 8 communes within the targeted geographical area as outlined below.

BATTANG PROVINCE			SIEM REAP PROVINCE			BANTAEY MEANCHEY PROVINCE	
Ek Phnom District			Siem Reap District	Prasat Bakorng District		Mongkul Borei District	
Prey Chas Commune	Preak Norin Commune	Laoh Chiveang Commune	Chong Khnies Commune	Kampong Phluk Commune	Kandeak Commune	Koy Meang Commune	Sambour Commune

Data pertaining to Cfi women's leadership barriers was sought from the 297 (83.2% female) respondents in three ways:

Respondents representing national, provincial, district and commune locations (N=31 with 45.2% female) completed a 12-item semi-structured questionnaire conducted by phone. This questionnaire sought respondent ratings (Very High, High, Medium, Low, Very Low & Unsure) of the degree to which each item discussed formed a barrier to women's participation in Cfi management and decision making. These respondents included senior personnel from provincial government, MAFF, National FiA, District FiA, IFReDI, FACT, CFDD, Commune Councils and Oxfam.

Cfi committee leaders and members (N=40 with 20% female) from 23 Cfi locations responded to a 22-item semi-structure questionnaire. These interviews were held either F2F on location or on-line according to the availability of respondents. These respondents included Cfi leaders and deputy leaders, patrol team leaders and members, Cfi cashiers, secretaries and treasurers, Cfi educators and village chiefs.

Female Cfi members (N=225) completed a 33-item quantitative survey held on location using a F2F methodology.

These data gathering processes all sought information on 11 potential barriers facing female Cfi Management Committee Members and female Cfi general members. These included physical location, socio-economic situation, domestic responsibilities, existing power structures, policy knowledge, self-confidence and efficacy, gender discrimination, technological competence, educational qualifications, experience in other contexts and community culture. The study identified 14 barriers to the targeted Cfi women's participation in Cfi Committee leadership and management.

1.	Women accept a major responsibility for domestic work (washing clothes, cooking, child care, household cleaning).	Average of 71.1% of responsibility for washing clothes, food preparation, cleaning and child care.
2.	Women have a low “presence” in community committees and therefore do not contribute to community decision making in an equitable way.	Average 3.4% of women involved in community committees.
3.	Women have a low number of elected positions of Cfi Management Committees.	There was an average of 13.7% female membership within the 23 Cfi Management Committees participating in the study.
4.	Women’s desire to serve in a Cfi Management Committee role is very low despite their high membership rate and duration of membership.	Only 3.1% of women with a high or very high desire to seek a Cfi Management Committee role. 96% of women hold general Cfi membership 81.3% of women have at least 5 years membership.
5.	Women rarely hold the positions of Cfi Committee Leader or Deputy Leader based on the premise that these two positions have a major role in patrols against illegal fishing.	There were 2 (8.7%) women interviewed holding Cfi Management Committee Leader or Deputy Leader positions.
6.	Most women had limited formal school education.	18.2% of respondents had no formal school education. 66% of respondents had complete primary education (Grades 1-6). 12.4% of respondents had complete junior secondary education (Grades 7-9). 4% of respondents had completed senior secondary education (Grades 10-12)
7.	Women have experienced limited training in key skills associated with Cfi Committee membership.	33.8% of respondents have completed training associated with Cfi and livelihood activities.

8.	Women’s existing knowledge and skills relating to their current livelihoods and domestic responsibilities are largely unrecognized and unrewarded.	Only 0.44% (one respondent) of respondents had a formal vocational qualification. Women have 81.8% responsibility for domestic household duties & 60.4% responsibility for child care responsibilities. 29.8% of respondents were caring for at least 4 children as part of their domestic role. 33.8% of respondents have less than 3 children at home and 30% do not have any children at home.
9.	Women are not equally represented in the 15-25% of Cfi members selected to vote at Cfi Management Committee elections	While in smaller communities all Cfi members may be invited to participate, there is no process in place to ensure gender equality when only a proportion of Cfi members are selected to vote.
10.	Women indicated a low belief in the impact of environmental issues effecting their livelihood and health wellbeing.	Only 15% of women respondents rated the impact of issues including climate change, poor policy implementation illegal fishing, water pollution and flood plain destruction as high or very high.
11.	Women have limited knowledge of the MAFF/RGC policy and guidelines pertaining to the fishing industry	Only 6.7% of women respondents indicated a high to very high understanding of key MAFF/RGC/FiA policy guidelines.
12.	Women’s use of mobile phone technology for communication is high but use of computer technology is low.	90.7% of women respondents uses a mobile phone as part of their business and domestic responsibilities and only 1.3% use computer technology.
13.	Isolated women, particularly from IDP 1 & 2 families, are limited in their ability to seek candidature for, and hold if elected, Cfi Committee roles due to travel expenses, livelihood requirements and inability to gain access to the appropriate means of travel.	51.6% of women rely of boat transport and 27.6% of women live at least 6km from the Cfi meeting location.
14.	Women have limited livelihood options and earn a limited income from these livelihood activities.	84.4% of women run a small household business and 70.7% of women respondents earned USD 200 or less per month from this business.

The study also assessed the degree to which the GALS initiative, as change process, seems relevant to women's Cfi committee leadership and management.

GALS ASSUMPTIONS AND UNDERLYING BELIEFS	CFI STATUS
Gender equity is a significant barrier to livelihood development / socio-economic improvement	While there was no overt discrimination against women's livelihood development, women in this study had less time to devote the livelihood activities due to them bearing a large proportion of domestic responsibilities.
Participants in the GALS program have the time to devote to the change process	Women from IDP 1 & 2 households and living at a distance from a central location have limited time to participate in a formal GALS program as ongoing livelihood commitments are their top priority.
There is a need for a structured intervention to initiate change in gender relationships	Community attitudes towards gender roles were consistent across the communities visited and these reflected the view that there were clear gender distinctions associated with some Cfi Committee roles. An intervention that questions paternalistic attitudes may assist in addressing these gender assumptions.
Cultural change is a complex and long-term process.	The existing systems have been in operation since the commencement of the Cfi model and it will take some time for cultural change to occur that realises the socio-economic benefits of gender equity.
The achievement of goals is dependent upon a personal, followed by a collective, vision for the future.	There was limited evidence that a long-term vision for the Cfis participating in the study existed that would build a sustainable future, even though Cfis themselves were interested in learning from successful models within other provinces and had undertaken a range of training programs. At the individual level, women participating in the study lacked knowledge on policy and environmental issues and were very focused on daily living.
Targeted communities have a problem that they are not able to resolve themselves without external intervention.	The Cfi Management Committees participating in the study were dependent upon limited government (FIA) financial support and were depended on NGO funding for equipment and training to enable them continued functioning. Lack of education, knowledge and skills is also an issue that requires external support to initiate change.

Inappropriate male behaviour is the major cause of family dysfunction and associated poverty.	The issue of domestic violence or other male-oriented antisocial behaviour was not addressed directly in the study and no specific issues associated with this emerged. However, it was apparent that some husbands exercised control over their wives in terms of their domestic roles and freedom to serve in Cfi Management Committees.
Women generally experience greater levels of socio-economic disadvantage than their male counterparts.	Women in the study were mainly engaged in low-earning, small family businesses as well as farming and fishing occupations to support their husband's fishing livelihoods.
Women do not have access to appropriate learning technologies.	Women on the study had limited access to technology over and above mobile phones, which were capable of only basic communication functions.
Women have less educational / training opportunities than their male counterparts.	The education qualifications of women participating in the study were predominantly primary school level which was similar to the education that Cfi members generally had achieved. Low Cfi committee membership meant that less women could avail themselves of training opportunities that such membership offered.
There are strong, traditional cultural assumptions that are biased against women's economic empowerment.	There was the assumption that women ought to manage all, or most, domestic responsibilities and child care and play a supportive role in family livelihoods and that their time ought to be spent on these activities.
Women have less opportunity to hold family and community decision making roles.	There were only 2 women holding positions of Cfi Management Committee Leader within the Cfis participating in the study, thus limiting women's power to influence decision making.

THE STUDY FOUND THAT

- all eleven potential barriers to women’s leadership and decision making participation in the Cfis targeted within this study existed to varying degrees, but that domestic responsibilities, family socio-economic requirements, level of policy knowledge and level of personal self-confidence and efficacy were key barriers.
- the goal to achieve gender equity within MAFF was not being achieved.
- women’s leadership was generally perceived as being the fulfillment of minor roles in Cfi management such as “cashier” or “educator” and women were not engaged equally in the decision making process. Women’s empowerment does not exist with the formal Cfi structure or externally to this structure either.
- the existing management structure of Cfis seems to reflect a male-oriented leadership paradigm based on the assumption that men and women ought to have specific designated roles based on gender differentiation – with men taking on what is described as the risky role of illegal fishing patrols, while women are designated with “safer” roles like cashier and educator.
- women interviewed generally indicated a lack of awareness, or low knowledge, of environmental issues but this level of knowledge may be underestimated and their responses may need to be interpreted with some caution.
- collectively, women need to be encouraged to make a stand on environmental issues such as illegal fishing and act both within and outside of the formal Cfi structure.
- the GALS approach to address inequity associated with socio-economic gender has a place in positioning women’s knowledge, skills and capabilities on an equal footing with their male counterparts to enhance the quality of their economic enterprises and in developing industry alignment with the green economy.

The study recommends that Oxfam:

1. Provides travel support for women Cfi Committee members who are IDP 1-2 or live a significant distance from the central location to enable them to participate in meetings on a regular basis and reduce the likelihood of committee resignation.
2. Works with Cfi groups to directly address the assumption held by both men and women on the role that women ought to hold in Cfi committees and review role statements to ensure gender equity in all Cfi positions.
3. Strengthens the skills sets associated with women’s livelihood activities in order to recognize existing knowledge and skills and to promote higher skills and knowledge acquisition in order to enhance the quality of such enterprises.
4. Identifies the women who have expressed a high desire to hold Cfi Management Committee roles and provide an individualized training / education / mentoring program to prepare these women for candidature, to enable them to build the required knowledge and skills, and to enable the required community relationships and initiatives to be formed that would enhance their election chances.

5. Strengthens the literacy and technology skills of all Cfi Committee members to promote shared learning and information exchange with and among Cfi committees and equalize the capacity of male and female committee members in the community development process.
6. A greater focus on literacy training for Cfi women who are interested in Cfi Committee leadership roles. While there was a general view held by most Cfi leaders that educational qualifications were not a leadership requirement for men or women, the ability to read / write for reporting requirements was seen as a requirement for such a leadership role.
7. Raise the awareness of Cfi women of the climate change issue. Women respondents either were unaware of, or underestimated, its importance and potential significant impact on their current and future livelihoods.
8. Encourages greater gender equity in the Cfi Management Committee election process by ensuring that the 15-30% of selected voters are equally represented by female and male community members. It seems that, in most cases, it is not viable for the whole community to be involved in the process of voting for a new Cfi Management Committee every five years (too difficult to reach all prospective voters). So 15-20% of Cfi members are selected to participate in the voting – however, there was no clear indication that 50% of these selected voters are women.
9. Encourages Cfi women to collectively address illegal fishing from a different perspective that is complementary to the current patrols. A united voice against such practices could be a starting point. This could also be a way to promoting alternative leadership roles given that illegal fishing is everyone’s issue, not just the patrol members. Women in the study seemed indifferent to, or at least uninformed about, the negative illegal fishing is having long-term livelihoods and were not contributing in an identifiable way to addressing this issue.
10. Initiates an analysis of women’s domestic time allocation takes place to ascertain factors such as the scope of activities undertaken by women, activity locations, the duration of each activity, the frequency of activities and the percentage of time devoted to paid activities, unpaid activities, individual tasks, shared tasks (with family member/s or other community members. This could be the basis for more productive household and livelihood outcomes and create opportunities for women’s learning and development.
11. Undertakes a skills assessment of selected women who run their own small business against desired skills for green business entrepreneurship, then develop a skills set, or skills sets, to which these women could aspire and formally recognize the achievement of these new skills and competences. This skills set training could be undertaken using a “community based” training model in partnership with a Provincial or Regional Training Center (MoLVT), or through NGO recognition of achievements. Such an initiative may also contribute to the building of self-confidence and efficacy that seem to be lacking in a significant proportion of the women participating in this study.

1

BACKGROUND

The Capfish/Foster program is a three-and-a-half-year program funded by the European Union Delegation (EUD). The project focuses on improving the resilience, productivity, and socio-economic conditions of fishing communities as well as the ecological sustainability of the Tonle Sap Biosphere Reserve (TSBR) through community-centered interventions that improve access to safe water and sanitation through sustainable sanitation and water solutions like Handy Pods (HPod), Water Kiosk (WK)1 and eco-waste management services, enhanced education opportunity and quality for vulnerable and poor girls and boys with increased availability and accessibility to education to successfully transition through school and facilitate the development of sustainable alternative livelihoods. In addition, the Green Economy component of the project creates sustainable livelihoods and employment opportunities in three sub-sectors – eco-tourism, solar energy and sustainable agriculture – through interventions that create income sources while reducing environmental pressures on the TSBR.

The project is the result of collaboration among a Consortium of 15 organizations with Oxfam as lead for the Western region and consists of local and international non-governmental organizations, social enterprises, and leading businesses which bring together diverse expertise, best practices, and tested technologies developed in over 40 years of development interventions in Cambodia. The Consortium partners, through their long term programmatic engagements in the target areas of the TSBR, draw on community organizational structures and linkages with government institutions and local networks including Aide et Action (AEA) in the education components of the project, coordinating with Buddhism for Social Development Action (BSDA), The Kampuchea Action for Primary Education (KAPE), and Operation Enfants du Cambodge (OEC), Teuk Saat 1001 (TS) and Wetland Works (WW) in the WASH component.

The green economy component led by Oxfam and FACT supports fishing communities in creating community based enterprises in rice farming (implemented by Sansom Mlup Prey -SMP), solar energy (Okra Solar), fish processing and horticulture (FACT), NTFPs (Culture and Environment Preservation Association-CEPA), and eco-tourism (FACT and The Pavilion/ MADDs. Oxfam coordinates cross-cutting activities, promotes gender equality, disability-sensitive approaches and biodiversity protection, in collaboration with the Cambodian Disabled People's Organization (CDPO) and the Wildlife Conservation Society (WCS). The project will seek to:



address WASH needs



support pre-primary, primary and lower secondary inclusive education



foster a green economy by strengthening skills of CFI members and creating an enabling environment for community entrepreneurship and investment in eco-tourism, sustainable agriculture, and renewable energy, and supporting community led- led green businesses through profit sharing agreements and access to technology.

The project's target group consists of 14,317 members of CFIs (45% women), 19,587 children, 4,860 teachers and school support staff, 205 LAs from commune and district levels and 3 private sector actors from food value chains, renewable energy and ecotourism. The final beneficiaries will be 213,161 individuals from across the 3 provinces who will benefit from:

improved access to safe water supply, sanitation and waste management services

increased availability and equal access to education

improved livelihoods and employment opportunities resulting from increased economic activity and investments in eco-tourism and solar energy

more sustainable management of community natural resources and production systems and e) enhanced capacity of LAs to address their needs and ensure budget allocations for essential services and development in the target areas.

The project will “adopt an integrated, holistic and multi-stakeholder approach to improve the resilience, productivity, and socio-economic conditions of fishing communities as well as the ecological sustainability of the TSBR through community-centred interventions that improve access to safe water and sanitation, enhance educational access and quality, and facilitate the development of sustainable alternative livelihoods”. Its overall objective is to contribute to the socio-economic development and resilience of fishing communities in the TSBR and the specific objective is to improve sustainable livelihoods, increase access to essential services for fishing communities in the West TSBR and reduce the environmental pressures on the TSBR in the long term with 30% of women in CFIs across 32 communes developing an increased leadership and management capacity in green economy activities.

This baseline study on women’s leadership in targeted CFIs (A 0.0.1) will review the design and roll out of the Gender Road Map (GRM) and Gender Action Learning System (GALS) tools (A 0.0.2) within the context of their alignment with the needs of CFI committee members. This will also inform the development of a specific training manual on strengthening the entrepreneurial capacities of CFIs (A 0.0.3) and the conducting of WEE and leadership and management training for women in each of the target CFI and identified leaders (A 0.0.4) as well as specific training on women’s economic empowerment (Sub-Activity 0.0.4.1) in fishery communities.¹

¹ OXFAM (2021), Joint funded Workshop: 4 EU-Funded Projects Supporting Sustainable Socio-economic Development of the Tonle Sap and Coastal fishing communities, Phnom Penh: Oxfam.

2

CONSULTANCY OBJECTIVES AND SCOPE OF WORK

The purpose of this consultancy was to provide a “baseline” and an in-depth understanding of the current demographic and a needs assessment on Women’s Leadership (WL) among 225 selected women across 4 target districts of Battambang, Siem Reap and Banteay Meanchey involving the 32 CFIs targeted for the Capfish/ Foster Project. The results of this baseline study will help Oxfam have a clear picture of the gaps that exist and to review and simplify and/or customize Oxfam’s existing Gender Action Learning (GALS) tools and framework and establish the relevant benchmarks to provide the women’s leadership training through Oxfam’s various Gender Tools and Modules to best support the needs of the women in the targeted communities.¹

¹ OXFAM (2021), Joint funded Workshop: 4 EU-Funded Projects Supporting Sustainable Socio-economic Development of the Tonle Sap and Coastal fishing communities, Phnom Penh: Oxfam.

THE STUDY:

1. assessed the current level of knowledge, attitude, and practices (KAP) of 225 women in 23 Cfis in terms of women's leadership at individual, household and Community Fishery (Cfi) levels
2. determined how women's leadership is perceived and defined in the context of CFIs (Community Fisheries)
3. identified enabling factors/ disabling Factors in terms of women's leadership
4. reviewed GALS/GRM/GMM – Oxfam's Gender/WEE Framework/Tools/Modules.
5. identified challenges for women in CFIs and training and vocational needs to address those challenges in relation to Oxfam's tools and modules.

The geographical scope of the project was as follows and the eight (8) commune locations of the field component of the study are highlighted. These 8 target communes represent approximately 27% of those listed below.

TARGET COMMUNES FOR EU-CAPFISH PROJECT

No	Province	District	Commune	Partners
LOT 1				
1	Siem Reap	Siem Reap	Chong Khnies	FACT, AEA,
2			Chreav	AEA, FACT, WW, TS
3			Sala Kamraeuk	AEA
4			Siem Reap	AEA
5			Sla Kram	AEA
6			Svay Dangcum	AEA
7			Prasat Bakorng	Kampong Phluk
8		Kandeak		AEA
9		Saut Nikum	Kantreang	AEA
10			Kampong Khleang	FACT, AEA,
11			Dam Daek	AEA,
12			Keo Por	FACT, AEA, SMP
13			Samraong Yea	AEA
14		Puok	Khnat	AEA
15			Pou Treay	AEA FACT
16			Prey Chruk	AEA
17			Puok	AEA

TARGET COMMUNES FOR EU-CAPFISH PROJECT

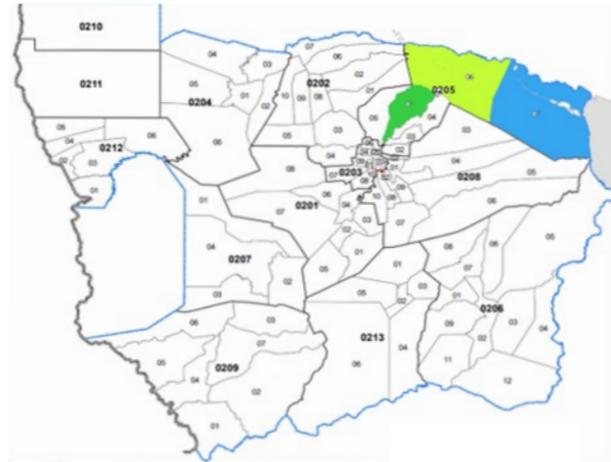
No	Province	District	Commune	Partners	
LOT 1					
18	Batambang	Moung Russeiy	Chrey	FACT, AEA,	
19			Moung	AEA, TS-1001	
20			Ta Loas	FACT, AEA, TS-1001,	
21		EK Phnom		Prey Chas	FACT, AEA,
22				Preaek Norin	FACT,
23				Preaek Khpob	AEA
24				Kaoh Chiveang	FACT, AEA,
25				Sangker	Boeung Beng
26		Banteay Meanchey	Mongkul Borei	Banteay Neang	AEA
27				Koy Meang	AEA
28				Rohat Teuk	AEA
29				Kouk Balank	AEA
30				Sambour	AEA

Within these 8 communes there are 24 Community Fisheries (CFI) with a total membership of 14,600 with 7,019 (45.4%) female membership. These CFIs are managed by CFI Committees which currently include 10.6% female membership.

Province	District	Commune	Number of CFI in the Commune	Number of general Cfi membership			Number of CFI Committee Members	
				Total	Female	% of Female	Total	Female
Battambang	Ek Phnom	Prey Chas	7	1330	558	41.95	55	2
		Preak Norin	4	1632	817	50.06	32	5
		Koh Chiveang	5	3944	1958	49.65	41	8
Siem Reap	Siem Reap	Chong Khnies	1	1116	485	43.46	11	2
		Prasat Bakorng	1	835	260	31.14	11	1
		Kandaek	1	1550	743	47.94	11	1
Banteay Meanchey	Mongkul Borei	Koy Maeng	1	1078	458	42.49	11	2
		Sambour	4	3115	1740	55.86	44	2
			24	14600	7019	x-45.40	216	23

The location of the eight targeted communes within their respective provinces illustrated below.

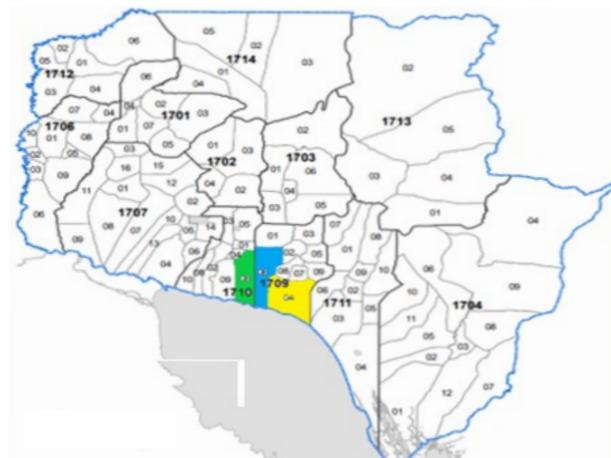
BATTAMBANG



BANTAEY MEANCHHEY



SIEM REAP



2.1

GENDER EQUALITY IN THE AGRICULTURE SECTOR

The gender mainstreaming policy for agriculture, forestry and fisheries in Cambodia has the goal of enhancing “gender equality in the agriculture sector through active cooperation of both women and men for the opportunity to contribute and benefit equally from the activities of all sub-sectors in the agriculture sector”² and is based on the following principles:

- The gender policy is grounded on strong foundation complying with national and international requirements. The policy is developed at a time when the agriculture sector in Cambodia is undergoing transformation providing a rallying point for pro-poor and women inclusive programming.
- Gender mainstreaming as a process toward gender equality is a mandate from the Royal Government of Cambodia. MAFF as one of the main vehicles for socio/economic development abides by the mandate.
- The process towards gender equality targets both men and women, with special focus on women in order to adjust the balance to equitable human and socio-economic development.
- Gender equality empowers women ensuring that men and women are equal partners in development and influence the direction of social and economic change that affect their lives.
- Another principle adhered to in the gender strategy is its compliance to human rights and entitlements to education, health care, information and resources.
- The correlation between gender equality and socio/economic development is high. One without the other will not be achieving the standard stipulated in the national goals of improved quality of life for all men, women and children.
- Because changing attitudes and practice is a long process, gender mainstreaming is a learning platform where theories and practice synergise to further enhance implementation.
- Women-specific efforts to target women exclusively will be included.

The strategic planning framework for fisheries in Cambodia states the expectation that women’s livelihoods would be at a commensurate level to men’s in all sub-sectors of fisheries by the end of 2019 including the ability of women to participate fully in Community Fisheries, aquaculture activities and the development of post-harvest activities in the FOVOP activities, and that a key goal was to ensure that women’s livelihoods would be at a commensurate level to men’s in all sub-sectors of the fisheries by the end of 2019.³

² OXFAM (2021), Joint funded Workshop: 4 EU-Funded Projects Supporting Sustainable Socio-economic Development of the Tonle Sap and Coastal fishing communities, Phnom Penh: Oxfam.

³ RGC, 2010 The Strategic Planning Framework for Fisheries: 2010-2019 “Fishing for the Future”, Phnom Penh: Fishery Administration, p13

2.2

COMMUNITY FISHERIES

A Community Fishery can be described as a voluntary establishment in or near the fishing area by a group of physical persons holding Khmer citizenship who have a commitment to taking the initiative to improve their own standard of living by using and processing fisheries resources sustainably. A Community Fishery establishes a partnership between Cambodian citizens and the government, represented by the Fisheries Administration. The Fisheries Administration and local authorities or Commune/Sangkat councils cooperate to establish the Community Fishery.⁴

MEMBERS OF A COMMUNITY FISHERY HAVE THE RIGHT TO:

- fish at family-scale in accordance with the law, other regulations related to fisheries, and the by-laws of the Community Fishery
- participate in all activities of the Community Fishery
- request meetings and propose issues for discussion during meetings
- attend meetings, vote and stand for election in the Community Fishery Committee
- make complaints on any problems which affect the interests of the Community Fishery; complaints are made to the Fisheries Administration, Commune/Sangkat Council, local authorities and relevant agencies.⁵

The Community Fishery Committee is elected for a term of 5 years during the initial congress and has the authority to lead and manage the Community Fishery. Women should be included in the group of founders, as well as members of ethnic groups if any, and other minority groups. The Community Fishery Committee will in particular:

- operate in accordance with the conditions set out in the by-laws, internal regulations and other relevant legal instruments
- seek technical and financial support from Fisheries competences, relevant institutions and donors for implementation of community fisheries activities
- represent the community fisheries in any mediation and conflict resolution that may occur
- open a bank account and manage community fisheries finances in a transparent and accountable manner
- participate in consultations in the preparation of instructions related to the interests of community fisheries
- report and provide information immediately on any fisheries violations in the community fishing area to the nearest Fisheries competence
- conserve and protect the aquatic life within the community fishing area
- perform other functions as instructed by the Fisheries competence
- appeal if the agreement is not renewed for the community fisheries.⁶

⁴ FISHERIES ADMINISTRATION, (2018), Fisheries Co-management Training Manual-No 1: Establishing a Community Fishery, Phnom Penh: Inland Fisheries Research and Development Institute, p3.

⁵ Ibid. p4.

⁶ Ibid. p11.

2.3

FISHERY CO-MANAGEMENT MODEL

Co-management is a sharing of responsibilities and decision-making between the fisherfolk and the state-based management authorities.

The Community Fishing Area Agreement is an agreement with the Fisheries Administration and leads to the development of a Community Fishing Area Management plan which includes provisions about management measures, enforcement and compliance, conflict management, and includes details about how the plan will be monitored and evaluated. Specifically, the plan includes:

- catch and effort controls
- technical measures (e.g. gear restrictions, size limits)
- spatial controls (e.g. conservation zones, and no-take areas)
- temporal controls (e.g. seasonal closures)
- access control (e.g. limited entry or access rights)
- measures to protect or improve habitats (e.g. protection of breeding sites).⁷

In Cambodia co-management is implemented through the creation of community fisheries which involve management partnerships between a community of local resource users and the Provincial Office of Fisheries (POF), usually supported by a non-governmental organization (NGO). Co-management provides an opportunity to incorporate small-scale fisherfolk and other stakeholders in management. In the Cambodian context, co-management through the establishment of CFI has created a partnership arrangement in which the community, government and NGOs share both the responsibility and authority for fishery management.

In a comprehensive study of community fisheries, Bunyeth Chan⁸ suggests that “to realize the fisheries reform objectives, it is imperative to have a clear, coherent, and implementable legal framework for effectively enforcing fisheries law in both space and time, improving fisheries planning, cooperation, and coordination as well as defining clear roles and responsibility among stakeholders at all levels across multiple agencies and sectors. This analysis supports the assertion that fishing pressure has increased, not decreased, since fishing lot abolishment, and as such the key to better fisheries management practices is likely to do with the development, compliance, and enforcement of rules and regulations that encourage more sustainable exploitation rates and resource use”.

⁷ Ibid. p16.

⁸ CHAN Bunyeth et.al., (2020), Temporal Dynamics of Fish Assemblages as a Reflection of Policy Shift from Fishing Concession to Co-Management in One of the World’s Largest Tropical Flood Pulse Fisheries ,in Water, 12, 2974, pp1-18.

2.4

WOMEN'S PARTICIPATION IN COMMUNITY FISHERIES

Clause 5.2.5 of the Cambodian Code of Conduct for Responsible Fisheries⁹ recognises the importance of fisheries to vulnerable groups through the development, management (including allocation) and conservation of the aquatic resources of Cambodia. It is important to protect the livelihoods of vulnerable groups in rural society - in particular, the needs of the poor, women and marginalised groups need to be specifically considered. Clause 5.2.6 recognises that "the role of women in harvesting, aquaculture, processing, trade, purchasing, preparation and provision of fish for household consumption must be recognised and gender mainstreamed in all aspects of fisheries management, development, conservation and use".¹⁰

A study by MRC¹¹ found that although there has been an increase in the number of women involved in the Cfi operations and that these women are branching out to other income-generating activities (like savings group and credit schemes) women are still under-represented in fisheries management, conservation and disaster management and preparedness, and managing climate change. It is suggested that fishery women within Tonle Sap are poorly integrated into the fisheries sector, lack the time, skills and budgets to benefit from fisheries and have limited involvement in decision-making and management activities due to family obligations. It is suggested that unequal societal status exists between men and women, women are poorly represented in community decision-making bodies and lack equal access to, and control over, livelihood assets.

Although the Sub-decree of Community Fisheries Management¹² states that all members of the community fisheries have equal rights in the sustainable use of fisheries resources as stipulated in the by-laws (Article 10) and that Commune Fishery members of either sex have the right to stand as candidates for election as members of the Community Fisheries Committee, there is no clear statement on women's participation. However, the seven major duties of each Community Fisheries Committee point to competencies that committee members require. These include:

- skills in the development of draft by-laws, internal regulations, community fishing area management plans and agreements
- the capacity to operate in accordance with the conditions set out in the by-laws, internal regulations and other relevant legal instruments
- the ability to communicate with FiA, relevant institutions and donors for the implementation of community fisheries activities
- mediation and conflict resolution skills in representing Cfi members
- the capacity to manage Cfi finances in a transparent and accountable manner
- decision making skills on community fisheries development based on the requirements of the majority of community fisheries members
- the capacity to consult with stakeholders in the preparation of instructions relating to the interests of Cfi members
- developing and submitting reports and information on any fisheries violations to the nearest Fisheries competence;
- an understanding of, and commitment to, aquatic life conservation and protection

The importance of the need for women's strong participation in all aspects of the fishing industry are clearly articulated in the MAFF gender mainstreaming policy¹³ where the following key issues are articulated:

- Fisheries, including aquaculture is the fastest growing agricultural sector. It is an important source of livelihood and provides food and nutrition security to the entire household, as well as much needed micronutrients for women and children.
- In Cambodia, women play a significant role in fisheries sector and the extent of their participation in aquaculture value chains is extensive. Data confirms that women's participation around the Tonle Sap Lake ranges from around 50% in fish culture to 85% in production, processing, marketing and trading.
- Women almost dominate the retail trade of small fish from the Tonle Sap Lake and from rice fields. These are sold in domestic markets or on a small scale or to the smaller middlemen.

⁹ FiA, 2011, The Cambodian Code of Conduct for Responsible Fisheries, Phnom Penh: The Fisheries Administration of the Ministry of Agriculture, Forestry and Fisheries, p7.

¹⁰ Ibid. p8.

¹¹ MRC, (2019), Tonle Sap Lake and Songkhla Lake Basins Community Outreach Project, Phnom Penh: Mekong River Commission Secretariat.

¹² RGC, 2005, Sub-decree on Community Fisheries Management, Phnom Penh, RGC.

¹³ MAFF, 2016, Gender Mainstreaming Policy and Strategy in Agriculture 2016-2020, Phnom Penh: Ministry of Agriculture, Forestry and Fisheries.

- Processing fish to make products such as *Prahok*, fish sauce and smoked and dried fish and shrimp is a common activity for women in villages around Tonle Sap Lake.
- Particularly in poor households, women and children constitute the principal labor force for fish processing activities.
- In addition, women are engaged in preparing bait, supplying fish gears, assembling and maintaining fishing implements such as gill, nets, shrimp traps and fish long lines. Men, for their part, do most of the fishing. As a third occupation during the flooded season, women also capture fish right at their homes using single fish lines and hooks.
- Women's contribution to the sector has been overlooked. Women are often bypassed in the transfer of fisheries and aquaculture technology, have limited access to essential resources such as credit, and extension services and remain excluded from large scale value chains. Women have limited presence and influence in the community fisheries management committees. Closing the gender gap in access to important resources along with organization of collective initiatives (women producer groups) can improve productivity and increase incomes and food security for women in fisheries and aquaculture value chains. Collective action specifically is a powerful means for increase productivity and access to markets whilst sharing knowledge, information and productive assets including; modern equipment, storage facilities, transportation, licensing and credit.
- Supportive collective structures - such as producer groups, community-managed savings and marketing cooperatives help women farmers through economies of scale, greater bargaining power, facilitating access to extension services, and strengthening their political voice. Groups can be especially empowering for women, providing opportunities to participate in decision-making and take on leadership roles.

2.5

A FOCUS ON WOMEN'S LEADERSHIP

Globally, the proportion of women in the total work force in aquaculture (19%) is larger than that in fisheries (12%) and overall, women play a crucial role throughout the fish value chain, providing labour in both commercial and artisanal fisheries. Where appropriate technologies and capital are available to them, women also act as small-scale entrepreneurs, particularly in household-level cottage operations. Aquaculture is being promoted as an activity that can empower women and young people, notably by facilitating women's decision-making on the consumption and provision of nutritious food. However, attention must be given to preconceptions about gender roles and control over production in order for women to be empowered and benefit from these potential advantages. It may be important to promote the development of gender-sensitive fisheries and aquaculture policies in order to promote the role of women in fisheries and aquaculture and move towards gender equality in the sector. A better understanding is needed about women's roles and responsibilities, their access and control over resources, assets, credit, information, training and technology, and the power they have (or do not have), their decision-making and their access to leadership.¹⁴ Similarly, the Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries suggest that:

- gender mainstreaming should be an integral part of all small-scale fisheries development strategies
- different approaches in different cultural contexts are required
- obligations under international human rights law and implement the relevant instruments to which they are party, including, inter alia, CEDAW, and should bear in mind the Beijing Declaration and Platform for Action
- specific measures are required to address discrimination against women
- both men and women should have access to extension and technical services, including legal support, related to fisheries
- functional evaluation systems are required to assess the impact of legislation, policies and actions for improving women's status and achieving gender equality
- better technologies of importance and appropriate to women's work in small-scale fisheries are required.¹⁵

¹⁴ FAO, (2020), The State of World Fisheries and Aquaculture. Sustainability in Action, Rome: Food and Agriculture Organization of the United Nations, p39.

¹⁵ FAO, (2015), Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries – in the context of food security and poverty eradication, Rome, Food and Agriculture Organization of the United Nations, p12.

Jones¹⁶ stresses the importance of 5 non-negotiable dimensions of women’s economic empowerment which include:

ECONOMIC ADVANCEMENT – increased income and return on labour	ACCESS TO OPPORTUNITIES and life chances such as skills development or job openings	ACCESS TO ASSETS, services and needed support to advance economically	DECISION-MAKING authority in different spheres including household finances	MANAGEABLE workloads for women
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The author goes on to suggest that “women are often in a disadvantageous position when compared to men, so issues of access must be researched and analysed with a gender lens. Baseline research, value chain assessment and labour market surveys must take into consideration that women rarely have access to the same assets, services and opportunities, and the dynamics of their access are also different. Even if women are of the same class, caste, religion and even household, their access to resources and chances for life enhancement are often bound by different rules (formal) and norms (informal).”¹⁷

¹⁶ JONES, L. (2016) Women’s Empowerment and Market Systems: Concepts, practical guidance and tools (WEAMS Framework.), London: The BEAM Exchange, p9.

¹⁷ Ibid. p22.

2.6

OXFAM’S LEADERSHIP MODEL

Oxfam’s approach to women’s leadership development is based on the women’s transformative feminist leadership model below, with transformative feminist leadership defined as a “process of people working together to transform systemic and intersecting oppressions against women, trans people and gender non-conforming people – with the ultimate goal being the realization of gender and social justice and women’s rights”.¹⁸

Figure 1: Women’s transformative feminist leadership model

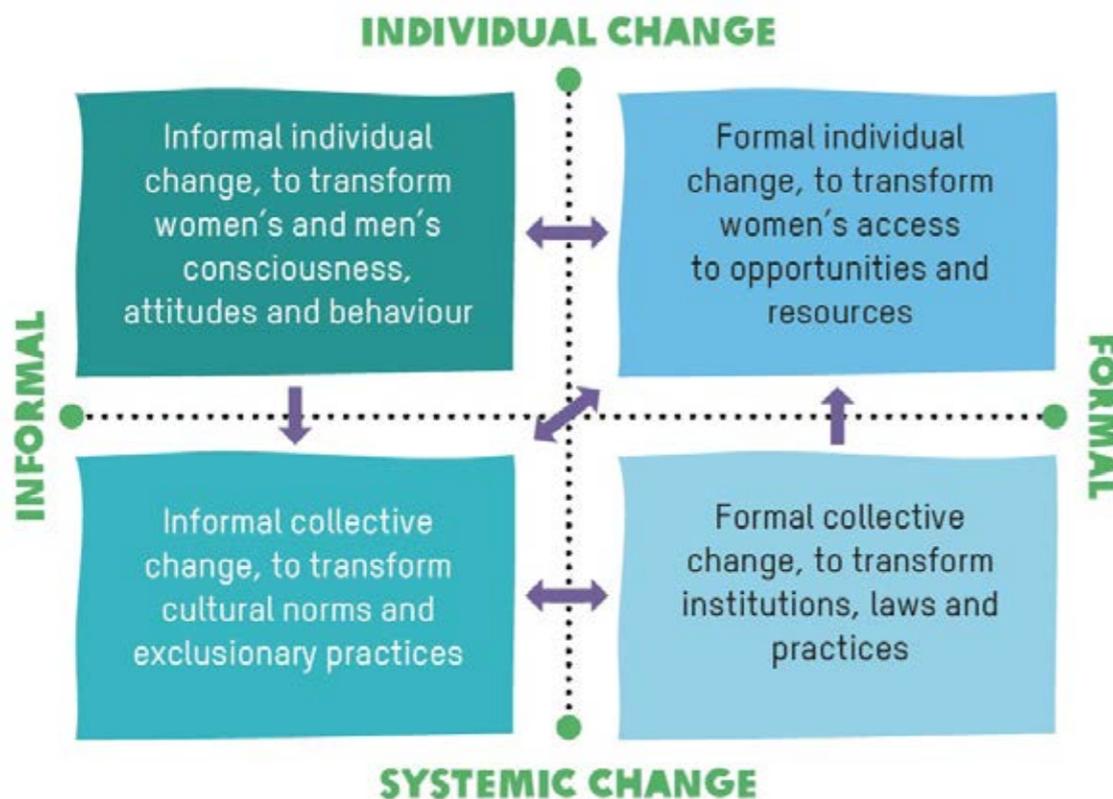


Encompassing the social, economic and political aspects of women’s livelihood development, the WEE approach in Cambodia is rights-based, holistic and systemic covering the themes of productive and climate resilient smallholder agriculture, inclusive market systems development, enterprise development, impact investing, access to finance through community savings, unpaid care reductions and re-distribution, challenging social norms, disaster risk reduction, public engagement and policy influence. The individual, systemic, formal and informal dimensions of

¹⁸ BROWN, Emily, (2021), Women, Voice and Power: How transformative feminist leadership is challenging the inequities and the root causes of extreme vulnerability, Oxford UK: Oxfam GB, p4.

the leadership model within this approach are explained in the Transformative Leadership Framework below.¹⁹

Figure 2: Oxfam's Transformative Leadership Framework



Rao suggests that “leadership for transformation means being willing to take risks by questioning existing ways of working, and considering how tasks might be done differently if the primary motivation is a concern for equality and justice. The unconscious ‘deep structure’ of organisations leads workers to behave in ways that may seem reasonable, but sometimes prevent gender equality and the delivery of gender-equitable programme outcomes”.²⁰

However, it has been suggested that women’s economic empowerment is a complex concept having many dimensions and can manifest itself in various ways in different cultural settings. WEE can include contextual factors, household factors, economic opportunities for women and individual capabilities.²¹ Oxfam’s WE-Care²² initiative works towards a model where care and domestic work is recognized, shared and valued by all rather than predominantly by women and girls. In order to understand the existing situation of unpaid domestic and care work in households, Oxfam has developed a set of quantitative surveys in the form of a Household Care Toolkit²³, accompanied by a qualitative tool called Rapid Care Analysis (RCA)²⁴ which is a set of exercises for the rapid participatory assessment of unpaid household work and care for people in communities. Together, these resources seek to assess the distribution of domestic work in households. The approach taken in this baseline survey reflects this approach by utilising two qualitative questionnaires and a quantitative survey to assess potential barriers to women’s involvement in fishery management and decision-making at the Cfi level.

Within Cambodia specifically, it is suggested²⁵ that in the Tonle Sap lake, women’s involvement in decision-making and management activities has traditionally been limited, due to family obligations, unequal societal status between men and women, a lack of equal access to and control over livelihood assets and lack of adequate promotion of gender equity among concerned agencies, including civil society. Although it is suggested that there has been an increase in the number of women involved in the Cfi, playing an important role for Cfi and empowering others through awareness raising, women are still underrepresented in fisheries management and conservation, disaster management and preparedness, and managing climate change. In order to address this issue Fisheries Administration (FiA) developed a Gender Mainstreaming Policy and Strategy in the Fisheries Sector (GMPSFS) in line with the Gender Mainstreaming Policy and Strategy in Agriculture (GMPSA), supported by a 10-Year Strategic Planning Framework for Fisheries, the Rolling 3-Year Fisheries Development Action Plan and its associated Annual Fisheries Action Plan.

¹⁶ JONES, L. (2016) Women’s Empowerment and Market Systems: Concepts, practical guidance and tools (WEAMS Framework.), London: The BEAM Exchange, p9.

¹⁷ Ibid. p22.

²¹ BUVINIC, Mayra et al., (2020), Measuring Women’s Economic Empowerment – A compendium of selected tools, Washington DC: Center for Global Development, p17.

²² OXFAM, (2015), Women’s Economic Empowerment and Care. WE-Care An Overview, Oxford, UK: Oxfam GB.

²³ ROST, Lucia, PARKES, A. and AZEVEDO, A. (2020), Measuring and understanding unpaid care and domestic work: Household care survey, Oxford, UK: Oxfam International.

²⁴ KIDDER, Thalia and PIONETTI, Carine (2013), Participatory Methodology: Rapid Care Analysis – Guidance for managers and Facilitators, Oxford, UK: Oxfam International.

²⁵ MRC, 2019, Tonle Sap and Songkhla Lake Basin Communication Outreach Project Summary, Phnom Penh: Mekong River Commission.

In response to this situation the overall goal of the policy is to ensure the mainstreaming of gender perspectives, analysis, norms, standards and approaches in the work of MAFF affiliated departments/ institutions and offices of agriculture, fisheries and forestry sub-sectors at all levels through:

promote women’s economic empowerment through women’s access to goods and services for agricultural development and markets.

strengthening capacities, resources and commitment within MAFF to ensure effective mainstreaming of gender perspectives into agriculture sector.

Increasing women’s and men’s equal representation and participation in agriculture sector.²⁶

It is suggested that “actions taken to protect rights must include advocacy from the grassroots level, and consultation with all stake- and rights-holders to find possible solutions. In addition, gender awareness should be raised, among both men and women, regarding the critical role played by women in small-scale fisheries, so that both are better able to fully and equally participate in fisheries development, as well as to pursue diversification of livelihoods”.²⁷

Similarly Bann²⁸ explains that in Cambodia women work in fish processing and trading, and are involved in arranging finance for marine fishing trips, gathering fish, mollusks and other organisms in near-shore areas and processing. The involvement of women in the CFIs (45% of members are women) has given them a formal status and voice in decision making. They have played key roles in promoting conservation actions for resource stability, education, development, the dissemination of information and exposing the moral argument against illegal fishing. Section 9.3 of CAMCODE²⁹ explains the code’s five requirements for gender mainstreaming.

9.3.1

Mainstreaming gender: Reflecting FiA’s Gender Mainstreaming Policy and Strategy in the Fisheries Sector (GMPSFS), partners should aim to enhance gender equality in the fisheries sector through active engagement with both men and women to enable both to benefit equally from the activities of all sub-sectors in the fisheries sector.

²⁶ Ibid. p16.
²⁷ CHAP, S., Touch P., and J. C. Diepart, 2016, Fisheries reforms and right-based fisheries: insights from community fisheries across Cambodia, Phnom Penh: The Learning Institute, p7.
²⁸ BANN, Camille S Lieng Sopha, 2020, FishCounts -I increasing the visibility of small-scale fisheries in Cambodia’s national panning. IIED Working paper, London, International Institute for Environment and Development. P.13.
²⁹ MAFF, 2011, The Cambodian Code of Conduct for Responsible Fisheries, Phnom Penh: Fisheries Administration of the Ministry of Agriculture, Forestry and Fisheries, p17.

9.3.2

Responding to imbalances between genders in the fisheries sector: Recognizing that women have often in the past had less access to the rights, responsibilities and opportunities in the fisheries sector, partners should cooperate to reduce such gender imbalances. This is particularly the case in women’s involvement in decision-making processes in the sector.

9.3.3

Responding to the different needs of men and women: Recognizing the different roles, aspirations and needs of men and women in the fisheries sector, partners should work together to fully incorporate gender issues into their policies and plans.

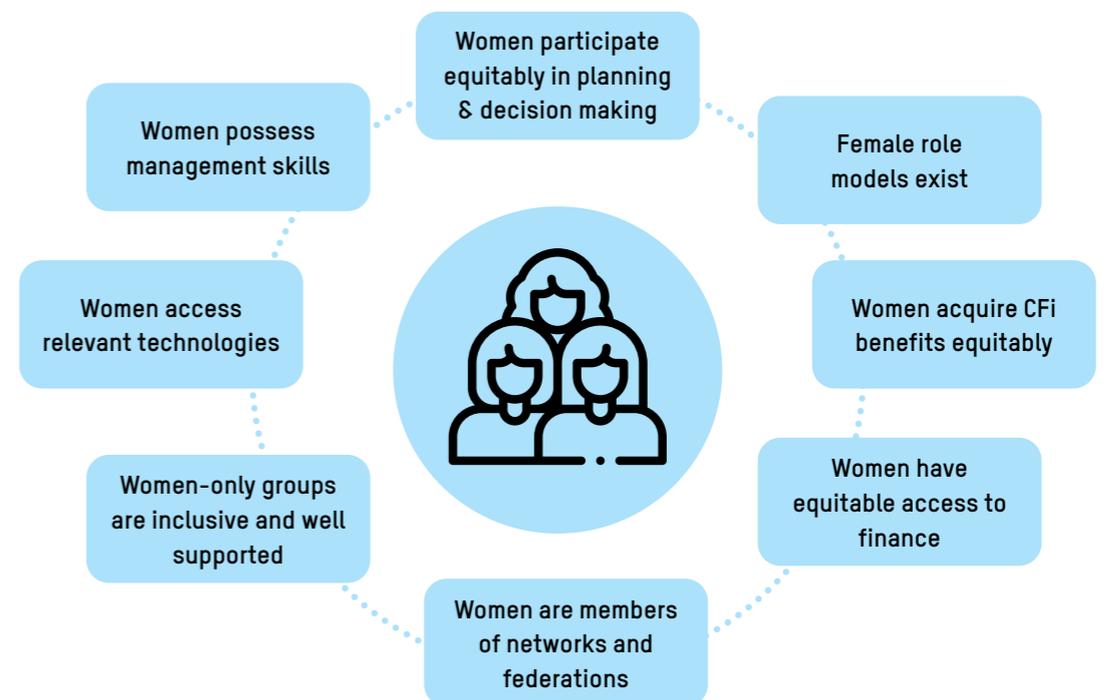
9.3.4

Disaggregating data to reflect gender differences: Recognizing the need to adequately cater for the different needs of men and women in policies and plans, partners should aim to disaggregate data and development targets to reflect these differences.

9.3.5

Raising awareness of gender issues: Recognizing that gender related issues are often poorly understood, partners should make every effort to raise awareness about gender considerations and how to respond appropriately to them.

Oxfam have suggested a number of attributes that ought to exist in order for women to have equal opportunity for Cfi leadership. These include:



GENDER ACTION LEARNING SYSTEM

GALS (Gender Action Learning System) is a community-led empowerment methodology that uses principles of inclusion to improve income, food and nutrition security of vulnerable people in a gender-equitable way. It positions poor women and men as drivers of their own development rather than victims, identifying and dismantling obstacles in their environment, challenging service providers and private actors. It has proven to be effective for changing gender inequalities that have existed for generations, strengthening negotiation power of marginalized stakeholders and promoting collaboration, equity and respect between value chain actors.³⁰

**THE GALS METHODOLOGY CONSISTS OF:**

- A set of principles related to gender justice, participation and leadership;
- A series of visual diagramming tools that are used for visioning, analysis, change planning and tracking by individuals, households, stakeholder groups or in multi-stakeholder settings;
- Peer learning mechanisms and structures for ongoing action learning in communities and scaling up;
- Mechanisms to sustainably integrate GALS in organizations or interventions such as financial services, business development services and agricultural extension.³¹

**THE GALS PROCESS TAKES PLACE OVER THREE PHASES:**

- Phase 1: Visioning and catalysing change:** an approximately 6-months process of individual, household and collective action learning for gender equality and livelihood improvement, and setting up skills and structures for peer learning
- Phase 2: Mainstreaming:** adaptation and integration of GALS into organisations and programmes such as VCD, rural finance or local economic development
- Phase 3: Movement building:** networking and advocacy for gender justice at all levels, including policy and decision making, linked with global networks.³²

GALS seeks to enhance the livelihood capacity of individuals, families and communities by firstly establishing the current socio-economic dynamics of families by assessing the effectiveness of the situation in terms of its capacity to meet the needs of all family members. Based on this analysis, the family members establish a vision for the future, initially in separate male and female groups

and then together in order to set goals for the change needed to realise the vision. This requires attitudinal and behavioural change in both male and female roles in order to maximize the synergy that can result from the sharing of responsibilities and the empowerment of women that have traditionally been lacking. This tends to be a long term change process and requires the use of a number of tools to visualise the situation and the inter-relationships at play that may be barriers to more productive value chains.

The development and implementation of interventions associated with women's leadership and socio-economic empowerment are supported by a Gendered Enterprise and Markets (GEM) toolkit³³ for facilitators, currently composed of 12 tools within 3 broad themes. These themes are improving smallholder access to agricultural markets, women's economic empowerment and Adaption to and reduction of risks including climate change. The tools include covering impact group clarification, market selection, market mapping, intervention design, social norms analysis, women's collective action, rapid care analysis, violence against women, participatory capacity vulnerability analysis, vulnerability and risk assessment, multi-stakeholder processes and private sector engagement.

However, the implementation of GALS is based predominantly on a face-to-face methodology which may now be impracticable given the on-going COVID restrictions and the need for alternative delivery options, including the use of on-line technology. Currently there are limited examples of such alternatives, with one being a UN Women initiative where a project introduced online communication using 'WhatsApp' and 'Telegram' apps which took into account the targeted women's low level of digital knowledge and skills and provided a one-month online training on ICT, conducted by a private institute for program beneficiaries and some local authority staff. This included weekly online consultations on effective social mobilization for village activists and regular online meetings to discuss the situation regarding activities on the ground, in order to address and collaboratively resolve difficulties and to monitor, coach and support the women.³⁴

³⁰ REEMER, Thies & MAKANZA, M., (2014), Gender Action Learning System – Practical Guide for Transforming Gender and Unequal Power Relations in Value Chains, Den Haag Netherlands: Oxfam Novib, p7.

³¹ Ibid. p11.

³² Ibid. p12.

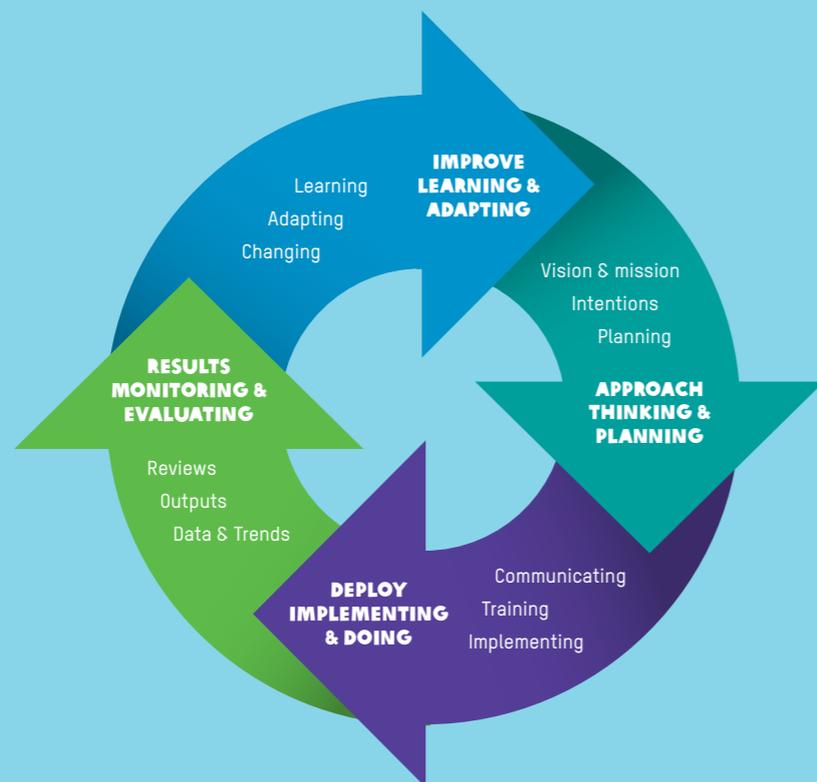
³³ Oxfam International, (2016), Gendered Enterprise and Markets (GEM) Toolkit, Oxford, UK: Oxfam International. <http://gemtoolkit.org/>

³⁴ DJUSAEVA, Sagipa, (2020), Accelerating progress towards the economic Empowerment of Women – Bi-annual progress report for period 1 January- 31 December 2020, Kyrgyzstan: UN Women, p8.

3

BASELINE METHODOLOGY

Our methodology for this study is based on the Approach-Deployment-Results-Improvement (ADRI) cycle.



APPROACH PHASE

THE PHASE ESTABLISHES THE RATIONALE AND INTENDED PLAN FOR THE BASELINE SURVEY. What were the intentions of the survey?

What is the context / background of the survey? Why was it needed?

What was its rationale? What questions will be asked? Who will be involved?

What is the survey process / methodology? What are the potential risks to the process?

DEPLOYMENT PHASE

THE PHASE DESCRIBES THE PROCESS FOR THE IMPLEMENTATION OF THE BASELINE SURVEY. How and where as the survey undertaken?

What data instruments were used? What challenges were experienced?

What was the surveys schedule?

RESULTS PHASE

THIS PHASE SEEKS TO IDENTIFY SURVEY FINDINGS AND OUTCOMES.

What evidence was gathered as a result of the survey?

How can the findings be interpreted?

IMPROVEMENT PHASE

THIS PHASE SEEKS TO DETERMINE RECOMMENDATIONS / IMPLICATIONS FOR THE INTENDED OF THE PROJECT.

What are the implications of the findings for the intended project?

What are the recommendations and lessons learned?

How could the survey implementation processes have been be improved?

What are the limitations / parameters of the findings?

4

APPROACH

The Baseline Study focused on 2 key questions.

?
How is Women's Leadership perceived at the Community Fisheries in the Western Tonle Sap Region in the 32 CFIs at an individual, HH and Community level

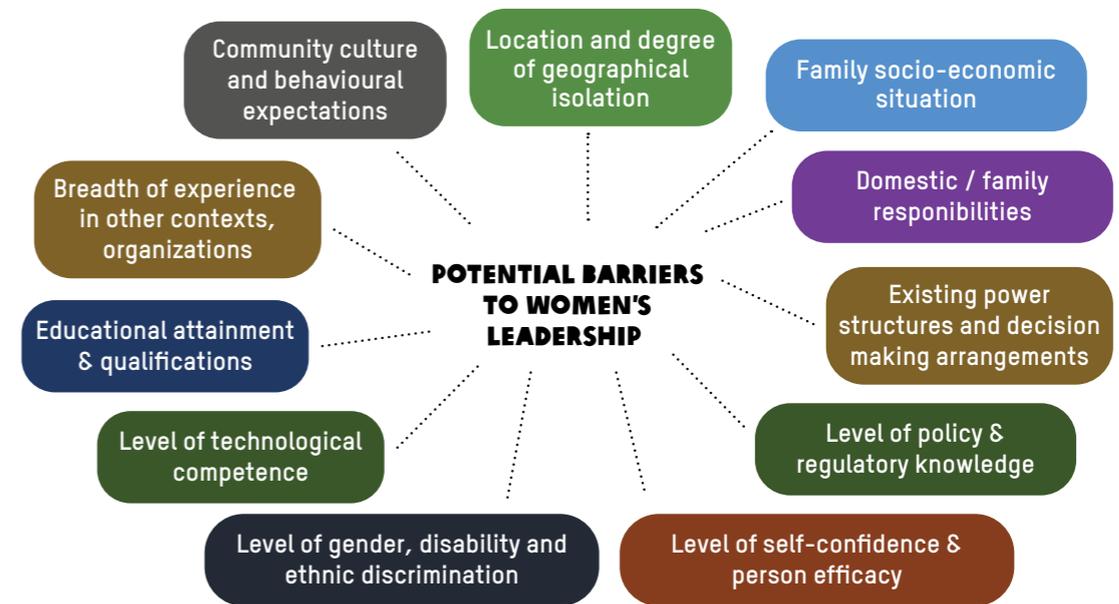
?
What are the enabling and disabling factors for women to take leadership roles in the CFIs in relation to the matrix below:

The study encompassed 3 provinces, 4 districts and 8 communes within the targeted geographical area as outlined below.

BATTAMBANG PROVINCE			SIEM REAP PROVINCE			BANTAEY MEANCHEY PROVINCE	
Ek Phnom District			Siem Reap District	Prasat Bakorng District		Mongkul Borei District	
Prey Chas Commune	Preak Norin Commune	Laoh Chiveang Commune	Chong Khnies Commune	Kampong Phluk Commune	Kandeak Commune	Koy Meang Commune	Sambour Commune

Based on Oxfam's leadership model discussed above, the study identified possible barriers to the achievement of these enabling attributes. To this end, eleven (11) potential barriers as illustrated in Figure 3 below were identified as a framework that could be assessed for their relevance as factors that need to be addressed in the upcoming project.

Figure 3: Potential barriers to Cfi Women's leadership



5

DEPLOYMENT

This section will include the process used during the Baseline Study to undertake each of the Baseline activities.

5.1

EVALUATION RISKS

RISK TO THE EVALUATION	RISK MITIGATION STRATEGY
There was difficulty in locating potential national, provincial, district and commune personnel to serve as respondents. There was no pre-existing list of such personnel to draw from.	Two team members were deployed to search for potential personnel on their respective websites and to seek further assistance from Oxfam in terms of personnel from their partner NGOs. Some respondents were not available for the interviews on the proposed dates so alternative dates were negotiated. A whole week was allocated in order to gather contact details of the stated respondents and of all CFI committee leaders in the 8 selected communes. Prior to the field work almost 90% of CFI committee leaders had been contacted to arrange meetings with female CFI members.

RISK TO THE EVALUATION	RISK MITIGATION STRATEGY
The timeframe to organize the meetings for the provincial fieldwork was short (i.e. one week following the interviews with national, provincial, district and commune personnel. The assistance of Cfi committee members was needed in order to coordinate meetings with Cfi women members.	The assist of FACT and FiA at the provincial level was sought in identify Cfi committee members from the targeted Community Fisheries. These Cfi Committee leaders were contacted via telephone and were invited to participate in a questionnaire about their respective Cfi organizations. During this interview they were invited to assist with the identification of up to 24 female Cfi members to participate in the on-site survey to follow.
The visits to some Cfi locations to meet with female CFI members in order to conduct the survey does posed some risks to the evaluation team members given that boat travel will be required.	The team was accompanied a Cfi Committee members or designated CFI representative to coordinate the travel by boat and adhere to local boat travel safety protocols. Team members were advised that they were not required to undertake any activity that they believed would pose a risk to their personal safety.

5.2

RESPONDENT DETAILS

Altogether the Cfi 225 women interviewed and were drawn from the provinces, districts and communes indicated below. The large majority (61.3%) were from Cfi in the Battambang Province and in particular Ek Phnom district with fewer from Bantaey Meanchey Province (23.6%) and Siem Reap Province (15.1%).

BATTAMBANG PROVINCE		SIEM REAP PROVINCE		BANTAEY MEANCHEY PROVINCE			
138 (61.3%)		34 (15.1%)		53 (23.6%)			
Ek Phnom District		Siem Reap District	Prasat Bakorng District	Mongkul Borei District			
138 (61.3%)		13 (5.8%)	21 (9.3%)	53 (23.6%)			
Prey Chas Comm.	Preak Norin Comm.	Laoh Chiveang Comm.	Chong Khnies Comm.	Kampong Phluk Comm.	Kandeak Comm.	Koy Meang Comm.	Sambour Comm.
67 (29.8%)	37 (16.4%)	34 (15.1%)	13 (5.8%)	14 (6.2%)	7 (3.1%)	13 (5.8%)	40 (17.8%)

Respondents ranged across the 12 age categories indicated below, with the 36-40 age group the most prevalent. The 31-50 year age group represented just of half (52%) of the group interviewed.

AGE CATEGORIES OF FEMALE CFI MEMBERS

18-20 (1.8%)	21-25 (4.9%)	26-30 (8%)	31-35 (13.8%)	36-40 (16.4%)	41-45 (13.8%)
46-50 (8%)	51-55 (12%)	56-60 (9.3%)	61-65 (4.9%)	66-70 (4.9%)	Over 70 (2.2%)

80% of respondents indicated that they were married and only 2% indicated that they had a disability. The number of children living in these targeted women’s households ranged from 1-9 with the most common number of children being 2 to 3. Thirty (30) respondents indicated that there were no children living in their household.

NUMBER OF CHILDREN IN CFI WOMEN’S HOUSEHOLDS

0 children	1 child	2 children	3 children	4 children	5 children	6 children	7 children	8 children	9 children
30	24	52	52	30	24	5	6	1	1

Almost all (98.7%) of respondents identified as Khmer with a very small number identifying as Cham (1.3%) or other minority ethnic group (0.4%).

6

RESULTS / FINDINGS

Data pertaining to Cfi women’s leadership barriers was sought from respondents in three ways:

1. Respondents representing national, provincial, district and commune locations (N=31 with 45.2% female) completed a 12-item semi-structured questionnaire conducted by phone. This questionnaire sought respondent ratings (Very High, High, Medium, Low, Very Low & Unsure) of the degree to which each item discussed formed a barrier to women’s participation in Cfi management and decision making. These respondents included senior personnel from provincial government, MAFF, National FiA, District FiA, IFRoDI, FACT, CFDD, Commune Councils and Oxfam. Further details of their individual responses to questions are located in section 11.5 below.
2. Cfi committee leaders and members (N=40 with 20% female) from 23 Cfi locations responded to a 22-item semi-structure questionnaire. These interviews were held either F2F on location or on-line according to the availability of respondents. These respondents included Cfi leaders and deputy leaders, patrol team leaders and members, Cfi cashiers, secretaries and treasurers, Cfi educators and village chiefs.
3. Female Cfi members (N=225) completed a 33 item quantitative survey held on location using a F2F methodology.

These data gathering processes all sought information on the following 11 potential barriers (aligned with Figure 1 above) facing female Cfi Management Committee Members and female Cfi general members.

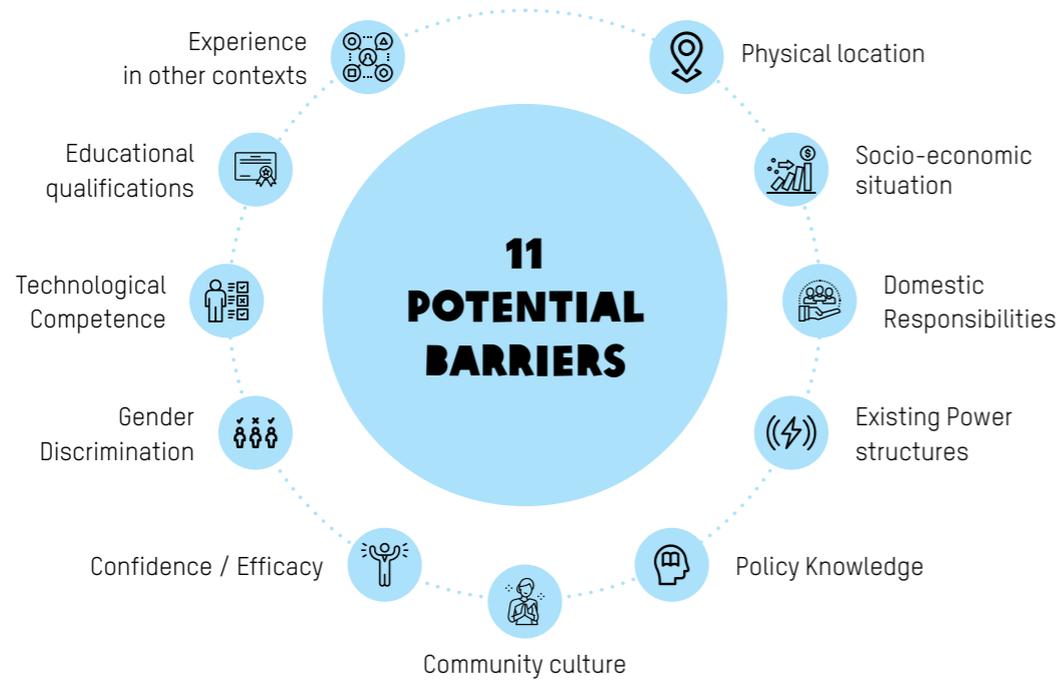
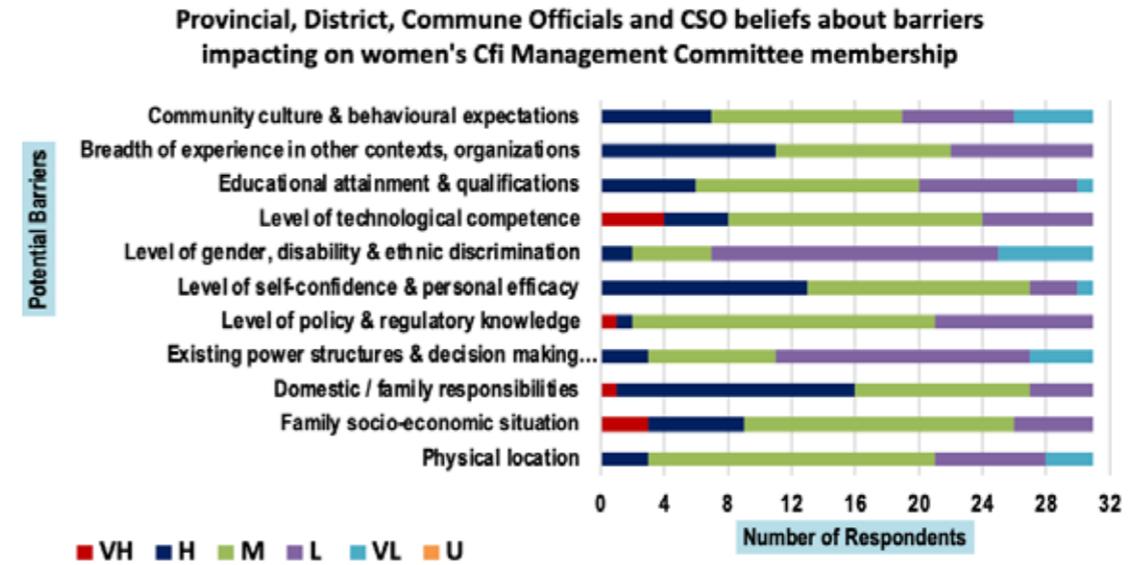


Figure 4: Provincial, District and commune leaders' beliefs about barriers impacting on women's Cfi Management Committee membership



6.1

NATIONAL, PROVINCIAL, DISTRICT AND COMMUNE LEADERS' PERSPECTIVES

Altogether 31 provincial, district and commune leaders (45.2% female) responded individually, in pairs or in trios to 11 questions aligned with the categories noted above. Figure 4 below, which visualizes this group's responses, will be referred to in the analysis provided in the findings below.

6.2

LOCATION AND DEGREE OF GEOGRAPHICAL ISOLATION

National, provincial, district, commune and CSO respondents generally perceived travel distance as a medium barrier to women's Cfi participation and leadership opportunities. Only 3 respondents saw this as a high barrier, but was a barrier for women from IDP 1 & 2 families who may not have the finances to cover the travel costs required for meeting attendance. Similarly, Cfi Committee leaders and members indicated the following.

LIKELIHOOD OF CFI COMMITTEE MEMBERSHIP NOMINATION FROM ISOLATED WOMEN

Issue	Response	% of respondents
Travel distance not a barrier	Distance is not a barrier to women's Cfi committee membership and most applicants are located within a reasonable distance for the meeting locations and women who do live at a distance do nominate for committee membership.	47.8%
Travel distance, time and cost is a barrier	Most women who live in isolated areas find it difficult to travel from one community to another community because they lack transportation facilities and the travel time is significant.	34.8%

6.3

FAMILY SOCIO-ECONOMIC SITUATION

Only 19% of national, provincial, district, commune and CSO respondents believed socio-economic factors were a high to very high barrier to women's Cfi management committee membership and leadership opportunities. A further 54.8% saw this as a medium barrier.

Cfi Committee leaders and members indicated the socio-economic issues being more of an issue given that Cfi Committee members are not remunerated for their role as a committee member over and above allowances provide only to selected Cfi Management Committee members. For example, two Cfi management committee members/leaders (Cfi leader and Deputy leader) from each Cfi receive a food allowance when they conduct patrol missions which occur 10 times per month when they receive USD 8 per day (supported by FiA and EU). Internal regulations require a contribution from Cfi general members for fishing in designated zones which is paid to the Cfi committee. Between 2014-2015 Cfi members contributed membership fees to Cfi management committee to form a group of Green Women in the community. The group was active in Natural Resources Management, planting trees and conservation of the flooded forest. Annually the Anlong Sandan Cfi, for example, committee pump out water from an adjacent lake to Tonle Sap, with the adjacent lake being primarily for conservation of fish and other natural resources in and around the lake. Each management committee member received 50,000 riels when selling the fish, and fish is distributed to all families in the community. Remaining cash from selling fish is used to support community development such as repairing the school, building a community hall building and purchasing one boat for children transport to study.

Almost half (45.3%) of Cfi women interviewed indicated that their family identified as either IDP-1 (17.3%) or IDP-2 (28%). The large majority (84.4%) of respondents were self-employed in their own business, with the remainder mostly employed in the private sector associated with fishing, construction and farming. 63.6% of respondents indicated that they had a family debt. This current employment pattern mirrored the kinds of previous employment undertaken by this cohort of Cfi women.

LIKELIHOOD OF CFI COMMITTEE MEMBERSHIP NOMINATION FROM ISOLATED WOMEN

Issue	Response	% of respondents
Boat travel difficulty	Some women in poor households, particularly those at a distance, do not have boat transport , or cannot access boat transport to work serve as a CFI Committee member.	17.4%
Domestic duties	Women are engaged with domestic duties and have limited time.	13%
Women not required in leadership roles	The Cfi committee size is small and while women are accepted as committee members, women are not required to engage in committee management /leadership roles.	4.3%
Fear of physical abuse	Women fear the possibility of physical abuse if working at night, in isolation or at a distances	8.7%
Spouse reluctance	Husband reluctant to support his wife's application for committee membership.	4.3%

However, 57.8% of Cfi members respondents indicated that they would be required to travel at least 3 km in order the attend a central location like a Commune Office or Cfi Committee location and 27.6% would be required to travel at least 10 km.

CFI MEMBER DISTANCE FROM HOME TO CENTRAL ADMINISTRATIVE LOCATION

Less than 1 km	1-2 km	3-5 km	6-10 km	More than 10 km
5.8%	33.3%	30.2%	20.9%	6.7%

This travel would be predominantly by boat or motorbike (96% of respondents). Two (2) respondents rented a motorbike from time to time for such purposes.

CFI MEMBER USUAL MODE OF TRANSPORT

Walking	Bicycle	Motorbike	Boat	Car / truck	Other
1.3%	1.8%	44.4%	51.6%	0.9%	0%

FEMALE CFI MEMBER CURRENT EMPLOYMENT

Self-employed in own business (e.g. fishing)	Employed within private sector	Employed within public sector	Employed with NGO / CSO	Other employment	Unemployed
190 (84.4%)	19 (8.4%)	3 (1.3%)	0 (0%)	2 (0.4%)	12 (5.3%)

FEMALE CFI MEMBER PREVIOUS EMPLOYMENT

Self-employed in own business (e.g. fishing)	Employed within private sector	Employed within public sector	Employed with NGO / CSO	Other employment	Unemployed
88%	16.9%	0.9%	0.4%	0.9%	4%

Almost half (45.4%) of respondents earned between USD 101-200 per month from their current employment with others earning less than USD50 per month (6.2%) and others over 201 per month (28.9%).

FEMALE CFI MEMBER MONTHLY INCOME FROM CURRENT EMPLOYMENT

0-50	51-100	101-150	151-200	201-250	Over 250
6.2%	22.7%	22.7%	19.1%	13.3%	15.6%

Over half of the respondents (55.6%) owned the land they lived on and a further 34.7% did not own the land they occupied. A minority (9.3%) did not own or occupy land.

CFI MEMBERS LAND OWNERSHIP

Owns land occupied	Occupies land but does not own it.	Does not own/occupy any land (e.g. Floating home)
55.6%	34.7%	9.3%

Those who either owned or occupied land use it predominantly for vegetable growing (40.9%) with other purposes being rice farming, animal production and small business management. Purposes beyond these main categories included "just for living" (6 respondents) and leasing or renting the land to others (2 respondents). One respondent with no land used the pagoda's land to grow vegetables.

CFI MEMBER LAND USE PURPOSES

Rice farming	Other vegetable growing	Animal production (e.g. poultry, cows, fish)	Small business	Other purpose	Does not own / occupy land
23.6%	40.9%	21.8%	23.1%	6.7%	17.8%

6.4

DOMESTIC AND FAMILY RESPONSIBILITIES

National, provincial, district, commune and CSO respondents generally believed women's workload in terms of domestic and family responsibilities as being a significant barrier to women's Cfi management committee membership and leadership. 51.6% of these respondents believed that this barrier was high to very high. Similarly, Cfi Committee leaders and members indicated the following.

CFI COMMITTEE MEMBER MANAGEMENT OF COMMITTEE MEMBERSHIP AND LIVELIHOOD / DOMESTIC RESPONSIBILITIES

Issue	Response	% of respondents
Monthly plans to balance committee & livelihood responsibilities	Committee members develop a monthly management plan to balance their committee membership and livelihood/ domestic responsibilities and work cooperatively to attend alternate meetings and share tasks.	65.2%
Some members have difficulty fulfilling membership requirements	Some Cfi Committee members cannot fully play their role as a Cfi Committee member. They focus on their livelihood responsibilities (60% of the time) miss some Cfi Committee meetings and patrolling activities in order to have time for their income generation activities.	34.8%

Cfi women indicated the high responsibility (at least 80%) they held for major domestic roles within their households. Household cleaning and washing clothes was a particularly high responsibility (81.8%) as were others including family food production through farming and gardening (63.6%) and child care, child health and education (60.4%). Other responsibilities noted by individual respondents included being a “daily worker” (4 respondents), running a small business (4 respondents), caring for an elderly parent (3 respondents), repairing fishing equipment (2 respondents), running a boat station (1 respondent) and fishing (1 respondent).

FEMALE CFI MEMBER DOMESTIC AND FAMILY RESPONSIBILITIES

Care for children (education, health, welfare)	Household cleaning / washing clothes	Family food production (e.g. farming, gardening)	Home maintain / repairs	Income generation from work	Purchase food and other necessities	Other
60.4%	81.8%	63.6%	1.8%	42.7%	20.9%	21.3%

6.5

EXISTING POWER STRUCTURES AND DECISION MAKING ARRANGEMENTS

The majority of national, provincial, district, commune and CSO respondents (64.5%) believed existing power structures and decision making opportunities was a low to very low barrier, and another 25.8% saw it as a medium barrier. Cfi Committee leaders and members indicated the following committee membership details which indicated very low women’s participation in Cfi management committees.

CFI MEMBERSHIP DETAILS

Cfi	Total Cfi general member number	Cfi women general member number	Total Cfi Committee member number	Cfi female committee member number	Gender of Cfi Committee Chief	Gender of Deputy Chief Committee
1. Anlong Sandan Cfi, Prey Chas commune, Ek Phnom District, Battambang province	130	60	5	0 (0%)	M	M

CFI MEMBERSHIP DETAILS

Cfi	Total Cfi general member number	Cfi women general member number	Total Cfi Committee member number	Cfi female committee member number	Gender of Cfi Committee Chief	Gender of Deputy Chief Committee
2. Prek Teul CfiKoah Chiveang commune, Ek Phnom district, Battambang Province	2,632	1357	7	0 (0%)	M	M
3. Bak Prea Cfi Prey Chas commune, Ek Phnom District, Battambang province	239	47	8	1 (12.5%)	M	M
4. Thvang Cfi, Koah Chiveang commune, Ek Phnom District, Battambang province.	340	175	11	1 (9.1%)	M	M
5. Praek Trop Village, Praek Norin Commune, Ek Phnom District, BB	460	270	9	1 (11.1%)	M	M
6. Koh Chiveang Village, Prey Chas Commune, Ek Phnom District, BB	220	122	4	0 (0%)	M	M
7. Ansorng Sork Village, Praek Norin Commune, Ek Phnom District, BB	285	162	6	1 (16.7%)	M	M
8. Anlong Ta Our Village, Koh Chiveang Commune, Ek Phnom District, BB	436	201	11	4 (36.4%)	M	M
9. Kampong Prahok Village, Koh Chiveang Commune, Ek Phnom District, BB	382	182	11	1 (9.1%)	M	M
10. Peam Seima Village, Prey Chas Commune, Ek Phnom District, BB	270	126	11	2 (18.2%)	M	M
11. Prey Chas Village, Prey Chas Commune, Ek Phnom District, BB	346	174	7	2 (28.6%)	M	M
12. Prey Chas Village, Prey Chas Commune, Ek Phnom District, BB	210	84	5	0 (0%)	M	M
13. Thmor Dorb Village, Sambour Commune, Mongkul Borei District, Manteay Meanchey Province	2035	1245	7	1 (14.3%)	M	M

CFI MEMBERSHIP DETAILS

Cfi	Total Cfi general member number	Cfi women general member number	Total Cfi Committee member number	Cfi female committee member number	Gender of Cfi Committee Chief	Gender of Deputy Chief Committee
14. Sranal Village, Sambour Commune, Mongkul Borei District, Manteay Meanchey Province	2239	1119	7	1 (14.3%)	M	M
15. Kampong Phluk CFI, Kampong Phluk Commune, Prasat Bakorng District, Siem Reap Province	954	260	11	4 (36.4%)	M	M
16. Chong Khnies CFI, Sangkat Chong Khnies, Siem Reap District, Siem Reap Province	1116	485	15	2 (13.3%)	M	M
17. Yeav Meas CFI, Prey Chash commune, Ek Phnom District, Battambang Province.	167	60	7	1 (14.3%)	M	M
18. Doun Leuk CFI, Sam Bor commune, Mongkol Borey District, Banteay Mean Chey Province	424	270	11	1 (9.1%)	M	M
19. Rohal Soung CFI, Norin commune, Ek Phnom District, Battambang Province	284	140	11	2 (18.2%)	M	M
20. Reach Doun Keo CFI, Norin commune, Ek Phnom District Battambang Province	265	130	7	1 (14.3%)	M	M
21. KanDeak CFI CFI, Kan Dek commune, Barkong District, Siem Reap Province	700	400	12	1 (8.3%)	F	M
22. Ko meng CFI, Koy Meng commune, Mongkol Borey District, Banteay Mean Chey Province	1070	400	9	2 (22.2%)	F	M
23. Sambour CFI, Sam Bor commune, Mongkol Borey District, Banteay Mean Chey Province	639	224	11	1 (9.1%)	M	M

These personnel also described the process for electing Cfi management committees each 5 years.

Local authorities organize the General Assembly conference to share about Cfi management committee/leader election plan and spreading in all target villages to encourage men and women to apply to be candidates for election. Recruitment for Cfi committee membership is undertaken by the Commune Chief, village leaders, influential elders and the former the Cfi Committee Head with support from the Commune Council, NGOs (VSG Cambodia, FACT, WCS Cambodia, KSW) and the BB Provincial FiA who conduct village meetings to make an initial announcement and disseminate the information to the public. This process takes 1-3 months before the election day. A PA system and posters are used for the announcement. Posters are posted on walls at some public places. This process includes visiting individual houses to encourage men and women, particularly those who are active in the community, to apply for Cfi management committee/leaders in the upcoming elections.

The Election Committee includes the VL, CC, District Governor, police and FiA Department / FiA Khan provides technical / guidance for the processes of nominating and voting. Approximately 15-25% of Cfi members from each village are selected to participate in the voting process on election day. The election committee displays the list of candidates on the board and explains that each voter can vote for a maximum of 3 candidates by selecting the number displayed on candidate's name tags. The candidate with the highest number of votes will become the Cfi leader and the candidate with the second highest will be the deputy of Cfi leader. The election committee count the votes for each candidate in front of voters to demonstrate transparency. After the voting process voters are asked to wait for the election results of each candidate. The voting process for selecting Cfi committee membership takes place in the presence of the village leader, the Commune Council, representatives of the BB Provincial FiA commune Police and supporting NGO representatives. A short overview of gender role / gender balance requirements was raised prior to the voting process seems to take place.

All the representative Cfi members who are involved as voters participate to make the decision on Cfi management committee members with supported from the FiA Khan/Department. The number of committee members is determined by size of Cfi conservation area. The candidate who receives the greatest number of votes is automatically Cfi leader and the second highest to be Deputy leader. For other Cfi committee members (treasurer, secretary, educator(s), and patrol team, a decision is made by the newly

selected chief and vice-chief(s) after a discussion with village/commune chiefs and representatives of the BB Provincial FiA. The number of votes received determines the CFI Management Committee roles. In terms of the Patrol Team, the number of votes determine the following position in descending order - Committer Chief, Vice-Chief, Treasurer, Secretary, Patrol team leader, Assistant Patrol Team leader of the patrol team, Patrol Team member/s. For other CFI committee members (treasurer, secretary, educator(s), the decision is made by the newly selected chief and vice-chief after a discussion with the Village Chief, the Commune Chief, the District Governor and the BB Provincial FiA Head). Females elected to the CFI Committee play “safe” roles such as Treasurer, Secretary and Educator. because it is believed that it is difficult for women to work as patrol team members.

While Cfi women respondents indicated a very high (96%) membership of their Cfi, they indicated very limited membership of community based government or non-government councils or committees that would likely be in place within their commune or village. The only exception was membership of a Community Savings Group but this was limited to 17.3% of respondents.

FEMALE CFI MEMBER LEVEL OF MEMBERSHIP OF COMMUNITY ENTITIES

Council, Committee or Organization	Membership rate
General CFI member	96%
Village Development Committee	2.7%
Commune Council member (e.g. CCWC)	0.9%
Elected official member of the CFI Management Committee	1.3%
Member of the School Management Committee (SMC)	0.9%
Member of Village Health Support Group (VHSG)	1.8%
Member of Natural Resources Management Committee (NRMC)	2.2%
Member of a Community Savings Group (CSG)	17.3%
Member of local network (e.g. village, commune or district)	1.8%
Membership of any other CBO.	1.8%
	30.70%

In terms of Cfi membership, 81.3% of respondents indicated more than 5 years of membership with another 10.2% indicated between 3-5 year of membership which seems to suggest that respondents are committed to the function of the Cfi within their community.

FEMALE CFI MEMBER DURATION OF MEMBERSHIP OF CFIS

Less than 1 year	Between 1-2 years	Between 3-5 years	More than 5 years	Not a member of the CFI
0.9%	4%	10.2%	81.3%	3.6%

6.6

LEVEL OF POLICY AND REGULATORY KNOWLEDGE

93.5% of provincial, district, commune and CSO respondents believed that the level of women’s knowledge about policy and regulatory guidelines was medium to low. However, they indicated that the FiA Provincial Department/Khan supported by NGOs including FACT, VSG Cambodia, Oxfam, Forum Syd, LUCINA and Woman in Development and the Ministry of Environment (MoE) provided training in:

Natural resource management including conservation/ good governance, protecting flooded forests and birds living in the forests, flooded forest restoration, sustainable ecology, waste management, climate change, planting trees unaffected by floods, and raising parent fish in conservation lakes.

Illegal fishing including community awareness of illegal fishing, patrolling of conservation areas/ boundaries and reporting illegal actions.

Fishery policy and guidelines including the role of MAFF, FiA guidelines, law on fisheries, sub-degrees on the establishment of CFI, criminal law related to fisheries, opening and closed fishing seasons, Fishing Law and Prakas.

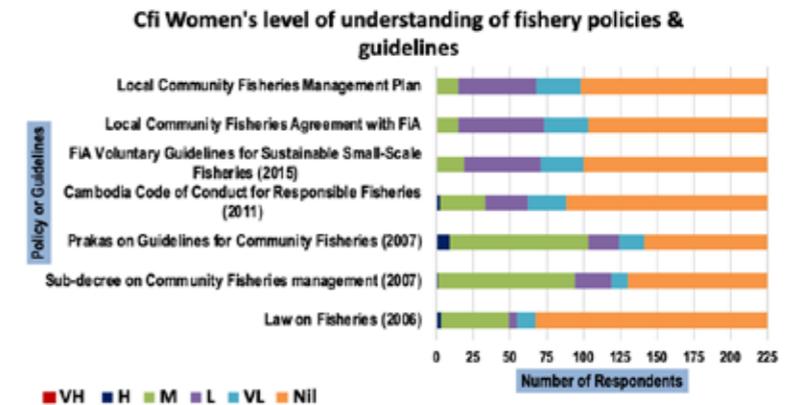
Cfi leadership and management including facilitation skills for the CFI Committee members, human rights and well-being, job descriptions for each CFI Committee membership, roles and regulations of each position, preparing/ reviewing the existing CFI statute and the CFI ground rules, advocacy for conservation the natural resources, monthly/quarterly planning for the group works to avoid conflict with the family livelihood plan and small business skills.

After training, FiA members visit the Cfi management committee to mentor members on the role and responsibilities of each position, especially in procedures for patrolling illegal fishing and conservation tasks. Cfi Leaders and members identified a number of key issues impacting on their livelihoods and on the sustainability of their fishing industry.

CURRENT ISSUES / CHALLENGES CFI COMMITTEES ARE SEEKING TO ADDRESS		
Issue	Response	% of respondents
Illegal fishing	Illegal fishing using electrofishing gears, illegal fishing nets (with tiny spaces of meshes), poisoning, illegal fishing scourge gear and pair trawl fishing gear, and electrofishing scourge gear.	86.9%
Less fish	There are dwindling fish numbers in fishing zones.	73.9%
Unsustainable Ecology	Destruction of flooded forests to plant vegetables, dry season rice farming and expansion of private land into conservation areas.	73.9%
Water pollution	Increasing water pollution caused by chemical fertilizers, pesticides used for rice farming, poor hygiene and increased litter and no litter management system.	30.4%
No patrol budget	Limited budget for patrolling illegal fishing and subsequent lack of patrol facilities, boats and other equipment.	30.4%
Competition	Increasing competition from many fishmen from other fishing regions.	21.7%
Climate change	The impact of climate change on temperature and water volume.	21.7%
No female committee representatives	Some Cfi management committees have no female members and there is a low rate of interest in such positions by women.	13%
Limited Committee knowledge	Limited management knowledge and skills of management committee members with most women having limited knowledge and skills to serve as Cfi management committee leader.	8.7%
Cfi member migration	Some Cfi membership/ families migrate to work for private sector instead of fishing.	4.3%

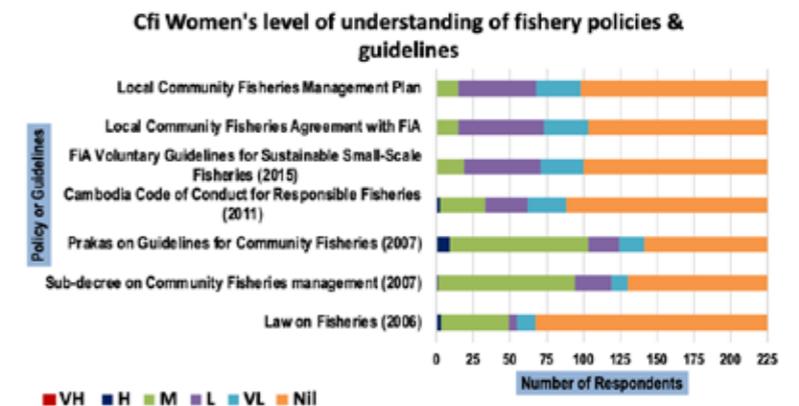
Information was sought from Cfi women about their level of understanding of 7 fishery policies or guidelines pertaining to fishery management in Cambodia (see Figure 5). Respondents indicated a large degree of uncertainty about the content of these documents. Those who indicated knowledge of the existence of these documents rated their understanding as medium, low, or very low.

Figure 5: Cfi Women's level of understanding of fishery policies & guidelines



Cfi women also rated their beliefs about the impact of 7 environment issues that could potentially impact on the sustainability of their Cfi and livelihoods as noted in Figure 6 below. Although there was a spread of beliefs about the impact of these factors, with a minority rating them of potentially high impact, respondents generally seemed to believe that the impact of these environmental issues was medium to low, and there was also as a considerable degree of uncertainty about potential impact.

Figure 6: Cfi women's beliefs about the impact of environmental issues on their Cfi



6.7

LEVEL OF SELF-CONFIDENCE AND PERSONAL EFFICACY

41.9% of national, provincial, district, commune and CSO respondents (with 46% of these being women respondents) believed that women’s lack of self-confidence was a significant barrier to Cfi women’s membership of Cfi Management Committees and capacity to hold leadership roles. In confirming this barrier, Cfi Committee leaders and members indicated the qualities and attributes expected from Cfi committee members which they believed include good character reputation (65.2%), strong commitment and willingness to serve (60.9%), team and planning skills (56.5%), literacy skills (43.5), communication skills and confidence (30.4%), policy awareness (30.4%), capacity to confront illegal fishers (26%), understanding of Cfi operational rules (13%) and being physically capable (8.7%).

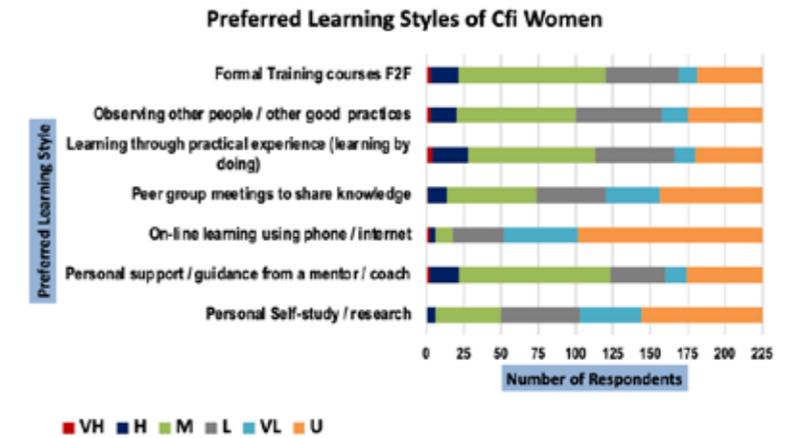
Cfi women respondents themselves generally indicated very limited desire to hold Cfi leadership / management roles, or high levels of uncertainty about holding such a role.

FEMALE CFI MEMBERS’ DESIRE TO HOLD A CFI MANAGEMENT COMMITTEE LEADERSHIP ROLE

Very High	High	Medium	Low	Very Low	Unsure
2.2%	9%	9%	7.6%	15%	57%

A limited number of women were interested in a fishery committee role because they believed that they lacked knowledge, were busy with their livelihood, earned very low benefit and really needed the income because they were a debt or required fiancé for their children’s education. Cfi women were also asked about their preferred learning styles in order to identify any preferences that may apply to these women Cfi members and the implications such preferences may have for future training (see figure 7). While no clear learning style emerged across the group, those that seemed most popular included formal F2F training courses, observation of good practices, learning through experience and personal support from a mentor / coach. The lower interest in on-line learning and personal self-directed learning aligns with other findings in this study that highlight this group’s lack of technology skills and low literacy skills.

Figure 7: Preferred learning styles of Cfi women



6.8

LEVEL OF GENDER, DISABILITY AND ETHNIC DISCRIMINATION

77.4% of provincial, district, commune and CSO respondents believed that discrimination in any form was low to very low within their communities. However, in terms of gender equity in domestic responsibilities in particular, Cfi Committee leaders and members indicated a strong bias against women.

GENDER EQUITY IN MANAGING THE DOMESTIC RESPONSIBILITIES OF COMMITTEE MEMBERS

Issue	Response	% of respondents
Greater difficulty for women	The dual tasks of committee membership and livelihood/domestic responsibilities are more challenging for women because women are more likely to accept the greater share of the multiple tasks of domestic work including childcare.	60.9%
The dual tasks of committee membership and livelihood/domestic work are the same for women and men	The dual challenges of committee membership and livelihood/domestic duties are the same of male and female CFI committee members.	39.1%

6.9

LEVEL OF TECHNOLOGICAL COMPETENCE

A minority (25.8%) of national, provincial, district, commune and CSO respondents believed that the low level of technological competency was a high barrier to Cfi women's management committee membership and leadership. A further 51.6% of these respondents saw this issue as a medium barrier. However, 100% of Cfi Committee leaders and members indicated that phone technology was used by Cfi Committees for general communication for reporting on illegal fishing, photographing and sending the photos via Messenger or Telegram to FiA authority at commune and/or district level 21.7% indicated the use of Facebook. Similarly 21.7% of members noted the use of high frequency radio for communication on patrols. It was suggested that only some Cfi Committee members are able to use a computer and functions of a smart phone such as Group Telegram and Zoom and these are no data storage systems in use and 34.8% indicated that Management Committee used no computers at all. The large majority of Cfi Leaders (82.6%) indicated that technology use in the form of computers was not required. Cfi women respondents also indicated a high use of mobile phones (not Smart phones) but almost no use of other technologies. Two respondents indicated that they borrowed a mobile phone from a neighbour when required.

FEMALE CFI MEMBER USE OF TECHNOLOGY

Mobile phone	Computer (Laptop)	Tablet	Other	Nil
90.7%	1.3%	0%	1.8%	17%

The low level of technology use was also influenced by the low level of training undertaken by Cfi women to support their livelihood development and possible future Cfi committee membership.

FEMALE CFI MEMBER TRAINING UNDERTAKEN OVER THE LAST 2 YEARS

Agriculture, farming, or fishing	Leadership / management of Cfi	Technology (internet)	Business skills (financial management)	Gender equity / Women's rights	Other	Nil
26.2%	2.2%	0%	9.3%	13.3%	1.8%	66.2%

6.10

EDUCATIONAL ATTAINMENT AND QUALIFICATIONS

Only 19.4% of national, provincial, district, commune and CSO respondents saw education attainment and qualifications as a high barrier to Cfi women's management committee membership and leadership opportunities, and a further 45.2% of these respondents believed it to be a medium barrier. Cfi leaders generally indicated that educational qualifications were not a requirement of Cfi Management Committee membership. The majority had completed all or part of their primary education and a minority had completed part of their secondary education. It was pointed out that community members with higher education qualifications were not likely to want to serve as Cfi committee members and were more likely to seek employment elsewhere. The only requirement was the need to read and write in Khmer. A small minority (about 17.4%) are unable to read and write in Khmer. Almost all Cfi Leaders (91.3%) believed that having an educational qualification would have no impact on the performance Cfi Committee members. The remainder believed that such an education would enhance the ability to read and write Khmer language and handle the Cfi tasks and may assist members to perform their roles and responsibilities smoothly. 83.6% of Cfi women respondents had only completed primary school and only 4% had completed Grade 10 or higher at school. Only one of the 225 Cfi respondents had completed a post-school qualification (TVET Certificate 1).

FEMALE CFI MEMBER GRADE REACHED AT THE TIME OF LEAVING SCHOOL

0 Nil school	1	2	3	4	5	6	7	8	9	10	11	12
41 (18.2%)	23 (10.2%)	32 (14.2%)	31 (13.8%)	26 (15.6%)	14 (6.2%)	21 (9.3%)	13 (5.8%)	8 (3.6%)	7 (3.1%)	5 (2.2%)	0 (0%)	4 (1.8%)

FEMALE CFI MEMBER POST-SCHOOL QUALIFICATIONS

TVET Cert 1	TVET Cert 2	TVET Cert 3	TVET Cert 4	Diploma / advanced Diploma	Bachelor or above	Other	Nil
0.44%	0%	0%	0%	0%	0%	0%	99.56%

6.11

BREADTH OF EXPERIENCE IN OTHER CONTEXTS AND ORGANIZATIONS

A minority (35.5%) of national, provincial, district, commune and CSO respondents believed that breadth of experience was a high barrier to Cfi women's committee membership and leadership and a similar percentage of respondents believed it to be a medium barrier. Cfi Committee leaders and members described the following processes that were in place to provide such experience for Cfi committee members.

PROCESSES TO INFORM CFI COMMITTEES ABOUT DEVELOPMENTS IN OTHER COMMUNITY FISHERIES

Issue	Response	% of respondents
Exposure visits	Cfi Committee members visited CFIs in Siem Reap, Koh Kong Kampong Chhnang and Banteay Meanchey to learn about protecting conservation areas, raising parent fish and eels, leadership and management, waste management, self-help groups, environmental pollution and to share good practices	34.8
Reflection meeting & workshops	Bi-annual sharing/reflection meetings at district and commune level facilitated by the provincial FiA for Cfi members to learn about other Cfi developments result through relatives sharing information when they visiting each other.	30.4%
Networking	Network meeting at the commune and provincial level.	26%
Limited information or no initiatives	Currently limited information from FiA/khan about other CFIs performance.	17.4
Observation	Informal observation of local practices.	13%
Trade fairs	Trade fair to show fishery products.	4.3%

However, it was clear that Cfi women respondents had limited exposure to other cultural contexts with their most likely experience being travel to other provinces and this experience applied only to 40% of respondents.

FEMALE CFI MEMBER BREADTH OF DISTRICT, PROVINCIAL NATIONAL AND INTERNATIONAL EXPERIENCE

Other districts	Other provinces	Phnom Penh	One other country (e.g. Thailand)	More than one other country	No travel outside of district
20%	40%	11.6%	16.9%	0.44%	43.6%

6.12

COMMUNITY CULTURE AND BEHAVIOUR EXPECTATIONS

A minority (22.6%) of national, provincial, district, commune and CSO respondents believed that community cultural expectations posed a high barrier to Cfi women's management committee and leadership opportunities, and a further 38.7% believed this factor to be a medium barrier. Cfi Committee leaders and members believed that there was no overt gender discrimination towards women in terms of committee membership, but noted that the community generally was of the view that some roles, like patrolling illegal fishing, was solely a male domain.

COMMUNITY ACCEPTANCE OF MALE AND FEMALE CFI COMMITTEE MEMBERS

Issue	Response	% of respondents
Gender equity exists with Cfis	Male and female Cfi Committee members who have the knowledge and skill to work for the Cfi community are equally valued within their Cfi committees.	97%
Community members believe patrols are a male only activity	Belief that the community people vote mostly for men to be members of the Cfi Management Committee because community members (including women) believe men are more physically capable than women to perform illegal fishing patrol work.	34.8%

6.13

SUMMARY OF KEY FINDINGS

1.	Women accept a major responsibility for domestic work (washing clothes, cooking, child care, household cleaning).	Average of 71.1% of responsibility for washing clothes, food preparation, cleaning and child care.
2.	Women have a low “presence” in community committees and therefore do not contribute to community decision making in an equitable way.	Average 3.4% of women involved in community committees.
3.	Women have a low number of elected positions of Cfi Management Committees.	There was an average of 13.7% female membership within the 23 Cfi Management Committees participating in the study.
4.	Women’s desire to serve in a Cfi Management Committee role is very low despite their high membership rate and duration of membership.	Only 3.1% of women with a high or very high desire to seek a Cfi Management Committee role. 96% of women hold general Cfi membership 81.3% of women have at least 5 years membership.
5.	Women rarely hold the positions of Cfi Committee Leader or Deputy Leader based on the premise that these two positions have a major role in patrols against illegal fishing.	There were 2 (8.7%) women interviewed holding Cfi Management Committee Leader or Deputy Leader positions.
6.	Most women had limited formal school education.	18.2% of respondents had no formal school education. 66% of respondents had complete primary education (Grades 1-6). 12.4% of respondents had complete junior secondary education (Grades 7-9). 4% of respondents had completed senior secondary education (Grades 10-12)
7.	Women have experienced limited training in key skills associated with Cfi Committee membership.	33.8% of respondents have completed training associated with Cfi and livelihood activities.

8.	Women’s existing knowledge and skills relating to their current livelihoods and domestic responsibilities are largely unrecognized and unrewarded.	Only 0.44% (one respondent) of respondents had a formal vocational qualification. Women have 81.8% responsibility for domestic household duties & 60.4% responsibility for child care responsibilities. 29.8% of respondents were caring for at least 4 children as part of their domestic role. 33.8% of respondents have less than 3 children at home and 30% do not have any children at home.
9.	Women are not equally represented in the 20-25% of Cfi members selected to vote at Cfi Management Committee elections.	While in smaller communities all Cfi members may be invited to participate, there is no process in place to ensure gender equality when only a proportion of Cfi members are selected to vote.
10.	Women indicated a low belief in the impact of environmental issues effecting their livelihood and health wellbeing.	Only 15% of women respondents rated the impact of issues including climate change, poor policy implementation illegal fishing, water pollution and flood plain destruction as high or very high.
11.	Women have limited knowledge of the MAFF/ RGC policy and guidelines pertaining to the fishing industry	Only 6.7% of women respondents indicated a high to very high understanding of key MAFF/ RGC/FiA policy guidelines.
12.	Women’s use of mobile phone technology for communication is high but use of computer technology is low.	90.7% of women respondents use a mobile phone as part of their business and domestic responsibilities and only 1.3% use computer technology.
13.	Isolated women, particularly from IDP 1 & 2 families, are limited in their ability to seek candidature for, and hold if elected, Cfi Committee roles due to travel expenses, livelihood requirements and inability to gain access to the appropriate means of travel.	51.6% of women rely of boat transport and 27.6% of women live at least 6km from the Cfi meeting location.
14.	Women have limited livelihood options and earn a limited income from these livelihood activities.	84.4% of women run a small household business and 70.7% of women respondents earned USD 200 or less per month from this business.

7

REVIEW OF THE GALS PROCESS FOR ITS VALUE TO THE PROJECT

The GALS process claims the capacity to strengthen the value chains of production by reviewing traditional assumptions about value, decision making, markets, labour and resources and seeks to reduce the inter-personal conflict and distractions. The analysis below seeks to assess the degree to which this change process could be applicable to the Cfi context within this study.

GALS ASSUMPTIONS AND UNDERLYING BELIEFS	CFI STATUS
Gender equity is a significant barrier to livelihood development / socio-economic improvement.	While there was no overt discrimination against women's livelihood development, women in this study had less time to devote the livelihood activities due to them bearing a large proportion of domestic responsibilities.
Participants in the GALS program have the time to devote to the change process.	Women from IDP 1 & 2 households and living at a distance from a central location have limited time to participate in a formal GALS program as ongoing livelihood commitments are their top priority.
There is a need for a structured intervention to initiate change in gender relationships.	Community attitudes towards gender roles were consistent across the communities visited and these reflected the view that there were clear gender distinctions associated with some Cfi Committee roles. An intervention that questions paternalistic attitudes may assist in addressing these gender assumptions.
Cultural change is a complex and long-term process	The existing systems have been in operation since the commencement of the Cfi model and it will take some time for cultural change to occur that realises the socio-economic benefits of gender equity.
The achievement of goals is dependent upon a personal, followed by a collective, vision for the future.	There was limited evidence that a long-term vision for the Cfis participating in the study existed that would build a sustainable future, even though Cfis themselves were interested in learning from successful models within other provinces and had undertaken a range of training programs. At the individual level, women participating in the study lacked knowledge on policy and environmental issues and were very focused on daily living.
Targeted communities have a problem that they are not able to resolve themselves without external intervention.	The Cfi Management Committees participating in the study were dependent upon limited government (FiA) financial support and were depended on NGO funding for equipment and training to enable them continued functioning. Lack of education, knowledge and skills is also an issue that requires external support to initiate change.

GALS ASSUMPTIONS AND UNDERLYING BELIEFS	CFI STATUS
Inappropriate male behaviour is the major cause of family dysfunction and associated poverty.	The issue of domestic violence or other male-oriented antisocial behaviour was not addressed directly in the study and no specific issues associated with this emerged. However, it was apparent that some husbands exercised control over their wives in terms of their domestic roles and freedom to serve in Cfi Management Committees.
Women generally experience greater levels of socio-economic disadvantage than their male counterparts.	Women in the study were mainly engaged in low-earning, small family businesses as well as farming and fishing occupations to support their husband's fishing livelihoods.
Women do not have access to appropriate learning technologies.	Women in the study had limited access to technology over and above mobile phones, which were capable of only basic communication functions.
Women have less educational / training opportunities than their male counterparts.	The education qualifications of women participating in the study were predominantly primary school level which was similar to the education that Cfi members generally had achieved. Low Cfi committee membership meant that less women could avail themselves of training opportunities that such membership offered.
There are strong, traditional cultural assumptions that are biased against women's economic empowerment.	There was the assumption that women ought to manage all, or most, domestic responsibilities and child care and play a supportive role in family livelihoods and that their time ought to be spent on these activities.
Women have less opportunity to hold family and community decision making roles.	There were only 2 women holding positions of Cfi Management Committee Leader within the Cfis participating in the study, thus limiting women's power to influence decision making. One Cfi female leader noted that she had been selected due to her experience in the community and working with an NGO that supported poor/vulnerable women and children in the community. Most community people knew her and recognized her abilities and experience. It is likely that the other female leader was elected for similar reasons. – i.e. reputation of community work.

Alignment with preferred learning styles

While there was no clear learning preference/s emerging from the study among women participants, there was at least medium interest in formal training, observation, practical experience and mentor guidance, which all seem to align with the GALS interactive approach.

Adaptability to technology

Given the ongoing COVID restrictions, the isolation of many women, and the difficulties of water transport at least in the wet season, the use of technology in training or education would seem to be essential. However, it is not clear how the GALS training process, which is predominantly face to face, could be implemented within these communities in its current format.

Relevance to the learning needs of Cfi women

The philosophy underpinning the GALS approach with its low dependence on literacy, its community focus and use of visualisation and existing skills seems relevant to the needs of the communities visited with the study.



ITS ADVANTAGES COULD INCLUDE:

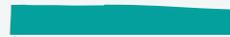
- The visualisation of the various stages of the change process to enable the "big picture" to be conceptualized and the highlighting of the complexity of the change process
- The comparison of male and female views on the existing situation and vision of the future to address differences and identify common ground
- The capacity to promote a shared understanding of a situation and to promote discussion / dialogue of the current situation and the desired situation
- The promotion of aspects of leadership such as collaborative learning, visioning, reflection and communication
- Its predominantly verbal nature, relative simplicity and limited dependence on literacy skills
- Its potential cultural adaptability to different contexts



ITS LIMITATIONS COULD INCLUDE:

- The need for predominantly face to face meetings which are difficult during COVID
- Its long term timeframe and time required of participants
- The need for a workable, feasible plan to achieve the vision
- The possibility that the vision may be idealistic and difficult to achieve
- The need for adequate resources to support the process that may not be available within the community
- Its achievement of short-term change only, with the initial enthusiasm waning if immediate results are not forthcoming
- Its dependence on a skilled facilitator
- The need for considerable sustained emotional and intellectual commitment to a long term goal
- The existence of a concrete community innovative income-generating activity / industry to align with the GALS process to maximize commitment and potential tangible benefits

8



CONCLUSION

The study found that all eleven potential barriers to women's leadership and decision making participation in the Cfis targeted within this study existed to varying degrees, but that domestic responsibilities, family socio-economic requirements, level of policy knowledge and level of personal self-confidence and efficacy were key barriers.

In terms of gender equity across the Cfis visited during the study, the goal to achieve gender equity within MAFF was not being achieved. Women's leadership was generally perceived as being the fulfillment of minor roles in Cfi management such as "cashier" or "educator" and women were not engaged equally in the decision making process. Women's empowerment does not exist within the formal Cfi structure or externally to this structure either. The existing management structure of Cfis seems to reflect a male-oriented leadership paradigm based on the assumption that men and women ought to have specific designated roles based on gender differentiation – with men taking on what is described as the risky role of illegal fishing patrols, while women are designated with "safer" roles like cashier and educator.

The positions of Cfi Leaders / deputy leader are held by those who receive the majority of votes in the election process, and these are inevitably male given that their role includes illegal fishing patrols. This notion of leadership seems to be broadly accepted within Cfis by both male and female members, but it not clear

why this role needs to be linked with committee leadership. i.e. if Cfi committee leadership is aligned predominantly with a "male" defined role, then the gender balance in Cfi committee will remain very one-sided.

Women interviewed generally indicated a lack of awareness, or low knowledge, of environmental issues but this level of knowledge may be underestimated and their responses may need to be interpreted with some caution. Women's potential role in combatting illegal fishing, for example, may be under-estimated. They may have a much stronger complimentary role to the "patrolling" strategy which is clearly necessary but in itself seemingly ineffective. Women themselves are likely to be aware the scope of the illegal fishing problem and, in fact, some may be involved themselves. Collectively, women need to be encouraged to make a stand on this issue in order to reduce its prevalence. Women's apparent silence on key environmental issues contributes to the ongoing environmental challenges and it would seem that all community members have the shared responsibility to maintain the integrity and sustainability of the fishing industry on which they depend. Leaving this role to small and under-resourced volunteer Cfi management committees may be an inadequate response to the issues being faced.

The GALS approach to address inequity associated with socio-economic gender has a place in positioning women's knowledge, skills and capabilities on an equal footing with their male counterparts to enhance the quality of their economic enterprises and in developing industry alignment with the green economy. However, the issue of women's time may need to be addressing prior to, or simultaneously with, any such intervention and that financial support may need to be utilized to compensate for lost incomes at least at the beginning of any such initiative.

9

IMPROVEMENT

9.1

LESSONS LEARNT

Reflective analysis of what emerged from the baseline study.

There did not seem to be a consistent and complete database relating Community Fisheries personnel at any level across the key organizations. Often data on who these personnel were was outdated and there did not seem to be any clear responsibility for the update and maintenance of such a data base. This required the consultancy team to establish this database in order to initiate the evaluation.

There was considerable variation of the views of the key stakeholders groups (i.e. provincial/district/commune administration, CFI leadership/committee members and Cfi women general members) in the study on similar issues. While such variation may be expected, it also may reflect a lack of communication among these interest groups or a lack of understanding of the real situation facing Cfis in Tonle Sap.

9.2

RECOMMENDATIONS

It is recommended that Oxfam:

- 1 Provides travel support for women CFI Committee members who are IDP 1-2 or live a significant distance from the central location to enable them to participate in meetings on a regular basis and reduce the likelihood of committee resignation.
- 2 Works with Cfi groups to directly address the assumption held by both men and women on the of role that women ought to hold in Cfi committees and review role statements to ensure gender equity in all Cfi positions.
- 3 Strengthens the skills sets associated with women's livelihood activities in order to recognize existing knowledge and skills and to promote higher skills and knowledge acquisition in order to enhance the quality of such enterprises.
- 4 Identifies the women who have expressed a high desire to hold Cfi Management Committee roles and provide an individualized training / education / mentoring program to prepare these women for candidature, to enable them to build the required knowledge and skills, and to enable the required community relationships and initiatives to be formed that would enhance their election chances.
- 5 Strengthens the literacy and technology skills of all Cfi Committee members to promote shared learning and information exchange with and among Cfi committees and equalize the capacity of male and female committee members in the community development process.
- 6 A greater focus on literacy training for Cfi women who are interested in Cfi Committee leadership roles. While there was a general view held by most CFI leaders that educational qualifications were not a leadership requirement for men or women, the ability to read / write for reporting requirements was seen as a requirement for such a leadership role.
- 7 Raise the awareness of Cfi women of the climate change issue. Women respondents either were unaware of, or underestimated, its importance and potential significant impact on their current and future livelihoods.

- 8 Encourages greater gender equity in the Cfi Management Committee election process by ensuring that the 15-30% of selected voters are equally represented by female and male community members. It seems that, in most cases, it is not viable for the whole community to be involved in the process of voting for a new Cfi Management Committee every five years (too difficult to reach all prospective voters). So 15-20% of Cfi members are selected to participate in the voting - however, there was no clear indication that 50% of these selected voters are women.
- 9 Encourages Cfi women to collectively address illegal fishing from a different perspective that is complementary to the current patrols. A united voice against such practices could be a starting point. This could also be a way to promoting alternative leadership roles given that Illegal fishing is everyone's issue, not just the patrol members. Women in the study seemed indifferent to, or at least uninformed about, the negative illegal fishing is having long-term livelihoods and were not contributing in an identifiable way to addressing this issue.
- 10 Initiates an analysis of women's domestic time allocation takes place to ascertain factors such as the scope of activities undertaken by women, activity locations, the duration of each activity, the frequency of activities and the percentage of time devoted to paid activities, unpaid activities, individual tasks, shared tasks (with family member/s or other community members. This could be the basis for more productive household and livelihood outcomes and create opportunities for women's learning and development.
- 11 Undertakes a skills assessment of selected women who run their own small business against desired skills for green business entrepreneurship, then develop a skills set, or skills sets, to which these women could aspire and formally recognize the achievement of these new skills and competences. This skills set training could be undertaken using a "community based" training model in partnership with a Provincial or Regional Training Center (MoLVT), or through NGO recognition of achievements. Such an initiative may also contribute to the building of self-confidence and efficacy that seem to be lacking in a significant proportion of the women participating in this study.

10

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11

ANNEXES

11.1

BASELINE STUDY TOR

TERMS OF REFERENCE

CAPFISH/FOSTER

GENDER BASELINE STUDY OF COMMUNITY FISHERIES FOCUSING ON WOMEN'S LEADERSHIP

WESTERN TONLE SAP REGION

Oxfam is committed to preventing any type of unwanted behaviour at work including sexual harassment, exploitation and abuse, lack of integrity and financial misconduct; and committed to promoting the welfare of children, young people and adults. Oxfam expects all staff and volunteers to share this commitment through our code of conduct. We place a high priority on ensuring that only those who share and demonstrate our values are recruited to work for us.

NAME	CAPFISH/FOSTER Lot 1 (Western Tonle Sap Region)
Contract type	Consultancy
Geographical coverage:	Cambodia (Western Tonle Sap) Siem Reap, Battambang, Banteay Meanchey
Consultancy term	November 5, 2021 ----- January 30, 2021(Final)
Reporting to	Capfish/Foster PMU IGE Program Manager – Oskar Haq OIC WEE Coordinator – Chhignim Kouch
Office/Station	Cambodia

THE ORGANIZATION

Oxfam is an international confederation of 19 organizations networked together in 97 countries. As part of a global movement for change, we are working together to end world poverty and injustice. We work with thousands of partners in countries around the world, and employ staff in a wide variety of posts. We work directly with communities and we work with the powerful to enable the most marginalized to improve their lives and livelihoods and have a say in every decisions that affect them.

THE PROJECT

The Capfish/Foster program is a three-and-a-half-year program funded by European Union Delegation (EUD). The project focuses on improving the resilience, productivity, and socio-economic conditions of fishing communities as well as the ecological sustainability of the Tonle Sap Biosphere Reserve (TSBR) through community-centered interventions that improve access to safe water and sanitation through sustainable sanitation and water solutions like Handy Pods (HPod), Water Kiosk (WK)1 and eco-waste management services, enhance education opportunity and quality for vulnerable and poor girls and boys with increased availability and accessibility to education to successfully transition through school, and facilitate the development of sustainable alternative livelihoods. In addition, the Green Economy component of the project creates sustainable livelihoods and employment opportunities in three sub-sectors – eco- tourism, solar energy and sustainable agriculture – through interventions that create income sources while reducing environmental pressures on the TSBR.

The project is the result of collaboration of a **Consortium of 15 organizations** with Oxfam as lead for the Western region and consists of local and international non-governmental organizations, social enterprises and leading businesses which bring together diverse expertise, best practices and tested technologies developed in over 40 years of development interventions in Cambodia. The Consortium partner's with their long term programmatic engagements in the target areas of the TSBR, drawing on community organizational structures and linkages with government institutions local networks include **Aide et Action (AEA)** in the **education components** of the project, coordinating with Buddhism for Social Development Action (**BSDA**), The Kampuchea Action for Primary Education (**KAPE**), and Operation Enfants du Cambodge (**OEC**), Teuk Saat 1001 (**TS**) and Wetland Works (**WW**) in the **WASH** component . The **green economy component** led by Oxfam and **FACT** supports fishing communities in creating community based enterprises in rice farming

(implemented by **Sansom Mlup Prey -SMP**), solar energy (**Okra Solar**), fish processing and horticulture (**FACT**), NTFPs (Culture and Environment Preservation Association-**CEPA**), and eco-tourism (**FACT and The Pavilion/ MADDs. Oxfam** coordinates on **cross-cutting activities**, promoting gender equality, disability-sensitive approaches, and biodiversity protection, in collaboration with the Cambodian Disabled People's Organization (CDPO) and the Wildlife Conservation Society (**WCS**).

PROJECT OBJECTIVES

Oc1 will address **WASH** needs

Oc2 will support **pre-primary, primary and lower secondary inclusive education**

Oc3 will foster a **green economy** by strengthening skills of CFI members and creating an enabling environment for community entrepreneurship and investment in eco-tourism, sustainable agriculture, and renewable energy, and supporting community led- led green businesses through profit sharing agreements and access to technology.

LOCATION/ TARGET GROUPS

The project is being implemented in the 3 provinces that surround the West TS -Banteay Meanchey, Battambang, and Siem Reap - in 8 districts, 32 communes, amongst communities with high poverty levels and strong dependency on fishing in the flooded forest area of the TSBR, including floating habitations that are generally mobile as well as habitations that are fixed and surrounded by waters during several months. The project's target group consists of 14,317 members of Community Fisheries (Cfis) (45% women), 19,587 children, 4860 teachers and school support staff, 205 LAs from Commune Councils (CCs) and 45 from District Administration (DAs); and 3 private sector actors from food value chains, renewable energy and ecotourism.

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CONSULTANCY OBJECTIVES & SCOPE OF WORK

PURPOSE:

The purpose of this consultancy is to provide a "baseline" and an in-depth understanding of the current demographic and a needs assessment on Women's Leadership (WL) among 200 selected women across 3 target districts of Battambang, Siem Reap and Banteay Meanchey involving the 32 CFIs targeted for the Capfish/ Foster Project.

The result of this baseline study will help Oxfam have a clear picture of the gaps that exist and to review and simplify and or customize Oxfam's existing Gender Action Learning (GALS) tools and framework and establish the relevant benchmarks to provide Women's Leadership training through Oxfam's various Gender Tools and Modules to best support the needs of the women in the targeted communities.

NOTE: Oxfam will share the list of CFIs/ Location with the consultant

OBJECTIVES

- 1 To assess the current level of knowledge, attitude, and practices (KAP) of the 500 women in 32 CFIs towards women's leadership at 3 levels Individual, HH and Community (Community Fishery)
- 2 How is women's leadership perceived and defined in the context of CFIs (Community Fisheries)
- 3 Enabling Factors/ Disabling Factors in terms of women's leadership
- 4 Review GALS/GRM/GMM - Oxfam's Gender/WEE Framework/ Tools/Modules.
- 5 Identify challenges for women in CFIs and Training and Vocational needs to address those challenges in relation to Oxfam's tools and modules.

Baseline Research Questions ---

- 1** How is Women’s Leadership perceived at the Community Fisheries in the Western Tonle Sap Region in the 32 CFIs at an individual, HH and Community level
- 2** What are the enabling and disabling factors for women to be in the leadership role in the CFIs in relation to the matrix below:

Barrier	Cultural norms	Too few female foresters in management positions	Perception of forestry as a male profession	Lack of women’s representation	Lack of financial commitment	Lack of awareness by men	Inadequate gender disaggregated data	Lack of recognition for women as stakeholders
Best Practice								
Ensuring women’s representation and participation								
Supportive facilitation for women’s participation								
Skills building								
Gender disaggregated analysis and planning								
Labour saving and time reducing technologies								
Diverse types of women-only groups								
Women in networks and federations								
Female leadership and champions								
Equitable benefit sharing								
Enterprise development and access to finance.								

METHODOLOGY

The study will use a combination of quantitative (questionnaire, survey etc.) and qualitative (focus group discussions, case studies etc.). The detailed methodology of the baseline research will be designed by the consultant in a participatory and consultative manner with Oxfam Capfish/Foster management team, M&E Coordinator and staff and partners in the community who have access to the CFIs. Below is a proposed method for the study

DOCUMENT REVIEW

- Oxfam Documents/publications in relations to Gender/WEE Tools and Modules (GALS, GRM.GMM, GEM)
- ([https://www.oxfamnovib.nl/Redactie/Downloads/English/publications/150115_Practical %20guide%20GALS%20summary%20Phase%201-2%20lr.pdf](https://www.oxfamnovib.nl/Redactie/Downloads/English/publications/150115_Practical%20guide%20GALS%20summary%20Phase%201-2%20lr.pdf))
- <https://policy-practice.oxfam.org/keyword/gender-training/>

- Any existing research on Cambodia Community Fisheries in the TSBR in relation to Gender
- Any publication by the GRC Government policy/laws relating to the economic empowerment of women, such as Neary Rattanak 4, Cambodian Gender Assessment, Economic Empowerment of Women related policy document at MOWA, including program-based approach

SURVEY

200 selected women from 3 Provinces and 32 CFIs will participate in the baseline survey. The consultant will develop questionnaire(s) to capture qualitative responses against Oxfam indicators (Women’s Leadership) of the 200 selected women, measure the indicators and identify their training needs with respect to the goal, outcomes, and outputs of the project. The questionnaire(s) must include questions that identify general demographic information about women, which can be used for future monitoring and evaluation purposes. The questionnaire(s) must be submitted to Oxfam for review before use.

KEY INFORMANT INTERVIEW (KII) + FOCUS GROUPS + CASE STUDIES

Some Key informants can include Oxfam staff and partners especially the partners operating in the locations selected

FGD will need to be done with at least 25 women and their families to understand their practices, understanding and attitude towards women’s leadership

At least 3 case studies will be developed to give Oxfam Project a better sense of what the baseline Outline of the Report

DELIVERABLES:

OUTLINE OF THE REPORT

The Baseline report should contain the different elements mentioned below. All parts should be clearly distinguished from each other and of sufficient quality.

- Cover page
- Table of contents
- An executive summary that can be used as a document. It should include the major findings of the BASELINE and summarize conclusions and recommendations.

- The objectives of the BASELINE
- Methodology: A justification of the methods and techniques used (including relevant underlying values and assumptions, theories) with a justification of the selections made (of persons interviewed, villages or activity sites visited).
- Findings and the analysis there of (including unexpected, relevant findings). All research questions should be addressed, paying attention to Women's Leadership in CFIs
- Conclusions, which will analyze the various research questions. Conclusions will have to be derived from findings and analysis thereof.
- Recommendations should be clearly related to conclusions but presented separately. Recommendations should be practical and if necessary be divided up for various actors or stakeholders and include guidelines of how they can be implemented.
- Annexes (1) List of people interviewed, Tools used for the study, References, 3 case studies with photos

The Baseline report will be:

- Produced in English language and should be simple in expression and easy to understand. Maximum of 50 pages with some short annexes.
- The report format and text should be an A4 paper size and a legible font (e.g., Times New Roman 11). The team will be liable to submit at least 01 hard copy and 01 electronic copy of the report by the agreed deadline and 1 PPT (Summary)

TIMELINE, MILESTONES, & EXPECTED DELIVERABLES – TIME / QUANT/ QUAL

TIMELINE	DELIVERABLE	REVIEW / ACTION
October 25, 2021	Present the concept/ Proposal/ with schedule, location, Questionnaire	CAPFISH/FOSTER + Other Oxfam Projects
December 5, 2021	Conclude Information Collection and present findings to Oxfam	CAPFISH/FOSTER + Other Oxfam Projects
January 10, 2022	First Draft to Oxfam	CAPFISH/FOSTER + Other Oxfam Projects
January 20, 2022	Additional Data and Review as needed	Feedback from Oxfam
January 30, 2021	Final Report	(can be extended by 5 days)

REQUIRED SKILLS AND EXPERIENCE

Vendor/Consultant should demonstrate experience in the performance of similar services.

- Knowledge and experience of working in Cambodia, specifically rural women's issues and in Community Fisheries
- 5 to 10 years of experience conducting baseline survey, research, evaluations, especially focusing on women's economic empowerment/gender/Women's Leadership
- Conversant with application of cross cutting themes like women's economic empowerment; political empowerment, livelihood development, vocational and agricultural training, gender analysis, GBV, along with Oxfam's Gender modules and tools.
- Experience in working with developing/reviewing gender training materials
- Demonstrable experience in practicing Participatory Rural Approach
- Skilled and experienced in research in rural areas within community fisheries
- Excellent analytical and report writing skills
- Experience in working with a volume of documentation to produce one succinct document
- Excellent spoken and written English, knowledge of Khmer an advantage

OTHERS

- Required to adhere to Oxfam's principles and values as well as the promotion of gender justice and women's rights.
- Understanding of and commitment to adhere to equity, diversity, gender, child safety and staff health and wellbeing principles.

KEY ATTRIBUTES

- Ability to demonstrate sensitivity to cultural differences and gender issues, as well as the commitment to equal opportunities.
- Ability to demonstrate an openness and willingness to learn about the application of gender/gender mainstreaming, women's rights, and diversity for all aspects of development work.
- Commitment to Oxfam's safeguarding policies to ensure all people who come into contact with Oxfam are as safe as possible.

ORGANIZATIONAL VALUES

- **ACCOUNTABILITY** — Our purpose-driven, results-focused approach means we take responsibility for our actions and hold ourselves accountable. We believe that others should also be held accountable for their actions.
- **EMPOWERMENT** – Our approach means that everyone involved with Oxfam, from our staff and supporters to people living in poverty, should feel they can make change happen.
- **INCLUSIVENESS** – We are open to everyone and embrace diversity. We believe everyone has a contribution to make, regardless of visible and invisible differences.

HOW TO APPLY

The applicant is expected to submit:

- Detailed proposal describing the previous work done in this area and afore-mentioned expertise
- A portfolio of previous work
- CVs of the relevant individuals and company profile
- Estimated budget for this assignment accompanied with a cost breakdown, showing days or hours spent (per relevant individuals involved) and the related fees (the consultancy fee should be mentioned in gross fee in US Dollars, which is subject to 15% withholding tax for resident tax- payer or 14% withholding tax for non-resident taxpayer). This fee should be inclusive of ALL considerations.

The applicant is expected to submit the application through the recruitment website: <https://career2.successfactors.eu/career?company=OxfamNovibP> by **October 25 h, 2021 at 23.59 GMT+7**.

For any questions, please write in to Oskar.Haq@oxfam.org prior to October 25th, 2021 at 23.59 GMT+7

Note : Consultant should be based in Cambodia

11.2

DEPARTMENT OF COMMUNITY FISHERIES DEVELOPMENT

DEPARTMENT OF COMMUNITY FISHERY DEVELOPMENT (CFDD)

The Community Fisheries Development Department was established after reforms in fisheries management policy in October 2000, with reference to Proclamation No. 084 BroKor Sor Kor Sor Bor dated 21st January 2001 by the Ministry of Agriculture, Forestry and Fisheries with the aim of building the technical capacity of the Department of Fisheries (DoF) in the area of arranging and managing Community Fisheries (CF) countrywide.

The reform of fisheries policy was an important event in the history of fisheries management in Cambodia. The government announced plans to reduce by more than 56% the total fishing lot areas nationwide, to enable local people to use and manage the fisheries resources in an effective, equitable and sustainable manner through active participation - especially those people depending on fisheries resources for their livelihood. The rationale for this wide-ranging reform included:

conflict between small-scale and large-scale fishing

the observation that local fishermen with small fishing grounds were struggling to maintain their livelihoods

many countries around the world had begun shifting their fisheries management strategy from a centralized approach to a participatory approach involving all local resource users.

In response to these reforms, the DoF, as a technical agency and representative of the Ministry of Agriculture, Forestry and Fisheries (MAFF), became committed to building its capacity to improve the quality and effectiveness of fisheries management and promote the successful establishment of Community Fisheries nationwide.

CFDD VISION

CFDD envisages the establishment of strong, self-reliant Community Fisheries throughout Cambodia that have equitable access to, and the ability to sustainably manage, fishery resources in partnership with capable and service-oriented staff from the CFDD and provincial fishery offices, thereby improving local community livelihoods.

CFDD MISSION

1. Creating and disseminating the legal framework (including guidelines, rules and regulations), and supporting law enforcement.
2. Defining the boundaries of Community Fisheries.
3. Accreditation of Community Fisheries.
4. Capacity building for Community Fisheries management.
5. Monitoring and evaluation of Community Fishery activities.
6. Research on Community Fisheries.
7. Conflict resolution and management.
8. Sustainable improvement and diversification of livelihoods of Community Fisheries.
9. Creating and supporting conservation areas.
10. Ensuring the strong participation of people in Community Fishery management.
11. Ensuring gender equity in all aspects of Community Fisheries.
12. Facilitate networking with relevant partners and stakeholders to support Community Fisheries.

CFDD MANDATE

As per the Proclamation on the organization and ongoing activities of the FiA, the mandate of the CFDD is stipulated as follows:

- Promote and facilitate the establishment and development of Community Fisheries.
- Prepare and develop a research network on Community Fisheries and related socioeconomic development.
- Facilitate fishery conservation area establishment in Community Fisheries.
- Facilitate the identification of community fishing areas, and conflict resolution in Community Fisheries.
- Cooperate and coordinate with relevant institutions, non-governmental organizations (NGOs) and communities in order to encourage and promote the strengthening and development of Community Fisheries.

ORGANIZATION

- Monitor and evaluate the implementation of Community Fisheries.
- Facilitate the preparation of Community Fishery documents (e.g. by-laws, internal rules, area agreement, management plan), and assist with Community Fishery registration.
- Perform other tasks as required by the FiA.

CFDD is headed by a Division-Chief and 4 Vice-Division Chiefs. In addition, there are several focal points in each section, with a nominated person responsible for the coordination of various topics.

General (Division- Chief)

The Division-Chief has an overall coordinating responsibility both internally and externally:

1. **Work Plan Creation and Implementation.** Work with Vice-Division Chiefs to develop an annual office work plan specifying work responsibilities for each unit and individuals; supervise and monitor the vice division chiefs in the implementation of their plans and ensure that activities are synchronized.
2. **Internal Advocacy:** Ensure that CFDD plans and activities are supported and coordinated with other concerned units in the Fisheries Administration especially the Provincial Units.
3. **External Advocacy:** Coordinate with NGOs and international organizations (IOs) who are currently working in the CF arena or will do so in the future, to maximize the use of available resources and avoid duplication of efforts, in consultation with the Collaboration and cooperation FP.
4. **Fund Sourcing and Resource Mobilization:** Collaborate with the FiA and donors on the development and approval of proposals for CFDD and CF activities.
5. **Coordinate CFDD focal points,** and ensure they provide suitable support to all sections of the CFDD.

Research and Development Section

The research and development sections main responsibilities are research and support for the development of CFs as listed below:

1. Promote and facilitate the establishment and development of CFs.
2. Plan, implement and manage research work on CFs and related socio-economic development.

3. Summarize research findings that can be used in the formulation of guidelines, e.g. on the definition of small scale and commercial fishing gears, harvest quotas, closed season for certain species, area zoning, etc.
4. Maintain an updated list of projects on CFs funded by NGOs and other donor agencies.
5. Formulate and implement plans on education and training of CFDD and Provincial fishery staff to improve their skills for CF management, in consultation with the Training, education and dissemination Focal Point (FP).
6. Ensure that due consideration is given to gender issues in CFs, in consultation with the Gender FP.
7. Support students in their thesis research related to CFs and sustainable livelihood approaches.

Legal and Registration Section

The legal and registration sections role is to facilitate the organization and development of CFs within the legal framework. Its responsibilities are described below:

1. Create and disseminate the legal framework, in consultation with the Training, education and dissemination FP:
 - Disseminate guidelines, rules and regulations related to CFs,
 - Support communities in the drafting of by-laws, rules and regulations for the development and management of the CFs,
 - Prepare guidelines and verify all proposed documents relating to the establishment and management of CFs.
2. Cooperate with CFs and other offices in the FiA to define appropriate boundaries for CFs.
3. Registration of CFs by defining and overseeing the process for the registration of CFs in collaboration with Provincial Units of the FiA and local government.
4. Cooperate to resolve conflicts in CFs in close coordination with the Monitoring and Evaluation section and appropriate local authorities.

Monitoring and Evaluation Section

The monitoring and evaluation (M&E) sections responsibilities are described below:

1. Monitor and evaluate CF activities:
 - Gather, review and summarize the regular reports on CF activities coming from the Provincial Fishery Offices,
 - Maintain performance indicators for CFs,
 - Establish, maintain and regularly update a database on Community Fisheries,
 - Report findings to FiA Director-General and the Ministry of Agriculture, Forestry and Fisheries (MAFF).
2. Work closely with the Research and Development Section and other partners that are involved in gathering research data on fish stocks etc., in ensuring that living aquatic resources are utilized in a sustainable way by the CFs
3. Document the occurrence of conflicts, determine their causes and work closely with the Legal and Registration Section and appropriate local authorities in the resolution of conflicts in CFs.
4. Provide mechanisms for CFs to report directly to the CFDD, especially in the case of problems/conflicts with Provincial Fishery Units.
5. Respond to requests for information.

Administration and Information Technology Section

1. Manage staff, office and resource scheduling.
2. Support the preparation of monthly financial records.
3. Maintain an office library.
4. Organize monthly office meetings.
5. Prepare and draft letters for CFDD undertakings.
6. Keeps a record of in-coming and out-going communication and follow-up letters which need to be signed within the ministry.
7. Purchase office stationery and other supplies.
8. Support office IT requirements, including training, and implement standards for IT procedures.
9. Support the Division -Chief and other Vice Division -Chiefs in other administrative matters as required.
10. Facilitate the electronic sharing of information in both Khmer and English.

Contact:

Mr. Lieng Sopa, Deputy Director, Department of the Community Fishery and Development.
 Tel: (855) 012 956 930
 E-mail: liengsopa@gmail.com

11.3

EVALUATION PROCESS AND TIMEFRAME

BASELINE STUDY LOGIC

DESIRED SITUATION AS A RESULT IF THE BASELINE STUDY

A clear picture of the gaps that exist in Cfi women’s leadership and the existence of benchmarks to provide Women’s Leadership training support in the targeted communities.

STEP 1: WHAT ARE STAKEHOLDER BELIEFS ABOUT THE BARRIERS THAT EXIST THAT PREVENT THE EQUAL PARTICIPATION OF WOMEN IN CFI LEADERSHIP AND MANAGEMENT?

Form 1: A semi-structured questionnaire to identify senior stakeholder beliefs about the need to address the 11 potential barriers in the model above by discussing each issue and rating each of them as Very High, High, Medium, Low or Very Low in importance to be addresses during the project.

On-line data gathering	On-line (phone, skype, ZOOM or other selected mediums) interviews either individually or in small groups to identify the barriers to women’s participation in Cfi management based on the 11 potential barriers described in the model above.	Senior national provincial, district, commune and NGO representatives of all partner organizations.	31
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Form 2: A semi-structured questionnaire used to identify Community Fishery Management Committee member beliefs about the potential barriers to women’s participation in Cfi management.

Provincial Fieldwork on location	F2F or on-line interviews (depending on their availability) in Battambang, Siem Reap and Banteay Meanchey will also identify the current situation of women’s participation in Cfi management based on the 11 potential barriers described in the model above.	CFi leaders (M=1 & F=1 from each targeted Cfi.	40
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STEP 2: WHAT IS THE CURRENT SITUATION OF WOMEN CFI MEMBERS THAT PROVIDE AN INSIGHT INTO THESE EXISTING GAPS / BARRIERS?

Form 3: A quantitative survey using Kobo Toolbox to assess the specific situation of up to 240 female members of Cfi organizations based on the 11 potential barriers but in more detail. The content of the survey will be influenced by the responses to Form 1 above. The survey will target 240 selected female Cfi members from across the 24 CFIs.

Provincial Fieldwork on location	F2F survey to assess the specific barriers being faced by female Cfi members themselves using a structured quantitative survey based on the 11 potential barriers but in more detail.	Up to 10 selected female members from each of the 24 CFIs.	225
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Step 3: What strategies could be put in place to address these barriers / gaps, and how can Oxfam’s Gender/WEE Framework/Tools/Modules be best utilized to address these gaps?

A review of the Framework and Tools in terms of their capacity to address the leadership development required for the targeted women based on the findings above.

This will be part of the document analysis of Oxfam’s policies and guidelines relating to the intended project that is undertaken prior to and after the field work.

Step 4: What are the implications for the project’s implementation is targeted provinces?

Presentation of findings to Oxfam	Presentation to Oxfam Project Managers and other stakeholders as appropriate
First Draft to Oxfam	Provided to Oxfam leadership team
Final Report	Provided to Oxfam leadership team

The intended timeframe for the study is as follows.

20-23 December 2021	Document analysis of Oxfam’s policy and guidelines relating to the intended project and submission of the Inception Report details the final method and data gathering instruments
10-12 January 2022	On-line (skype, ZOOM or other selected mediums) interviews either individually or in small groups with selected NGO partner organizations to gauge anticipated issues for the perspective of the NGO partners.
17-28 January 2022	Fieldwork in Battambang, Siem Reap and Banteay Meanchey including the surveys of selected Community Fishery women representatives, interviews with women household heads and undertaking case studies.
1-4 February 2022	Data analysis
9 February 2022	Presentation of findings to Oxfam
11 February, 2022	First Draft to Oxfam and review of the draft based on Oxfam comments and further input,
18 February, 2022	Final Report

11.4

PARTICIPANTS CONSULTED DURING THE STUDY

	NAME	M / F	POSITION	ORGANIZATION
1.	Bun Teang	F	District Consultative Committee for Women and Children (DCCWC)	Barkong District
2.	Chan Ratana	F	Deputy Director of Department of Community Fisheries & Development	CFDD
3.	Sam Pharith	F	Deputy District of Social well-being Affair for Women and Children	Siem Reap District
4.	Mean Vichet	M	Deputy District Administration	Mongkol Borey District
5.	Um Savath	M	Executive Director	FACT
6.	Thin Ny Sothy	M	Director of FiA Department Siem Reap province	Siem Reap Fia Department
7.	Tim Chanthath	F	Director of FiA Khan Siem Reap	Siem Reap Fia Department
8.	Thach Phannady	F	Deputy Director of Administration and Legislation (in charge of Gender and children), FiA	Fisheries Administration Department
9.	Touch Bunthorng	M	Acting Director of IFRDI	Inland Fisheries Research and Development Institute, Fisheries Administration.
10.	Ly Vuthy	M	Deputy Director	Community Fisheries Development Dept., Fisheries Administration
11.	Ouk Vibol	M	Director	Fisheries Conservation Department., Fisheries Administration
12.	Hong Hy	M	Director	Department of Administration and Legislation, Fisheries Administration
13.	Tak Vida	F	Deputy Director	Battambang Provincial FiA
14.	Chhoeuk Sao	M	Second Vice-Chief	Praek Norin Commune, Ek Phnom, BB
15.	Hang Sopheak	F	CCWC	Praek Norin Commune, Ek Phnom, BB
16.	Lonh Vuthy	M	Director	Banteay Meanchey Provincial FiA

	NAME	M / F	POSITION	ORGANIZATION
17.	Boeth Rith	M	First Vice Chief	Prey Chas Commune, Ek Phnom, BB
18.	Long Pheng	M	Commune Council member	Prey Chas Commune, Ek Phnom, BB
19.	Rann Sarom	M	Commune Admin. Assistant	Prey Chas Commune, Ek Phnom, BB
20.	Kaing Khim	F	Deputy General Director	Fisheries Administration, MAFF
21.	La Reaksmey	M	Commune Chief	Koy Meng commune , Mongkol Borei district , Banteav Meanchey province
22.	Ear Sarim	F	CCWC	Koy Meng commune , Mongkol Borei district , Banteav Meanchey province
23.	Um Nary	M	Commune Chief	Chong Khneih commune, Siem Reap District, Siem Reap Province
24.	Sok Plank	M	Commune Chief	Kampong Phluk commune, Barkong District, Siem Reap Province.
25.	Yim Sophally	F	Second deputy Commune Chief	Kampong Phluk commune, Barkong District, Siem Reap Province.
26.	Mil .SokongKea	F	Commune Chief	Kandek commune, Barkong District, Siem Reap Province
27.	Mel Sophal	M	District Governor	Ek Phnom, BB
28.	Hun Sotharith	M	First Vice Chief	Koh Chieang Commune, Ek Phnom, BB
29.	Phuoy Nakry	F	Commune Clerk	Sambour Commune, Mongkul Borei Dist. Banteay Meanchey (BMC)
30.	Pao Botra	F	Commune Council member	Sambour Commune, Mongkul Borei Dist. Banteay Meanchey (BMC)
31.	Sim Socheata	F	Mekong Water Resource Governance Program Manager	Oxfam
32.	Rean Ry	M	CFi Leader	Anlong Sandan CFI, Prey Chas commune, Ek Phnom District, Battambang province
33.	Lor Phirom	M	Deputy CFI Leader	Prek Teul CFI, Koah Chiveang commune, Ek Phnom district, Battambang Province
34.	Sok Art	M	Educator	Prek Teul CFI, Koah Chiveang commune, Ek Phnom district, Battambang Province

	NAME	M / F	POSITION	ORGANIZATION
35.	Hun Savy	M	CFi Leader	Bak Prea CFI, Prey Chas commune, Ek Phnom District, Battambang province
36.	Choub Sokhoeung	M	CFi Management Committee, Patrol team leader.	Thvang CFI, Koah Chiveang commune, Ek Phnom District, Battambang province.
37.	Phoung Sameth	F	CFi Cashier	Thvang CFI, Koah Chiveang commune, Ek Phnom District, Battambang province
38.	Kong Hann	M	Vice-Chief of Praek Trop CFI Committee	Praek Trop Village, Praek Norin Commune, Ek Phnom District, BB
39.	Roeun Sokunthea	F	CFi Committee Treasurer	Praek Trop Village, Praek Norin Commune, Ek Phnom District, BB
40.	Long Horn	M	CFi Committee Head	Koh Chiveang Village, Prey Chas Commune, Ek Phnom District, BB
41.	Rin Chanrith	M	CFi Committee Head	Ansorng Sork Village, Praek Norin Commune, Ek Phnom District, BB
42.	Chea Sarin	M	CFi Committee Head	Anlong Ta Our Village, Koh Chiveang Commune, Ek Phnom District, BB
43.	An Socheat	F	CFi Committee Secretary	Anlong Ta Our Village, Koh Chiveang Commune, Ek Phnom District, BB
44.	Chhin Narom	M	CFi Committee Head	Kampong Prahok Village, Koh Chiveang Commune, Ek Phnom District, BB
45.	Yeam Chin	M	CFi Committee Head	Peam Seima Village, Prey Chas Commune, Ek Phnom District, BB
46.	Nhoek Na	M	CFi Committee member in charge of Education	Peam Seima Village, Prey Chas Commune, Ek Phnom District, BB
47.	Touch Khorn	M	Village Chief	Peam Seima Village, Prey Chas Commune, Ek Phnom District, BB
48.	Kim Yoeung	M	Prey Chas CFI Committee Head	Prey Chas Village, Prey Chas Commune, Ek Phnom District, BB
49.	Mong Rithy	M	Chumteav Mao CFI Committee Head	Prey Chas Village, Prey Chas Commune, Ek Phnom District, BB
50.	Duch Thorn	M	Thmor Meanchey CFI Committee Head	Thmor Dorb Village, Sambour Commune, Mongkul Borei District, Manteay Meanchey Province
51.	Lun Vanny	M	Patrol team member	Thmor Dorb Village, Sambour Commune, Mongkul Borei District, Manteay Meanchey Province

	NAME	M / F	POSITION	ORGANIZATION
52.	Sum Rann	M	Chief of Sranal CFI Committee	Sranal Village, Sambour Commune, Mongkul Borei District, Manteay Meanchey Province
53.	Em Bun Theung	M	Vice-Chief of Sranal CFI Committee	Sranal Village, Sambour Commune, Mongkul Borei District, Manteay Meanchey Province
54.	Mut Seak	F	Treasurer of Kampong Phluk CFI Committee	Kampong Phluk CFI, Kampong Phluk Commune, Prasat Bakorng District, Siem Reap Province
55.	Chhuon Lan	F	Treasurer of Kampong Phluk CFI Committee	Kampong Phluk CFI, Kampong Phluk Commune, Prasat Bakorng District, Siem Reap Province
56.	Ouk Saran	M	Patrol Team member of Kampong Phluk CFI Committee	Kampong Phluk CFI, Kampong Phluk Commune, Prasat Bakorng District, Siem Reap Province
57.	Hap Da	M	Chong Khnies CFI Committee Head	Chong Khnies CFI, Sangkat Chong Khnies, Siem Reap District, Siem Reap Province
58.	Sok Sim	M	CFi Leader	Yeav Meas CFI, Prey Chash commune, Ek Phnom District, Battambang Province.
59.	Tim Hing	M	CFi leader	Doun Leuk CFI, Sam Bor commune, Mongkol Borey District, Banteay Mean Chey Province
60.	Un Sampeo	M	Cashier	Doun Leuk CFI, Sam Bor commune, Mongkol Borey District, Banteay Mean Chey Province
61.	Sok San	M	Deputy CFI leader	Doun Leuk CFI, Sam Bor commune, Mongkol Borey District, Banteay Mean Chey Province.
62.	That Hoeung	M	CFi leader	Rohal Soung CFI, Norin commune, Ek Phnom District, Battambang Province
63.	Mey saveth	F	Cashier	Rohal Soung CFI, Norin commune, Ek Phnom District, Battambang Province
64.	Yon Yun	M	CFi leader	Reach Doun Keo CFI, Norin commune, Ek Phnom District Battambang Province
65.	Chhoung Pich	F	CFi Cashier	Reach Doun Keo CFI, Norin commune, Ek Phnom District Battambang Province

	NAME	M / F	POSITION	ORGANIZATION
66.	Rich Hong	M	Deputy Patrol team	KanDeak CFI CFI, Kan Dek commune, Barkong District, Siem Reap Province
67.	Tep Phy	F	CFi leader	Ko meng CFI, Koy Meng commune, Mongkol Borey District, Banteay Mean Chey Province
68.	Rith Mao	M	Deputy Leader	Ko meng CFI, Koy Meng commune, Mongkol Borey District, Banteay Mean Chey Province
69.	Pach Mon	M	Patrol deputy leader	Ko meng CFI, Koy Meng commune, Mongkol Borey District, Banteay Mean Chey Province
70.	Nong Kamsoth	M	Patrol Leader	Ko meng CFI, Koy Meng commune, Mongkol Borey District, Banteay Mean Chey Province
71.	Thoeun Sean	M	CFi leader	Sambour CFI, Sam Bor commune, Mongkol Borey District, Banteay Mean Chey Province
72.	Rith Mao	M	Deputy Leader	Sambour CFI, Sam Bor commune, Mongkol Borey District, Banteay Mean Chey Province
73.	Reun Rotha	F	Cfi member	Preak Norin, Ek Phnom District, Battambang
74.	Un Loeurm	F	Cfi member	Preak Norin, Ek Phnom District, Battambang
75.	Rin Narong	F	Cfi member	Preak Norin, Ek Phnom District, Battambang
76.	Ros	F	Cfi member	Preak Norin, Ek Phnom District, Battambang
77.	Ho Seun	F	Cfi member	Preak Norin, Ek Phnom District, Battambang
78.	Soun Koeun	F	Cfi member	Preak Norin, Ek Phnom District, Battambang
79.	Boy Choun Pisey	F	Cfi member	Preak Norin, Ek Phnom District, Battambang
80.	Kong Roth	F	Cfi member	Preak Norin, Ek Phnom District, Battambang
81.	Pam Heang	F	Cfi member	Preak Norin, Ek Phnom District, Battambang

	NAME	M / F	POSITION	ORGANIZATION
82.	Yung Sokny	F	Cfi member	Preak Norin , Ek Phnom District, Battambang
83.	Khoeun Tum	F	Cfi member	Laoh Chiveang, Ek Phnom District, Battambang
84.	Eng Srey ton	F	Cfi member	Laoh Chiveang, Ek Phnom District, Battambang
85.	Kim Heang	F	Cfi member	Laoh Chiveang, Ek Phnom District, Battambang
86.	Rin Sovannary	F	Cfi member	Laoh Chiveang, Ek Phnom District, Battambang
87.	Deap Ho	F	Cfi member	Laoh Chiveang, Ek Phnom District, Battambang
88.	Yorm Bpha	F	Cfi member	Prey Chas, Ek Phnom District, Battambang
89.	Voeun Srey Leung	F	Cfi member	Prey Chas, Ek Phnom District, Battambang
90.	Ra sokea	F	Cfi member	Prey Chas, Ek Phnom District, Battambang
91.	Pum Sophy	F	Cfi member	Prey Chas, Ek Phnom District, Battambang
92.	Prak phaly	F	Cfi member	Prey Chas, Ek Phnom District, Battambang
93.	Ly Kimsour	F	Cfi member	Prey Chas, Ek Phnom District, Battambang
94.	Neang Som	F	Cfi member	Prey Chas, Ek Phnom District, Battambang
95.	Sen Kimlang	F	Cfi member	Prey Chas, Ek Phnom District, Battambang
96.	Kim chantha	F	Cfi member	Prey Chas, Ek Phnom District, Battambang
97.	Kim Nin	F	Cfi member	Prey Chas, Ek Phnom District, Battambang
98.	Suth Pheap	F	Cfi member	Prey Chas, Ek Phnom District, Battambang
99.	Phan Chiv	F	Cfi member	Prey Chas, Ek Phnom District, Battambang
100.	Tovi Loeuth	F	Cfi member	Prey Chas, Ek Phnom District, Battambang

	NAME	M / F	POSITION	ORGANIZATION
101.	En Nam Thorng	F	Cfi member	Prey Chas, Ek Phnom District, Battambang
102.	Van Mom	F	Cfi member	Laoh Chiveang, Ek Phnom District, Battambang
103.	Yun pheav	F	Cfi member	Prey Chas, Ek Phnom District, Battambang
104.	Dy Sokhom	F	Cfi member	Preak Norin, Ek Phnom District, Battambang
105.	Puch Sovann	F	Cfi member	Preak Norin, Ek Phnom District, Battambang
106.	Theung Sikun	F	Cfi member	Preak Norin, Ek Phnom District, Battambang
107.	Toa Sear	F	Cfi member	Preak Norin, Ek Phnom District, Battambang
108.	Chor Saviet	F	Cfi member	Preak Norin, Ek Phnom District, Battambang
109.	Heun Hon	F	Cfi member	Preak Norin, Ek Phnom District, Battambang
110.	Vet Lina	F	Cfi member	Preak Norin, Ek Phnom District, Battambang
111.	Surm Saleap	F	Cfi member	Preak Norin, Ek Phnom District, Battambang
112.	Ya Chreb	F	Cfi member	Preak Norin, Ek Phnom District, Battambang
113.	Khinh Khon	F	Cfi member	Preak Norin, Ek Phnom District, Battambang
114.	Meng Somnang	F	Cfi member	Laoh Chiveang, Ek Phnom District, Battambang
115.	Leng Sivchou	F	Cfi member	Laoh Chiveang, Ek Phnom District, Battambang
116.	Bith Khorn	F	Cfi member	Laoh Chiveang, Ek Phnom District, Battambang
117.	Ray Veasna	F	Cfi member	Laoh Chiveang, Ek Phnom District, Battambang
118.	Sam Se	F	Cfi member	Preak Norin, Ek Phnom District, Battambang
119.	Phat Phorn	F	Cfi member	Preak Norin, Ek Phnom District, Battambang

	NAME	M / F	POSITION	ORGANIZATION
120.	Dol Lory	F	Cfi member	Preak Norin, Ek Phnom District, Battambang
121.	Peat Sophan	F	Cfi member	Preak Norin, Ek Phnom District, Battambang
122.	Hak Rom	F	Cfi member	Chong Khnies, Siem Reap District, Siem Reap
123.	Sman Ann	F	Cfi member	Chong Khnies, Siem Reap District, Siem Reap
124.	Loeum Luen	F	Cfi member	Chong Khnies, Siem Reap District, Siem Reap
125.	San Romdenh	F	Cfi member	Kandeak, Prasat Bakorng District, Siem Reap
126.	Tou Saveth	F	Cfi member	Kampong Phluk, Prasat Bakorng District, Siem Reap
127.	Srey Lon	F	Cfi member	Kampong Phluk, Prasat Bakorng District, Siem Reap
128.	Keo Kuntha	F	Cfi member	Kampong Phluk, Prasat Bakorng District, Siem Reap
129.	Seng Dara	F	Cfi member	Kampong Phluk, Prasat Bakorng District, Siem Reap
130.	Pouy Mao	F	Cfi member	Kandeak, Prasat Bakorng District, Siem Reap
131.	Ri Thy	F	Cfi member	Kandeak, Prasat Bakorng District, Siem Reap
132.	Tha Thy	F	Cfi member	Laoh Chiveang, Ek Phnom District, Battambang
133.	Sok Thy	F	Cfi member	Laoh Chiveang, Ek Phnom District, Battambang
134.	Mok Moa	F	Cfi member	Laoh Chiveang, Ek Phnom District, Battambang
135.	Leng Nom	F	Cfi member	Laoh Chiveang, Ek Phnom District, Battambang
136.	Kenn Makara	F	Cfi member	Laoh Chiveang, Ek Phnom District, Battambang
137.	Part Vibol	F	Cfi member	Laoh Chiveang, Ek Phnom District, Battambang
138.	Bee Young	F	Cfi member	Prey Chas, Ek Phnom District, Battambang

	NAME	M / F	POSITION	ORGANIZATION
139.	Rien Moa	F	Cfi member	Prey Chas, Ek Phnom District, Battambang
140.	Hok Sreymom	F	Cfi member	Prey Chas, Ek Phnom District, Battambang
141.	Chheng Norn	F	Cfi member	Prey Chas, Ek Phnom District, Battambang
142.	Chan Sophea	F	Cfi member	Prey Chas, Ek Phnom District, Battambang
143.	Moa Sokhorn	F	Cfi member	Prey Chas, Ek Phnom District, Battambang
144.	Orn Sokheng	F	Cfi member	Prey Chas, Ek Phnom District, Battambang
145.	Hann Yorn	F	Cfi member	Prey Chas, Ek Phnom District, Battambang
146.	Sek Sorm	F	Cfi member	Prey Chas, Ek Phnom District, Battambang
147.	Horm Savong	F	Cfi member	Prey Chas, Ek Phnom District, Battambang
148.	Horm Savay	F	Cfi member	Prey Chas, Ek Phnom District, Battambang
149.	Soun Sokhon	F	Cfi member	Prey Chas, Ek Phnom District, Battambang
150.	Chhorn Seyla	F	Cfi member	Prey Chas, Ek Phnom District, Battambang
151.	Moa Sokhorn	F	Cfi member	Prey Chas, Ek Phnom District, Battambang
152.	Pech Rady	F	Cfi member	Prey Chas, Ek Phnom District, Battambang
153.	Nham Sophatt ya	F	Cfi member	Prey Chas, Ek Phnom District, Battambang
154.	Rum Saroeun	F	Cfi member	Laoh Chiveang, Ek Phnom District, Battambang
155.	Koy Yong	F	Cfi member	Prey Chas, Ek Phnom District, Battambang
156.	Sorn Chou	F	Cfi member	Laoh Chiveang, Ek Phnom District, Battambang
157.	Thorng Lay	F	Cfi member	Prey Chas, Ek Phnom District, Battambang

	NAME	M / F	POSITION	ORGANIZATION
158.	Horn Sreymom	F	Cfi member	Prey Chas, Ek Phnom District, Battambang
159.	Morn Khom	F	Cfi member	Preak Norin, Ek Phnom District, Battambang
160.	Vert Savong	F	Cfi member	Preak Norin, Ek Phnom District, Battambang
161.	Nou Sarun	F	Cfi member	Koy Meang, Mongkul Borei District, Bantaey Meanchey
162.	Malis Kimsang	F	Cfi member	Koy Meang, Mongkul Borei District, Bantaey Meanchey
163.	Heom Kimheng	F	Cfi member	Koy Meang, Mongkul Borei District, Bantaey Meanchey
164.	Tep Heng	F	Cfi member	Koy Meang, Mongkul Borei District, Bantaey Meanchey
165.	Khum Vet	F	Cfi member	Sambour, Mongkul Borei District, Bantaey Meanchey
166.	Chea Sreynak	F	Cfi member	Sambour, Mongkul Borei District, Bantaey Meanchey
167.	Haen Savin	F	Cfi member	Sambour, Mongkul Borei District, Bantaey Meanchey
168.	Sorn Saraen	F	Cfi member	Sambour, Mongkul Borei District, Bantaey Meanchey
169.	Heng Soy	F	Cfi member	Sambour, Mongkul Borei District, Bantaey Meanchey
170.	Noun Phallin	F	Cfi member	Sambour, Mongkul Borei District, Bantaey Meanchey
171.	Chheon Hang	F	Cfi member	Preak Norin, Ek Phnom District, Battambang
172.	Roum Mern	F	Cfi member	Preak Norin, Ek Phnom District, Battambang
173.	Sen Soeb	F	Cfi member	Preak Norin, Ek Phnom District, Battambang
174.	Rith Sophea	F	Cfi member	Preak Norin, Ek Phnom District, Battambang
175.	Le Saram	F	Cfi member	Prey Chas, Ek Phnom District, Battambang
176.	Chhvai Sinoun	F	Cfi member	Prey Chas, Ek Phnom District, Battambang

	NAME	M / F	POSITION	ORGANIZATION
177.	Haen Sokban	F	Cfi member	Laoh Chiveang, Ek Phnom District, Battambang
178.	Chhay Theorn	F	Cfi member	Laoh Chiveang, Ek Phnom District, Battambang
179.	Chhay Nath	F	Cfi member	Laoh Chiveang, Ek Phnom District, Battambang
180.	Eom Phalla	F	Cfi member	Laoh Chiveang, Ek Phnom District, Battambang
181.	Phea Sopheak	F	Cfi member	Laoh Chiveang, Ek Phnom District, Battambang
182.	Sert Kimseik	F	Cfi member	Laoh Chiveang, Ek Phnom District, Battambang
183.	Ty Vy	F	Cfi member	Laoh Chiveang, Ek Phnom District, Battambang
184.	Lorn Soth	F	Cfi member	Laoh Chiveang, Ek Phnom District, Battambang
185.	Rot Roth	F	Cfi member	Prey Chas, Ek Phnom District, Battambang
186.	Riek Thearoth	F	Cfi member	Prey Chas, Ek Phnom District, Battambang
187.	Choun Kimlou	F	Cfi member	Prey Chas, Ek Phnom District, Battambang
188.	Neth Hern	F	Cfi member	Prey Chas, Ek Phnom District, Battambang
189.	Chea Savang	F	Cfi member	Prey Chas, Ek Phnom District, Battambang
190.	Keo Nath	F	Cfi member	Prey Chas, Ek Phnom District, Battambang
191.	Teum Sokloeut	F	Cfi member	Sambour, Mongkul Borei District, Bantaey Meanchey
192.	Chea Sokha	F	Cfi member	Sambour, Mongkul Borei District, Bantaey Meanchey
193.	Sak Sophy	F	Cfi member	Preak Norin, Ek Phnom District, Battambang
194.	Chheng Malis	F	Cfi member	Prey Chas, Ek Phnom District, Battambang
195.	In Sinon	F	Cfi member	Prey Chas, Ek Phnom District, Battambang

	NAME	M / F	POSITION	ORGANIZATION
196.	Seng Socheat	F	Cfi member	Prey Chas, Ek Phnom District, Battambang
197.	Ngam Liza	F	Cfi member	Prey Chas, Ek Phnom District, Battambang
198.	Seom Kimhorn	F	Cfi member	Prey Chas, Ek Phnom District, Battambang
199.	Sreng Sokkhern	F	Cfi member	Prey Chas, Ek Phnom District, Battambang
200.	Soun Aet	F	Cfi member	Prey Chas, Ek Phnom District, Battambang
201.	Preun Sokha	F	Cfi member	Prey Chas, Ek Phnom District, Battambang
202.	Chheun Sarin	F	Cfi member	Prey Chas, Ek Phnom District, Battambang
203.	Horm Tev	F	Cfi member	Prey Chas, Ek Phnom District, Battambang
204.	Kranh Torn	F	Cfi member	Prey Chas, Ek Phnom District, Battambang
205.	Khun Channa	F	Cfi member	Sambour, Mongkul Borei District, Bantaey Meanchey
206.	Khouy Komsot	F	Cfi member	Sambour, Mongkul Borei District, Bantaey Meanchey
207.	SounSaray	F	Cfi member	Sambour, Mongkul Borei District, Bantaey Meanchey
208.	Yin Chreb	F	Cfi member	Sambour, Mongkul Borei District, Bantaey Meanchey
209.	San Phal	F	Cfi member	Sambour, Mongkul Borei District, Bantaey Meanchey
210.	Yorng Raeng	F	Cfi member	Sambour, Mongkul Borei District, Bantaey Meanchey
211.	Mih Than	F	Cfi member	Sambour, Mongkul Borei District, Bantaey Meanchey
212.	Son Roeut	F	Cfi member	Preak Norin, Ek Phnom District, Battambang
213.	Prom Thien	F	Cfi member	Sambour, Mongkul Borei District, Bantaey Meanchey
214.	Mien San	F	Cfi member	Sambour, Mongkul Borei District, Bantaey Meanchey

	NAME	M / F	POSITION	ORGANIZATION
215.	Suth Oeuy	F	Cfi member	Sambour, Mongkul Borei District, Bantaey Meanchey
216.	Chhoeut Ravy	F	Cfi member	Preak Norin, Ek Phnom District, Battambang
217.	Khuon Huon	F	Cfi member	Sambour, Mongkul Borei District, Bantaey Meanchey
218.	Ien Rann	F	Cfi member	Sambour, Mongkul Borei District, Bantaey Meanchey
219.	Kann Srey	F	Cfi member	Sambour, Mongkul Borei District, Bantaey Meanchey
220.	Phon Sokha	F	Cfi member	Sambour, Mongkul Borei District, Bantaey Meanchey
221.	Chhoeun Hing	F	Cfi member	Preak Norin, Ek Phnom District, Battambang
222.	Hut Peo	F	Cfi member	Preak Norin, Ek Phnom District, Battambang
223.	Preum Noy	F	Cfi member	Sambour, Mongkul Borei District, Bantaey Meanchey
224.	Vuth Kimsiek	F	Cfi member	Preak Norin Comm, Ek Phnom District, Battambang
225.	Sorn Sen	F	Cfi member	Preak Norin, Ek Phnom District, Battambang
226.	Chhay Roat	F	Cfi member	Laoh Chiveang, Ek Phnom District, Battambang
227.	Ruen Rann	F	Cfi member	Laoh Chiveang, Ek Phnom District, Battambang
228.	Hai Vy	F	Cfi member	Laoh Chiveang, Ek Phnom District, Battambang
229.	Yun phean	F	Cfi member	Laoh Chiveang, Ek Phnom District, Battambang
230.	Van Mom	F	Cfi member	Laoh Chiveang, Ek Phnom District, Battambang
231.	Oeum Kimly	F	Cfi member	Sambou, Mongkul Borei District, Bantaey Meanchey
232.	Poun phon	F	Cfi member	Sambour, Mongkul Borei District, Bantaey Meanchey
233.	Savin Sina	F	Cfi member	Sambour, Mongkul Borei District, Bantaey Meanchey

	NAME	M / F	POSITION	ORGANIZATION
234.	Preum Mun	F	Cfi member	Sambour, Mongkul Borei District, Bantaey Meanchey
235.	Kdan chingmei	F	Cfi member	Sambour, Mongkul Borei District, Bantaey Meanchey
236.	Hout Sochin	F	Cfi member	Koy Meang, Mongkul Borei District, Bantaey Meanchey
237.	Sum Toeung	F	Cfi member	Sambour, Mongkul Borei District, Bantaey Meanchey
238.	Muth Chhy	F	Cfi member	Sambour, Mongkul Borei District, Bantaey Meanchey
239.	Ry Rim	F	Cfi member	Sambour, Mongkul Borei District, Bantaey Meanchey
240.	Chhoeuy chanra	F	Cfi member	Sambour, Mongkul Borei District, Bantaey Meanchey
241.	Koun Sinoun	F	Cfi member	Koy Meang, Mongkul Borei District, Bantaey Meanchey
242.	Eum Dany	F	Cfi member	Koy Meang, Mongkul Borei District, Bantaey Meanchey
243.	Ech Noy	F	Cfi member	Koy Meang, Mongkul Borei District, Bantaey Meanchey
244.	Mang Sona	F	Cfi member	Koy Meang, Mongkul Borei District, Bantaey Meanchey
245.	Rum Ly	F	Cfi member	Kampong Phluk, Prasat Bakorng District, Siem Reap
246.	Hieng Kimsoung	F	Cfi member	Kampong Phluk, Prasat Bakorng District, Siem Reap
247.	Muth Sitha	F	Cfi member	Kampong Phluk, Prasat Bakorng District, Siem Reap
248.	Lot Vet	F	Cfi member	Kampong Phluk, Prasat Bakorng District, Siem Reap
249.	Meth Sophin	F	Cfi member	Kampong Phluk, Prasat Bakorng District, Siem Reap
250.	Chan Pe	F	Cfi member	Kampong Phluk, Prasat Bakorng District, Siem Reap
251.	Yim gnet	F	Cfi member	Chong Khnies, Siem Reap District, Siem Reap
252.	Pol sei	F	Cfi member	Chong Khnies, Siem Reap District, Siem Reap

	NAME	M / F	POSITION	ORGANIZATION
253.	Pil Heap	F	Cfi member	Chong Khnies, Siem Reap District, Siem Reap
254.	Hout Thieng	F	Cfi member	Chong Khnies, Siem Reap District, Siem Reap
255.	Sin Toeum	F	Cfi member	Chong Khnies, Siem Reap District, Siem Reap
256.	Ma Leme	F	Cfi member	Chong Khnies, Siem Reap District, Siem Reap
257.	Vun Chamrong	F	Cfi member	Laoh Chiveang, Ek Phnom District, Battambang
258.	Chhin Pum	F	Cfi member	Laoh Chiveang, Ek Phnom District, Battambang
259.	Tom Chhay Oun	F	Cfi member	Kampong Phluk, Prasat Bakorng District, Siem Reap
260.	So Narin	F	Cfi member	Kampong Phluk, Prasat Bakorng District, Siem Reap
261.	Chim Channay	F	Cfi member	Kampong Phluk, Prasat Bakorng District, Siem Reap
262.	Rim Kimkhean	F	Cfi member	Kampong Phluk, Prasat Bakorng District, Siem Reap
263.	Mith Natt	F	Cfi member	Laoh Chiveang, Ek Phnom District, Battambang
264.	Sek Chi	F	Cfi member	Prey Chas Commune, Ek Phnom District, Battambang
265.	Bein Chanthy	F	Cfi member	Prey Chas Commune, Ek Phnom District, Battambang
266.	Seam Samnieng	F	Cfi member	Prey Chas Commune, Ek Phnom District, Battambang
267.	Soeung Hab	F	Cfi member	Prey Chas Commune, Ek Phnom District, Battambang
268.	Ton Pann	F	Cfi member	Prey Chas Commune, Ek Phnom District, Battambang
269.	Dy Nam	F	Cfi member	Prey Chas Commune, Ek Phnom District, Battambang
270.	Ah Fini	F	Cfi member	Chong Khnies, Siem Reap District, Siem Reap
271.	Sa srey fah	F	Cfi member	Chong Khnies, Siem Reap District, Siem Reap

	NAME	M / F	POSITION	ORGANIZATION
272.	Mon Fa Esah	F	Cfi member	Chong Khnies , Siem Reap District, Siem Reap
273.	Sim Seang	F	Cfi member	Chong Khnies, Siem Reap District, Siem Reap
274.	Uch Heang	F	Cfi member	Prey Chas Commune, Ek Phnom District, Battambang
275.	Baoy Samnang	F	Cfi member	Prey Chas Commune, Ek Phnom District, Battambang
276.	Chheng Kon Nga	F	Cfi member	Prey Chas Commune, Ek Phnom District, Battambang
277.	Kong Mom	F	Cfi member	Prey Chas Commune, Ek Phnom District, Battambang
278.	Mom Dara	F	Cfi member	Prey Chas Commune, Ek Phnom District, Battambang
279.	Khoeum Ratha	F	Cfi member	Prey Chas Commune, Ek Phnom District, Battambang
280.	Pech Sakun	F	Cfi member	Prey Chas Commune, Ek Phnom District, Battambang
281.	Nav Hua	F	Cfi member	Prey Chas Commune, Ek Phnom District, Battambang
282.	Den Sao	F	Cfi member	Sambour Commune, Mongkul Borei District, Bantaey Meanchey
283.	Cheng Mom	F	Cfi member	Sambour Commune, Mongkul Borei District, Bantaey Meanchey
284.	Tob Chuon	F	Cfi member	Sambour Commune, Mongkul Borei District, Bantaey Meanchey
285.	Mo Na	F	Cfi member	Sambour Commune, Mongkul Borei District, Bantaey Meanchey
286.	Latt Taing In	F	Cfi member	Sambour Commune, Mongkul Borei District, Bantaey Meanchey
287.	Chan Nhor	F	Cfi member	Sambour Commune, Mongkul Borei District, Bantaey Meanchey
288.	Prem Samley	F	Cfi member	Sambour Commune, Mongkul Borei District, Bantaey Meanchey
289.	Khuon Tey	F	Cfi member	Sambour Commune, Mongkul Borei District, Bantaey Meanchey
290.	Sang Kheamy	F	Cfi member	Koy Meang Commune, Mongkul Borei District, Bantaey Meanchey

	NAME	M / F	POSITION	ORGANIZATION
291.	Sorng Phea	F	Cfi member	Koy Meang Commune, Mongkul Borei District, Bantaey Meanchey
292.	Sving Savin	F	Cfi member	Koy Meang Commune, Mongkul Borei District, Bantaey Meanchey
293.	Reun Navy	F	Cfi member	Koy Meang Commune, Mongkul Borei District, Bantaey Meanchey
294.	Rith Sat	F	Cfi member	Kandeak Commune, Prasat Bakorng District, Siem Reap
295.	Ru Oun	F	Cfi member	Kandeak Commune, Prasat Bakorng District, Siem Reap
296.	Yonn Lis	F	Cfi member	Kandeak Commune, Prasat Bakorng District, Siem Reap
297.	Sok Pheak	F	Cfi member	Kandeak Commune, Prasat Bakorng District, Siem Reap

11.5

PROVINCIAL, DISTRICT AND COMMUNE RESPONSES

DEPUTY GENERAL DIRECTOR, FISHERIES ADMINISTRATION, MAFF

PHYSICAL LOCATION

Village locations of CFIs situated along Sangkae River and nearby Tonle Sap are a big barrier for women's CFI leadership because most houses are on the water—floating houses. A main form of transport in the area is boat. Therefore, female CFI Committee members have to travel by boat to participate in meetings and decision-making activities, while most of them cannot drive a boat.

FAMILY SOCIO-ECONOMIC SITUATION

Most female CFI committee members are in IDP-1 or 2. As a result, they usually focus on their daily needs. Consequently, they cannot fully play their role as a CFI Committee member. They often miss meetings and CFI management activities. So, poor livelihood is a big barrier for women's CFI leadership.

DOMESTIC / FAMILY RESPONSIBILITIES

Domestic responsibility is a big barrier for women's CFI leadership. This does not allow them to fully play their role. They come late and leave early in many CFI meetings in order to prepare food and/or bring their small children back home from school.

EXISTING POWER STRUCTURES AND DECISION MAKING ARRANGEMENTS

The majority of CFI members, who were mostly women, highly expect to have a male CFI committee leader rather than a female leader because the nature of work in high risk—patrolling at night and confronting illegal actions. As a result, they voted for men's CFI leadership. There are women in the CFI Committee because a RGC's policy requires gender balance (*at least 20% of women*) in every institution.

LEVEL OF POLICY & REGULATORY KNOWLEDGE

The majority of CFI Committee members (men and women) have a lack of policy / regulatory knowledge. Due to such an issue, FiA occasionally mainstreamed gender and disseminated laws, policies / regulations to CFI Committee members. However, it's not enough to increase their gender, policy / regulatory knowledge because FiA

has a lack of budget and human resources to follow up and build their capacity in this area.

LEVEL OF SELF-CONFIDENCE & PERSONAL EFFICACY

The majority of female CFI Committee members have a lack of confidence in speaking up to share their ideas because their level of understanding of contexts and related issues is limited as a result of low involvement in CFI Committee meetings and other important events. This is because of certain barriers—domestic responsibilities and poor livelihood.

LEVEL OF GENDER, DISABILITY AND ETHNIC DISCRIMINATION

There are no ethnic and disability discriminations. Also, gender discrimination is not a barrier for women's CFI leadership. However, female CFI Committee members who are paid less attention to because of their poor performance and low involvement in CFI management activities, meetings, etc..

LEVEL OF TECHNOLOGICAL COMPETENCE

A lack of technology skills is a barrier for both men's and women's CFI leadership. A smart phone is most likely shared in a household, but a husband is the one who keeps it. It is because women are busy with their domestic responsibilities and have no time to follow up / read news. On the other hand, they don't know how to use a smart phone. The majority of female CFI Committee members use an old-series Nokia phone that can be used for calling only. Noticeably, internet connectivity in some CFI areas is very low.

EDUCATIONAL ATTAINMENT & QUALIFICATIONS

A lack of formal education qualifications is a barrier for women's CFI leadership because they cannot play their role well, especially in educating CFI members to avoid illegal actions. On the other hand, it's difficult for them to learn things as a part of capacity building conducted by FiA and/or NGOs working in the area.

BREADTH OF EXPERIENCE IN OTHER CONTEXTS, ORGANIZATIONS

A lack of experience is a barrier for both men's and women's CFI leadership. Criteria for nominating CFI Committee membership also include experience. It will take a lot of time to play a CFI leadership role for those who have a lack of experience.

COMMUNITY CULTURE AND BEHAVIOURAL EXPECTATIONS.

The community culture is a bit of a barrier for women's leadership. A mindset of women themselves always thinks that, in a family, a wife has to be responsible for all domestic duties and a husband strongly sticks to such a culture. A man always thinks that easy work is for women, while heavy work is for men.

DISTRICT CONSULTATIVE COMMITTEE FOR WOMEN AND CHILDREN (DCCWC) PRASAT BAKORNG DISTRICT

PHYSICAL LOCATION

Actually, I don't understand much about CFI Management Committee and the leadership situation. However, from my own experience in my role, I rate this low because some women living in CFI zone, have commitment and are strong enough to fulfill such roles and responsibilities – they're not afraid to confront the challenges of the work situation - they have skills and ability to solve the problems as they occur.

However, some of women are afraid to do the hard work in what can be a dangerous job, such as confronting people who are illegally fishing. If their home at a distance from the work place there are difficulties with communication and lack of transportation. I think women are not as strong, have less of energy and have less of commitment to continue such roles.

FAMILY SOCIO-ECONOMIC SITUATION

Generally, the selection process for CFI management committees don't discriminated against women with IDP1 or 2 status. Elections seek women who are committed and willing to work in the CFI to serve in the role and have good relationship in the community. However, some of IDP 1 & 2 women are busy with their livelihoods to support their families and have less time to participate in CFI management committees as no salary/ incentives are paid to committee members.

DOMESTIC / FAMILY RESPONSIBILITIES

Most men have an understanding of gender roles. Most women are confined to working hard at home alone – others work hard to find a job to earn an income to support their family needs and for their children's education. I know CFI committees have men and women members with clear and specific roles of each position - but men have greater representation than women who hold about 20%-30% of membership. However, the Government is working to promote women's involvement in the Government structures from the national to grass roots level.

EXISTING POWER STRUCTURES AND DECISION MAKING ARRANGEMENTS

This is a medium barrier because CFI management committees are selected by the community and with support from the FiA and civil society, CFI management committees include females and males, but most of CFI Management Committee leaders are male because of CFI management committee works to confront people practicing illegal fishing. CFI members believe that men should be the leaders because of the risks involved. Women may be apprehensive about the possible violence in such situation, but if they were working in pairs or in teams increased women's participation would be acceptable

LEVEL OF POLICY & REGULATORY KNOWLEDGE

The selection criteria for CFI management committee members and leaders does not include the requirement for candidates to have skills and knowledge in MAFF or RGC policy and regulations. Rather, CFI Management Committees need women and men who are active in community and willing to learn more from the new roles. After recruitment all CFI Management Committee members and leaders are equipped with the required capacity by the Fisheries Department, civil society organizations and other Government Department sectors.

LEVEL OF SELF-CONFIDENCE & PERSONAL EFFICACY

This barrier is high. Female representation in CFI Management Committee leadership is very limited because most women lack of self-confidence, are limited in decision making capacity required for leadership roles and afraid to confront illegal fishing practices. However, women are good in roles like book keeping, cashier and teaching/awareness raising on fishing policy and fishing law to the CFI members in their CFI zone. However, I have observed that in Agriculture Cooperative Management Committees women are more prevalent than men because women feel more confidence in leading these groups.

LEVEL OF GENDER, DISABILITY AND ETHNIC DISCRIMINATION

I have observed across the whole district, including within CFI management committees, that there is no discrimination associated with voting/election processes. The CFI members take into consideration the attitudes and behaviours of women candidates before voting – there is no discrimination associated disability women and gender diversity. If women are interested to be a CFI management committee member/leader, we welcome them as candidates and all CFI members have right to vote. However, some discrimination still exists especially towards ethnic women.

LEVEL OF TECHNOLOGICAL COMPETENCE

Most Cfi women have not received much technology and business skill education as they are busy with the fishing to earn income to support their families. Most women have only primary or lower secondary school and are unable to use computers or other technology. Consequently, some women are less self-confidence in learning and working as CFI Management Committees leaders.

EDUCATIONAL ATTAINMENT & QUALIFICATIONS

CFI Management Committee membership does not required women to have completed high school or bachelor degree - only that they can read and write Khmer, are active and willing to work for the community and are committed to learn more after being elected. However, low education is a barrier for women seeking the position of CFI management committee leader and equips them only to hold positions like cashier, book keeping and disseminating fishing policy and regulation to the CFI members.

BREADTH OF EXPERIENCE IN OTHER CONTEXTS, ORGANIZATIONS

CFI management committee members / leader selection criteria does not required of men and women to have experience in working in other agencies or organizations. CFI Management Committees need leaders who are good at decision making, planning and smooth operational procedures. Community members with high educational qualifications and competency do not choose to work in CFI Management Committees.

COMMUNITY CULTURE AND BEHAVIOURAL EXPECTATIONS

Most of community people value each other and especially value women and gender diversity. CFI management committee membership is open to women who have good relationships with community, participate actively in the community and are willing to work in CFI management.

OTHER COMMENTS

Oxfam should work to develop the capacity to women on management and leadership and equip them to be CFI management/ leaders in near the future. Assistance is also required for CFI members to have group/member income in order for CFI sustainability in the future.

**DEPUTY DIRECTOR,
COMMUNITY FISHERIES
DEVELOPMENT DEPT.,
FISHERIES
ADMINISTRATION**

PHYSICAL LOCATION

Both male and female CFI committee members encounter the same challenge in terms of location especially in gathering CFI members for meetings. Some houses are located on water, so they have to travel by boat from house to house to inform or invite them to the meetings.

FAMILY SOCIO-ECONOMIC SITUATION

Female CFI committee members cannot participate in CFI management activities well because of their poor livelihood. They most likely prioritize their daily needs.

DOMESTIC / FAMILY RESPONSIBILITIES

Domestic responsibilities really discouraged women to be the candidates for the election of CFI committee members because they think they could not focus on CFI management / leadership role. The domestic responsibility is a barrier for female CFI committee members.

EXISTING POWER STRUCTURES AND DECISION MAKING ARRANGEMENTS

Due to many critical factors, there were very few female candidates during election process of CFI committee members. The majority of CFI members highly expect to have a male CFI committee leader rather than a female leader. For the time being, there is no female CFI committee head. However, local authorities and FiA at all levels (national, provincial, district and commune) expect to have at least 1-2 female CFI committee members in each CFI.

LEVEL OF POLICY & REGULATORY KNOWLEDGE

The majority of female CFI committee members have a lack of policy / regulatory knowledge due a lack of formal education qualifications. However, it is not a barrier because a male CFI committee head and some male members can provide support for the female CFI committee members to play their roles.

LEVEL OF SELF-CONFIDENCE & PERSONAL EFFICACY

The majority of female CFI committee members have a lack of confidence in speaking up to share their ideas. As a result, CFI members could pay less attention to their leadership.

LEVEL OF GENDER, DISABILITY AND ETHNIC DISCRIMINATION

There is no discrimination against ethnic minorities and PWD. The extent of gender discrimination is low. Discrimination against female CFI committee members is generally dependent on their performance rather than the gender itself.

LEVEL OF TECHNOLOGICAL COMPETENCE

A lack of technology skills especially for communication (i.e. group telegram, messenger, Facebook) is a barrier for women's CFI management / leadership. They usually depend on male CFI committee members to communicate with CFI members.

EDUCATIONAL ATTAINMENT & QUALIFICATIONS

A lack of formal education qualification somewhat hinders women's CFI leadership. It is a barrier of female CFI committee members in seeking to understand policies and guidelines of MAFF and FiA. Therefore, they really need support from some male CFI committee members who can read and write.

BREADTH OF EXPERIENCE IN OTHER CONTEXTS, ORGANIZATIONS

A lack of experience is a big barrier for women's CFI leadership because experience makes them confident in playing their roles as well as sharing their ideas with male CFI committee members.

COMMUNITY CULTURE AND BEHAVIOURAL EXPECTATIONS.

The community culture is not a big barrier of women's leadership because they can adapt themselves over time to a new culture with support from other members within the CFI committee.

**DIRECTOR, FISHERIES
CONSERVATION
DEPARTMENT., FISHERIES
ADMINISTRATION**

PHYSICAL LOCATION

Both male and female CFI committee members encounter the same challenge in terms of location especially in gathering CFI members for meetings and decision-making activities. However, distance / location is not a big deal for them.

FAMILY SOCIO-ECONOMIC SITUATION

Female and male CFI committee leaders face similar socio-economic problems. Specifically, the women who become CFI committee leaders are able to manage their dual roles of CFI committee membership and livelihood responsibilities.

DOMESTIC / FAMILY RESPONSIBILITIES

The women who are selected as CFI committee leaders are strong enough to manage their dual roles of CFI committee membership and domestic responsibilities. So, it is not a big problem for them. For example, there are so many women playing a commune council role; and the domestic responsibility is not a barrier for their role. This means that they are able to manage their domestic responsibility well.

EXISTING POWER STRUCTURES AND DECISION MAKING ARRANGEMENTS

Due to many critical factors, there were very few female candidates during election process of CFI committee members. However, if women seek to nominate for CFI Committee membership, there will be a big chance for them to become at least CFI Committee members. Nevertheless, the majority of general CFI members highly expect to have male leader rather than the female one because they usually observe that women are shy or have a lack of self-confidence.

LEVEL OF POLICY & REGULATORY KNOWLEDGE

Female and male CFI Committee members in general have a similar problem in terms of understanding of laws, policies and guidelines on fisheries and CFI. However, the respondent thought that female committee members sometimes were smarter than male members. They could better articulate some points of the policies and guidelines.

LEVEL OF SELF-CONFIDENCE & PERSONAL EFFICACY

A lack of self-confidence and self-belief is the same for male and female CFI Committee members. The female committee members sometimes are more confident than male members in speaking up to express their opinion.

LEVEL OF GENDER, DISABILITY AND ETHNIC DISCRIMINATION

There is no discrimination against PWD and women. The extent of ethnic discrimination is very low.

LEVEL OF TECHNOLOGICAL COMPETENCE

A lack of technology skills especially for communication is the same of male and female CFI Committee members. It is a barrier for male and female CFI committee leadership.

EDUCATIONAL ATTAINMENT & QUALIFICATIONS

A lack of formal education qualifications is the same of male and female CFI Committee members. There is no problem in working and leading the community. However, a lack of formal education qualifications is a barrier for CFI management committee to prepare simple requests or proposals for any project to donors.

BREADTH OF EXPERIENCE IN OTHER CONTEXTS, ORGANIZATIONS

A lack of experience is a barrier for both women's and men's CFI leadership. However, it is not a big problem because they can learn from the job.

COMMUNITY CULTURE AND BEHAVIOURAL EXPECTATIONS.

The community culture is not a barrier for women's leadership because they live in the same community as general CFI members. They may face a bit of a challenge if their community has ethnic minority group(s).

DIRECTOR, DEPARTMENT OF ADMINISTRATION AND LEGISLATION, FISHERIES ADMINISTRATION

PHYSICAL LOCATION

Both male and female CFI Committee members encounter the same challenge in terms of location. However, it is a bit of a barrier for female CFI Committee members who have no boat or cannot drive a boat.

FAMILY SOCIO-ECONOMIC SITUATION

Female CFI committee members usually focus on their daily needs. Therefore, they cannot participate in CFI management activities as required.

DOMESTIC / FAMILY RESPONSIBILITIES

Domestic responsibility is a barrier for female CFi committee members to do their job. They cannot fully participate in CFi Committee meetings and decision-making activities. They may come late and leave early to prepare food and/or bring their little children back home from school.

EXISTING POWER STRUCTURES AND DECISION MAKING ARRANGEMENTS

The majority of CFi members highly expect to have a male CFi committee leader rather than a female leader. It is because there are many critical factors that hinder women to play a good CFi leadership role.

LEVEL OF POLICY & REGULATORY KNOWLEDGE

A lack of policy / regulatory knowledge is the same of male and female CFi Committee members. So, it is a bit of a barrier for both female and male CFi Committee leadership. However, it is not a big deal because they are always equipped to understand at least the frequently related articles / points of the policies, regulation and guidelines.

LEVEL OF SELF-CONFIDENCE & PERSONAL EFFICACY

The majority of female CFi Committee members have a lack of confidence in speaking up to share their ideas due to a lack of formal education qualifications. So, it is a bit of a barrier for women to play their role in the CFi Committee.

LEVEL OF GENDER, DISABILITY AND ETHNIC DISCRIMINATION

There is no discrimination against ethnic minorities and PWD. The extent of gender discrimination is very low. So, it is not a barrier for women to play their role as a CFi Committee member.

LEVEL OF TECHNOLOGICAL COMPETENCE

A lack of technology skills especially for communication (i.e. group telegram, messenger, Facebook) is the same of female and male CFi Committee leaders. So, it is a barrier for both men's and women's CFi leadership. However, it is not a big problem for playing their role. Their children can help them as necessary.

EDUCATIONAL ATTAINMENT & QUALIFICATIONS

A lack of formal education qualifications somewhat hinders both women's and men's CFi Committee leadership. However, it is not a problem for CFi Committee leaders (*Chief and Vice-Chief*) because they are usually invited to many learning events in order for them to play a better role.

BREADTH OF EXPERIENCE IN OTHER CONTEXTS, ORGANIZATIONS

A lack of experience is a barrier for both men's and women's CFi leadership. However, it is not a big problem because they can learn from the job and training provided by FiA and NGOs. The respondent observed that during meetings, most CFi Committee leaders always raised issues related to a lack of finances and means of working and patrolling.

COMMUNITY CULTURE AND BEHAVIOURAL EXPECTATIONS.

The community culture is not a big barrier of women's leadership. However, a mindset of their parents who stick to the old culture may discourage women to play their role. They may say "as a woman, domestic duties / responsibilities and caring for children must be the highest priority. So, you should quit your job".

OTHER BARRIERS

Climate Change may affect livelihood of CFIs a lot because it causes drought / less water that negatively impacts on spawning that leads to dwindling fish numbers.

DEPUTY DIRECTOR OF DEPARTMENT OF COMMUNITY FISHERIES & DEVELOPMENT CFDD

PHYSICAL LOCATION

From my experience, I was involved in CFi management committee/ leaders selection processes and the implementing the CFi plan. This barrier is low because most of women CFi management committee members live in the CFi community and are able to continually commit to their roles and responsibilities. Additionally, women are encouraged by their families (e.g. husband), local authorities, CFi leader and other members in the community to continue participating for the CFi. However, a few women CFi management committee members are less committed because they live a long way from the Community Fishery location and lack transportation resulting in significant travel time and associated fear of situations caused by illegal fisheries practicing.

FAMILY SOCIO-ECONOMIC SITUATION

From my CFI observation, the barrier for the IDP-1 & 2 women to participate in CFI management committees members/leadership is low. CFI management committees seek women who are willing to work in the CFI, have high commitment, are active in serving the community and have good relationships with the community. However, I understand the real situation. Some women from poor families are busy with their livelihood and income activities to support their daily family needs, so they have no time to participate in CFI Management Committees whose members are working without incentives or salary. CFI management committee members are selected through CFI member elections and the recruitment criteria does mention discrimination against IDP1 or 2 women. All CFI members are encouraged to apply for CFI management / leadership roles.

DOMESTIC / FAMILY RESPONSIBILITIES

Most men understand about gender roles and men can perform women's roles, so women have a reduced burden of working hard at home. There are some women committed to working in CFI management committees and are active in performing their assigned tasks well, such as disseminating the policy on fishing seasons to the community fishery members and book keeping. Only a few of women are not interested participated in CFI Management Committees because they have not been encouraged by their families or do not have the time to work in such roles.

EXISTING POWER STRUCTURES AND DECISION MAKING ARRANGEMENTS

I have never heard about any community expectations about future CFI management committee leadership. They maintain daily observation of the CFI candidates. Even though very few of women are selected to be CFI management / leaders, most who have been are selected performed their roles and responsibilities well. The CFI management committee / leaders are selected through election/ voting. The CFI members are involved in voting to select CFI management committee members and leaders to serve in their CFI zone. During voting, the CFI members seek men and women who are willing to work in the CFI committee, have good relationships with the community and are active in their roles and responsibilities.

LEVEL OF POLICY & REGULATORY KNOWLEDGE

There are no barriers for women with limited the knowledge on MAFF or RGC to participate in CFI Management committee/leader as this knowledge is not required. The CFI Management Committee require only women who are willing to work for the CFI to encourage the community to practice legal fishing, raise the awareness of fish conservation, Fishing policy and the building peace in the CFI. After election to the CFI Management Committee, all members undertake various training in Fishing policy/law, Natural Resources Management, Prakas and Sub-degree on CFI management, identifying and sharing membership roles and responsibilities, good hygiene and health care in the CFI and how to plan and monitor the progress with support from the Provincial Fisheries Department, Government departments, NGOs, INGO and Civil Society.

LEVEL OF SELF-CONFIDENCE & PERSONAL EFFICACY

There are still some issues among female CFI management committee as most are committees dependent on men to be leaders because women themselves are limited in self-confidence in leading the planning process, are not confident in decision making, have no experience in leadership and lower education. In CFI Management Committees some women are reluctant to confront illegal fishing practice. However, women are good at administrative tasks and awareness raising of Fishing Policy. Women in CFI Management Committee members are working to promote legal fishing in Tonle Sap Lake to promote awareness of fishing policy, fishing law and other policies from the Government and to patrol the illegal fishing in the fishing lots. During working in CFI and in fishing lots, men and women are working to motivate and helping each other as a team.

LEVEL OF GENDER, DISABILITY AND ETHNIC DISCRIMINATION

There is no discrimination on gender, ethnicity or disability in CFI Management Committee recruitment process. In some areas of CFI, there are Vietnamese women living in the CFI village who are not good in Khmer speaking and writing. The FiA does not accept Vietnamese women to participate in CFI Management Committee elections because they are not yet legally Cambodian citizens.

LEVEL OF TECHNOLOGICAL COMPETENCE

In terms of CFI Management Committee membership, there is no require technology skills for effective business management. CFI members who apply to be CFI management committee members and leaders, only require good Khmer reading and writing skills, have a commitment to serve the CFI Committee, are active in CFI development activities, and are able to raise the awareness of conservation issues. Elected committee members are provided with capacity building on roles and responsibilities of each position through online meetings and training on Fishing Policy and how to conserve the fishing zone.

EDUCATIONAL ATTAINMENT & QUALIFICATIONS

CFI management committee members and leaders are not required to possess high education. Those who have such qualifications only remain as members for a short time, and usually seek a better job in the city or outside the community. CFI management committee selection criteria do not include high grades or certificates of education.

BREADTH OF EXPERIENCE IN OTHER CONTEXTS, ORGANIZATIONS

Membership of and CFI Management Committee does not require past experience, but if applicants have experience working with others agencies /organizations apply this is a good thing. CFI management Committee members need to be actively involved in CFI development activities, able to educate CFI members on the Fishing policy and be able to work in team. Women who have more experience and education seek better jobs in big companies and agencies.

COMMUNITY CULTURE AND BEHAVIOURAL EXPECTATIONS.

Most of CFI zones have low discrimination and community members have changed their beliefs and behaviour – they understanding about positive thinking to respect and value each other. CFI management committee members have reduced aspects of traditional culture that discriminated against women. Before 2005 and the establishment of CFI management committees, 100% of fishing activity involved powerful men (i.e. the owners of fishing Lot/zone), but since 2005 there has been increased women’s involvement in CFI Management Committees with about 30% female membership in each CFI management committee – however, not a CFI Leader roles, but by taking roles as cashier and raising awareness (educators).

ADDITIONAL COMMENTS

Oxfam should work to develop the capacity of individual and group of women on the sustainable business / entrepreneurship skill and to include and promote the diversity of Agricultural skill to contribute to reduce the people practicing the illegal fishing.

DEPUTY DIRECTOR, BATTAMBANG PROVINCIAL FIA PHYSICAL LOCATION

PHYSICAL LOCATION

A village location is a barrier for women’s CFI leadership because houses in some CFIs are located on water—floating houses. Therefore, the female CFI leaders encounter difficulties to participate in meetings and decision-making activities. They have to go by boat, while they cannot drive a boat.

FAMILY SOCIO-ECONOMIC SITUATION

Most female CFI committee members are in IDP-1 or 2. So, they usually focus on their daily needs. Consequently, they cannot participate in CFI management roles and meetings as required.

DOMESTIC / FAMILY RESPONSIBILITIES

Most female CFI committee members are under a lot of pressure of their husband to prioritize domestic duties. Their husband is not happy with the role they play as a CFI Committee members. As a result, the women missed a lot of meetings and some CFI management activities.

EXISTING POWER STRUCTURES AND DECISION MAKING ARRANGEMENTS

The majority of CFI members who went to select CFI Committee membership were women. These women highly expected to have a male CFI committee leader rather than a female leader because they thought that women would be very busy with their domestic responsibilities. So, they voted for men’s CFI leadership. However, the BB Provincial FIA always suggest local authorities encourage and engage women in nomination for CFI Committee membership.

LEVEL OF POLICY & REGULATORY KNOWLEDGE

The majority of female CFI Committee members are selected in a way that seems to be just a formality due to gender balance requirement. So, all of them have a lack of policy / regulatory knowledge. A lack of policy/regulatory knowledge is a barrier for both men’s and women’s CFI leadership. Due to a lack of budget, the BB Provincial FIA could not provide relevant training (*laws, policies, regulations and guidelines*) as required for the CFI Committee members.

LEVEL OF SELF-CONFIDENCE & PERSONAL EFFICACY

The majority of female CFI Committee members have a lack of confidence in speaking up to share their ideas due to a lack of formal education qualifications. So, it is a barrier for women to play their role in the CFI Committee. General CFI members may pay less attention to their performance.

LEVEL OF GENDER, DISABILITY AND ETHNIC DISCRIMINATION

There is no discrimination against ethnic minorities and PWD. The female CFI committee members occasionally encounter discrimination against them as their ideas shared with male CFI committee members are sometimes not valued.

LEVEL OF TECHNOLOGICAL COMPETENCE

Most female CFI Committee members have no technology skills. It is a barrier for women's CFI leadership. For instance, they cannot send reports to the BB Provincial FIA via Telegram, while male CFI Committee leaders usually do. In addition, most female CFI Committee members do not have even a smart phone. They use an old-series Nokia phone that can be used for calling only.

EDUCATIONAL ATTAINMENT & QUALIFICATIONS

A lack of formal education qualifications is not a barrier for women's CFI leadership. Ability to read and write is enough.

BREADTH OF EXPERIENCE IN OTHER CONTEXTS, ORGANIZATIONS

A lack of experience is not a barrier for women's CFI leadership. They can learn from the job with support from other CFI Committee members who have experience.

COMMUNITY CULTURE AND BEHAVIOURAL EXPECTATIONS.

The community culture is not a barrier for women's leadership. The female CFI Committee leaders can well adapt to the new culture they live in.

DEPUTY DISTRICT OF SOCIAL WELL-BEING AFFAIRS FOR WOMEN AND CHILDREN SIEM REAP DISTRICT

PHYSICAL LOCATION

I am not involved much in Core-CFI management/leadership processes of election, but through my experience in gender issues in Siem Reap district, I rate this highly because women who are living at a distance from the CFI location find it difficult to travel to work for CFI business because they lack transport facilities and find costs hard to manage. It takes a lot of traveling time for meeting attendance. This difficulty mean women are less committed and have less desire to work for CFI management/leadership. CFI management committee members are volunteers working to manage the natural resources and guard against illegal fishing without payment .

FAMILY SOCIO-ECONOMIC SITUATION

IDP-2 & 2 women who have many children have limited time to CFI management committees because they are busy with their family livelihoods and earning an income to support their families daily need. Women have difficulty in manage the time required for family and CFI, and can't drop their business to work for CFI business full time.

DOMESTIC / FAMILY RESPONSIBILITIES

Most of women are fully responsible for the daily house work. Women take care of their children, take children to school, cook food, wash clothes/laundry, keep the house clean and some are manage the family businesses. Women are always excuse their husbands – that is why they have limited time to develop their own capacity and serve the community through the CFI ministry.

EXISTING POWER STRUCTURES AND DECISION MAKING ARRANGEMENTS

I am sure that the Cambodian Government is working to promote gender balance in all structures /levels, but at the grass-root level, especially at rural communities, the people still do not believe in the capacity of women yet because most of women are not yet showing their experience, capacity and ability in community development or CFI committees. However, if women themselves demonstrate their ability and experience within the community, women's value will increase. Women need encouragement from their families (e.g. husband), local authorities and community members to build-up their ambitions in society.

LEVEL OF POLICY & REGULATORY KNOWLEDGE

The selection of CFI Management Committee members never requires men or women to have knowledge and skill on MAFF and RGC policy. Women can apply to be the CFI Management Committee candidates and only need to know some points of the Fishing Law and some CFI procedures. After selection, FiA build-up the capacity of CFI management committee members according to the position and roles of each member holds.

LEVEL OF SELF-CONFIDENCE & PERSONAL EFFICACY

From my observation, CFI Committees have important roles to protect and manage the natural resources in the lake so it needs women who have some experience in managing and leading the people/group and related skills in order to stand for CFI Committee membership. Currently, most women – especially those living in rural and poor communities – still have limited self-confidence to handle the roles of management /leadership in society. Most have achieved low formal education, have not exceeded primary school level, lack capacity to lead people in a work situation and fear decision making. However, women are able to handle tasks such as Cashier and Educator in CFI Management Committees and in other units as well. In order to engage women in management/leadership roles, women need to build more capacity and need encouragement from local authorities, civil society, family and CFI members.

LEVEL OF GENDER, DISABILITY AND ETHNIC DISCRIMINATION

In general there is less discrimination across the whole country and in communities. For gender issues and disabled women, I think there are very few barriers for women's CFI management/leadership participation. Some ethnic women can't speak, read or write Khmer language and are not yet a Cambodian Citizen, so they have no rights to apply for CFI management committee membership.

LEVEL OF TECHNOLOGICAL COMPETENCE

CFI management committee members are not required to have technology skills for effective business management. They are only required to communicate verbally, use a smart phone, be able write by hand, complete hard copies documents and show high commitment in CFI business. However, if women have some technology skills for data management and information, this would be an advantage.

EDUCATIONAL ATTAINMENT & QUALIFICATIONS

Women should have some foundation capacity through formal education – in excess of primary school – and should be able to learn new things and new experiences. A Cfi committee leader, if a women who has not completed primary school, may have less self-confidence, be slower at learn new skill or adapting to new experiences and be less capable of leading people/groups. Most of women are able to handle CFI management committee roles other than that of Leader.

BREADTH OF EXPERIENCE IN OTHER CONTEXTS, ORGANIZATIONS

Lack of broad experience is not a high barrier. If women are interested to in a CFI Committee role roles but have limited experience, their nomination is accepted and registered. However, if women have more experience it may be an advantages for any leadership role they may hold.

COMMUNITY CULTURE AND BEHAVIOURAL EXPECTATIONS.

The community seeks CFI committee members who have a good relationship with the community, who collaborate well, have good team work, are respected and have an honesty attitude.

DEPUTY DISTRICT ADMINISTRATION MONGKOL BOREY DISTRICT

PHYSICAL LOCATION

The criteria of CFI management committee and leaders requires them live in CFI area and be CFI members. Most women who are engaged in CFI committee members are living in CFI area/zone. But there some CFI target villages located far from the CFI working group, so women lack of transportation facilities and money to pay the travel cost.

FAMILY SOCIO-ECONOMIC SITUATION

Women who are IDP 1 or 2 hardly to participate in CFIs management / leadership because management committee members work as volunteers. Most women living in these 2 categories are busy with their families livelihood and house work. They do not have time to engage in CFI management committee management. Additionally, most IDP1 or 2 women's formal education is limited to primary school.

DOMESTIC / FAMILY RESPONSIBILITIES

If women have the desire to work in the CFI management committee they will find a way of balancing house work and CFI work. Women still do not yet understand the purpose of CFI purpose and benefits for the community. Awareness raising on objectives of CFI business are needed CFI members, especially for women living in remote areas.

EXISTING POWER STRUCTURES AND DECISION MAKING ARRANGEMENTS

CFI management committee member selection is based on the results of CFI member elections, but most of CFI members /community people believe men need to be CFI leaders because men are stronger in management /leadership than women.

LEVEL OF POLICY & REGULATORY KNOWLEDGE

The recruitment criteria does not specifically state that women and men should have knowledge on MAFF and RGC even though women should have a basic knowledge of Fishing policy /guidelines and understand some CFI business activities.

LEVEL OF SELF-CONFIDENCE & PERSONAL EFFICACY

Most of women in CFI community have limited knowledge and experience in management and leadership roles. Women are reluctant to patrol fishing boundaries and have limited capacity in decision making, planning and leading the group work. However, if local authorities and families encourage women to engage in CFI works, this will increase their self-confidence in leadership roles.

LEVEL OF GENDER, DISABILITY AND ETHNIC DISCRIMINATION

There is no gender discrimination associated with the CFI management committee membership selection. During the election process the co-committee disseminate information within the CFI target community to seek interesting men and women apply to be a candidates of CFI management committee. There are barriers for ethnic women who are not yet legally Cambodian citizens and who cannot read, write and speak Khmer.

LEVEL OF TECHNOLOGICAL COMPETENCE

Technology skills and the ability to manage IT are not a requirements for CFI leadership and management. Occasionally there is a need to type invitation letters for the CFI meeting and training in the community. The CFI management team utilize hand written hard copies but if women are able to use computer it would be an advantage.

EDUCATIONAL ATTAINMENT & QUALIFICATIONS

There are no barriers for the men and women if their education is at primary school level because CFI committees cannot find applicants with high education levels, especially women volunteers to work for CFI committee. Generally, all that is required is for women to be able to read and write Khmer, to learn new things and have a desire to work in the management committee.

BREADTH OF EXPERIENCE IN OTHER CONTEXTS, ORGANIZATIONS

There are no high barriers because after being elected to be the CFI management committee, women will be trained and equipped with the capacity to be part of the management team through formal and non- formal training courses and exposure visits.

COMMUNITY CULTURE AND BEHAVIOURAL EXPECTATIONS.

The community recognized that men and women have good relationship in the community and have the compassion to serve the CFI and to be able to manage the natural resources in within the CFI boundary.

OTHER ISSUES

Oxfam could work to build the capacity of women to be leaders in the near future and address the lack of knowledge about CFI purposes and benefits – especially targeting women who live in remote villages in order to motivate interest in CFI management and leadership.

EXECUTIVE DIRECTOR FACT

PHYSICAL LOCATION

Most of women live in flood villages/communities not far from their CFI location. Their houses / communities experience 6 months of flood and 6 months of dry conditions. There are some families who live on the high land and grow a diversity of crops adjacent to the Tonle Sap lake where they also undertake fishing to earn an income. CFI locations are not far from the villages/communities of CFI members are so geographical location is not a high barrier for women's CFI management participation. The barriers are that most women are less committed and do not want to work in CFI management committee. There is only about 30% of women serving as CFI management committee members. Most women do not understand CFI purposes and do not seem not caring about Tonle Sap resource protection.

FAMILY SOCIO-ECONOMIC SITUATION

My understanding is that CFI members and local authorities are less likely to encourage and value women and are reluctant to accept women in CFI management committees. Some of women living in poor families or widow status are busy with their business of earning income to support their families for daily needs and taking care of their children. Some women's capacity is limited and they do not want to work with CFI management committees. Furthermore CFI management committee members are volunteers and only a receive small food and travel allowance, provided by NGOs/IOs and FiA, to participate in meetings and training.

DOMESTIC / FAMILY RESPONSIBILITIES

In the real context of women living in CFI communities, most of them are busy with house work, such as taking care to their children, cooking food and running the business. This work limits time to participate in CFI management /leadership. However, these barriers do not need to continue - they can be eliminated and improved if women themselves understand Cfi benefits and purposes and if their families supported them to have more time to work in CFI management/leadership and if CFI members and local stakeholders practiced gender equality.

EXISTING POWER STRUCTURES AND DECISION MAKING ARRANGEMENTS

The perspective of some community people is still that men are more valued as group leaders, especially in large organizations, because they believe that men are stronger than women, are able to make decisions independently and can manage danger better. Across CFIs in the TonleSap lake there are only 2 women holding CFI leadership roles, one is the CFI leader of Kampong Kor CFI, Kampong Chhnang province and another is leaders in Koy Meng CFI, Banteay Mean Chey province. There are more women taking leadership roles in Agricultural groups / Agriculture Cooperative groups compared to CFI management committees. However, some community people in their particular CFI zone value women's performance in CFI management committees. They believe that women have capacity in raising awareness.

LEVEL OF POLICY & REGULATORY KNOWLEDGE

CFI management committee members are not required understand MAFF and other RGC policies - only some Fishing regulations, Prakas, fishing patrol procedures, fishing prohibition guidelines and to demonstrate a high commitment in CFI tasks. After selection to be a CFI management committee member, men and women undertake capacity building provided by FiA on the roles and responsibilities of each position, legal fishing, fishing regulations and planning for fishing conservation.

LEVEL OF SELF-CONFIDENCE & PERSONAL EFFICACY

CFI management committee members and leaders are mostly younger women who have more self-confidence than older women, but the younger ones lack commitment to CFI committee management as they seek full time employment. The election CFI management committee members and leaders takes place every 5 years and this presented a good opportunity for new women to apply to be CFI management committee members. However most women have limited self-confidence in CFI management/ leadership because they have lower capacity in decision making, leading and planning and lower education.

LEVEL OF GENDER, DISABILITY AND ETHNIC DISCRIMINATION

National Fisheries Department Policy states that only Khmer citizens and CFI members have the right to apply to be CFI management committee members and leaders. There are no gender or disability discrimination in CFI management /leadership. All categories of women who are a CFI members and who are interested in working for CFI management/leadership have right to nominate for CFI committee members elections.

LEVEL OF TECHNOLOGICAL COMPETENCE

CFI management Committee members and leaders are not required to have particular technology information or communication skills. After being selected to be a CFI management committee member and leaders, all CFI management committee members and leaders are trained in communication skills, the CFI management structure and the role of stakeholders like the Commune Council, District authorities, Provincial Fisheries Administration Department and Civil Society organizations. Networking is also encouraged for the governance of natural resources in the lake.

EDUCATIONAL ATTAINMENT & QUALIFICATIONS

In Cfi communities most of women have only completed primary school education, but this is not big barrier to participate in Cfi management /leadership. Women who can read and write Khmer, are active in the community, and have a willingness to learn and work for Cfi management committee are eligible to apply for selection. Those who have completed high school or graduated are more interested in working in the city with private sector companies.

BREADTH OF EXPERIENCE IN OTHER CONTEXTS, ORGANIZATIONS

Selection of Cfi Committee members is based on the real situation – not on whether they have broad experience. Cfi members select the women who are able to communicate Fishing regulation/policy to the Cfi members. Those selected undertake exposure visits to learn from other Cfi management committees within the province.

COMMUNITY CULTURE AND BEHAVIOURAL EXPECTATIONS.

There are some community people who influence the accepted attitudes, values, beliefs and behaviours within the community. During the process of selecting Cfi management committee members and leaders, most community people/Cfi members choose men and women in the community who are strong in decision making, active in Cfi activities, and have good relationship in the community.

COMMENTS

Fact is ongoing in supporting Cfi gender equality by encouraging women to participate in Cfi management/leadership in order to have men and women working and supporting each other.

DIRECTOR, BANTEAY MEANCHEY PROVINCIAL FIA

PHYSICAL LOCATION

Village locations of CFIs in Banteay Meanchey is not a big barrier for women's Cfi leadership. Houses are located in the mainland. A main form of transport of the people in the area is motorbike.

FAMILY SOCIO-ECONOMIC SITUATION

Most female Cfi committee members are in IDP-1 or 2. So, they have to prioritize their daily needs. This priority makes them miss some meetings and Cfi management activities. For that reason, poor livelihood is a barrier for women's Cfi leadership.

DOMESTIC / FAMILY RESPONSIBILITIES

Domestic responsibility is a big barrier for women's Cfi leadership. Therefore, they cannot fully play their role as a Cfi Committee member. They come late and leave early in many Cfi meetings in order to prepare food and bring their small children to school. They sometimes brought their grandchildren with them when coming for meetings.

EXISTING POWER STRUCTURES AND DECISION MAKING ARRANGEMENTS

A village chief usually suggests which woman should be nominated for Cfi Committee membership because he knows her strengths and attributes well. However, the majority of Cfi members, who were mostly women, highly expected to have a male Cfi committee leader rather than the female one because the nature of work is in high risk—patrolling at night and confronting with illegal actions. The Cfi members expected to have women to only play a role of treasurer or secretary of the Cfi Committee.

LEVEL OF POLICY & REGULATORY KNOWLEDGE

The majority of female Cfi Committee members have a lack of policy / regulatory knowledge. So, this is a barrier for women's Cfi leadership. They may face challenges in educating Cfi members to adhere to laws, policies, regulations and guidelines in order to avoid illegal actions. Level of self-confidence & personal efficacy

LEVEL OF GENDER, DISABILITY AND ETHNIC DISCRIMINATION

There are no gender, ethnic and disability discriminations in the selected CFIs. Authorities concerns and Cfi members are welcome women who are capable, self-confident and willing to voluntarily serve Cfi members.

LEVEL OF SELF-CONFIDENCE & PERSONAL EFFICACY

A lack of self-confidence and self-belief really discourage women to seek nomination for Cfi Committee membership. The female Cfi Committee members usually feel nervous when speaking up to share their ideas due to a lack of knowledge about relevant contexts. It is because they do not care much about their role as a Cfi Committee member but focus on their daily needs and domestic responsibilities.

LEVEL OF TECHNOLOGICAL COMPETENCE

The majority of female CFI Committee members do not use a smart phone but an old-series Nokia phone. Some have a smart phone but can use with a few functions only—calling and looking on Facebook (without chatting and posting pictures). It is a barrier for women's CFI leadership because some urgent tasks cannot be done on time. For instance, a report on an illegal action with pictures that can be sent right away to FiA authorities via Telegram, they may spend a day to handle the issue.

EDUCATIONAL ATTAINMENT & QUALIFICATIONS

A lack of formal education qualifications is a barrier for women's CFI leadership. They cannot learn much or pick up important points of training, workshops, and meetings well because they cannot remember things without recording. Consequently, they may face challenges in playing their role.

BREADTH OF EXPERIENCE IN OTHER CONTEXTS, ORGANIZATIONS

A lack of experience is a barrier for women's CFI leadership. They may face challenges in facilitating decision-making, leading meetings and working on planning and patrolling, etc.

COMMUNITY CULTURE AND BEHAVIOURAL EXPECTATIONS.

The community culture is not a big barrier for women's leadership. They can over time adapt to a new culture gradually. However, community culture in CFIs in Banteay Meanchey.

**DIRECTOR OF FIA
DEPARTMENT SIEM REAP
PROVINCE SIEM REAP FIA
DEPARTMENT AND
DIRECTOR OF FIA KHAN
SIEM REAP SIEM REAP
FIA DEPARTMENT**

PHYSICAL LOCATION

Generally, most women living in CFI target villages are nearby the CFI conservation zone. The main barrier is that CFI management / leaders are limited by their own transportation facilities and cost. CFI entities themselves have no budget allocation to support CFI committee members to join meetings and training and some of CFIs have no NGO support.

FAMILY SOCIO-ECONOMIC SITUATION

Women who are living in IDP1 or 2 families have no barriers or discrimination preventing them from joining CFI management committees. The main barriers are family needs - women are busy with livelihood

requirements to support family daily living - and they have limited knowledge and capacity for CFI management/leadership because some cannot read and write Khmer.

DOMESTIC / FAMILY RESPONSIBILITIES

From our experience working with CFIs election processes, most women in each CFI zone are busy with house work and are responsible for preparing and cooking food for the family, taking care to their small children (feeding & taking to school), keeping the home environment clean and being responsible for small business income. Some husbands do not allow their wives to work for CFI, because most of the time Cfi members work at night on patrol missions to defend the fishing zone.

EXISTING POWER STRUCTURES AND DECISION MAKING ARRANGEMENTS

There are very few women are joining in CFIs management members / leadership roles across the whole province and these female members are taking roles as cashier, accountant and educators - not leadership. All 22 CFIs Leaders in Siem Reap province are men.

LEVEL OF POLICY & REGULATORY KNOWLEDGE

CFIs management committee /leaders are not required understanding MAFF and RGC policy - some points in Prakas and knowing some points in Sub-degree on Community Fisheries management. After being elected to the committee, Cfi Management Committee members are updated by provincial FiA Department and Fia Khan on Sub-degree on the Fisheries Management strategy, government fishing policy, human rights, enforcement and compliance and the Law on Fisheries as well as the roles and responsibilities of each position and Fishing Area Management planning.

LEVEL OF SELF-CONFIDENCE & PERSONAL EFFICACY

Even though the Government is working to promote Gender Equality in CFI management & leadership, most of women in CFI zone are limited in confidence and self-belief because they have limited knowledge (low formal education) and lack capacity for decision making and for planning to handle the management and leadership tasks. Women are also afraid of patrolling the fisheries zone at night - another big barrier.

LEVEL OF GENDER, DISABILITY AND ETHNIC DISCRIMINATION

People with a physical disability people are able to participate if they are able to perform the task. Ethnic women who hold Cambodian Citizen ID card can work with Cfi management without barriers or discrimination. We have observed that there are some Cfi members /community people hold the belief that men's performance is superior to women – particularly ethnic women.

LEVEL OF TECHNOLOGICAL COMPETENCE

The Cfi management / leadership election candidates are not required to have technology skill or effective information technology because Cfi management business doesn't use technology to store data and information. Cfi management membership one requires the ability to read and write Khmer, and to use a mobile phone to communicate with the Cfi management team and relevant stakeholders

EDUCATIONAL ATTAINMENT & QUALIFICATIONS

Cfi management membership selection does not require the completed high formal education. Women and men only need read and write Khmer, have high commitment, and a desire to be a Cfi committee member or leader.

BREADTH OF EXPERIENCE IN OTHER CONTEXTS, ORGANIZATIONS

Cfi management committee members/leadership are not required to have broad experience or management quality because they only working in the community. After selection that will be updated on areas such as health care, fishing law and the roles and responsibilities of each position.

COMMUNITY CULTURE AND BEHAVIOURAL EXPECTATIONS.

Cfi Members /community people believe that community expectations for Cfi leadership were that such leaders would have an honest and supportive attitude, strong and high commitment, be active in their Cfi , and have good relationships in the community.

OTHER COMMENTS

Cfi management/leadership are working without incentive and benefit, working from their heart for the benefit of their Cfi but most of women aspiring to Cfi committer management role would need some incentive to support their families daily living. Ther is a need to build the capacity of women to understand the benefit of Cfi management/ leadership. If possible, OXFAM should consider support the Cfi management/leadership mission for governance the fishing zone.

SECOND VICE-CHIEF, PRAEK NORIN COMMUNE, EK PHNOM, BB AND CCWC PRAEK NORIN COMMUNE, EK PHNOM, BB

PHYSICAL LOCATION

A village location is not a barrier for women's Cfi leadership because all villages are located on the mainland. A main form of transport in the area is motorbike.

FAMILY SOCIO-ECONOMIC SITUATION

Most female Cfi committee members are in IDP-1 or 2. So, they usually focus on their daily needs. Consequently, they cannot fully play their role as a Cfi Committee member. They often miss meetings and Cfi management activities.

DOMESTIC / FAMILY RESPONSIBILITIES

Domestic responsibility is a big barrier for women's Cfi leadership. They cannot fully participate in meetings and decision-making activities. They usually come late and leave early in order to prepare food and/or bring their small children back home from school.

EXISTING POWER STRUCTURES AND DECISION MAKING ARRANGEMENTS

The majority of Cfi members highly expected to have a male Cfi committee leader rather than a female leader because they thought that women would be very busy with their domestic responsibilities. So, they voted for men's Cfi leadership. There are women in the Cfi Committee because a RGC's policy requires gender balance in every institution.

LEVEL OF POLICY & REGULATORY KNOWLEDGE

The majority of female Cfi Committee members have a lack of policy / regulatory knowledge. So do male Cfi Committee members. Therefore, they cannot educate Cfi members well about laws, policies, and regulations in order to avoid illegal actions.

LEVEL OF SELF-CONFIDENCE & PERSONAL EFFICACY

The majority of female Cfi Committee members have a lack of confidence in speaking up to share their ideas due to a lack of policy / regulatory knowledge and low education. So, it is a barrier for women to play their role in the Cfi Committee. A lack of confidence and self-belief considerably discourages women to seek nomination for Cfi Committee membership.

LEVEL OF GENDER, DISABILITY AND ETHNIC DISCRIMINATION

There are no ethnic minority groups in the commune. Also, there is no gender discrimination in CFIs in Praek Norin Commune. The problem is that general CFI members as well as male CFI Committee members pay less attention to the woman Committee members because of their poor performance not a gender issue

LEVEL OF TECHNOLOGICAL COMPETENCE

A lack of technology skills is a barrier for both men's and women's CFI leadership. For most female CFI Committee members, they use an old-series Nokia phone that can be used for calling only.

EDUCATIONAL ATTAINMENT & QUALIFICATIONS

A lack of formal education qualifications is a barrier for both men's and women's CFI leadership. They may not recall all important points of policies and guidelines by remembering. This may cause misunderstanding and confusing. Female CFI Committee members in the Commune are able to read and write.

BREADTH OF EXPERIENCE IN OTHER CONTEXTS, ORGANIZATIONS

A lack of experience is a bit of a barrier for both men's and women's CFI leadership. They can learn from the job in addition to training, workshops and other technical support provided by FiA

COMMUNITY CULTURE AND BEHAVIOURAL EXPECTATIONS.

The community culture is not a barrier for women's leadership because the community culture in the commune does not change much.

COMMUNE CHIEF KOY MENG COMMUNE, MONGKOL BOREI DISTRICT, BANTEAV MEANCHEY PROVINCE AND CCWC KOY MENG COMMUNE, MONGKOL BOREI DISTRICT, BANTEAV MEANCHEY PROVINCE

PHYSICAL LOCATION

Koymeng commune has one CFI with 9 management committee members which includes 2 women of whom one is the CFI leader. The CFI target villages are about 1-2 km from the commune office and CFI working group location. Most of the Cfi women members in Koy Meng Commune live close to the CFI working group location, so there are not significant barriers to join the CFI activities, but women don't really understand about CFI benefits and purposes. Government and civil society support travel cost re-imburement for CFI Committee members is irregular .

FAMILY SOCIO-ECONOMIC SITUATION

In KoyMeng commune, women who are living in IDP 1 or 2 have limited time to participate in CFI activities because they are facing the problem of poor livelihoods. Women are working hard try the best to fulfill the family needs.. Some of women who were supported by their husbands were able to join the CFI committee, but they resigned after 2 years only 1-2 years. If women themselves understand about CFI benefit/advantages, they would be have higher desire to work for CFI management/leadership.

DOMESTIC / FAMILY RESPONSIBILITIES

Women are responsible all the family work for the whole day every day - such as taking care the children, cooking food , cleaning house and running small business (fishing, selling fish and planting crops/ vegetable). Women have no time to build their own capacity to grow to be a leader or participate in the management committee group.

EXISTING POWER STRUCTURES AND DECISION MAKING ARRANGEMENTS

Most of women are not interesting in working for the CFI management Committee and usually do not register as candidates for election. Those women who do nominate candidates for elections receive less votes that the male counterparts. CFI Management Committee members are selected based on the numbers of vote for each candidate.

LEVEL OF POLICY & REGULATORY KNOWLEDGE

CFI management committee membership does not require knowledge on MAFF and RGC, only persons who are interesting and registered for election/voting. After being elected the CFI management committee is supported by FiA through training on the fishing laws, sub-degree policy / guidelines and other RGC policies elated to legal fishing, natural resource management / conservation and roles and responsibility of the CFI management committee.

LEVEL OF SELF-CONFIDENCE & PERSONAL EFFICACY

Most of women within CFI members have low education, limited basic knowledge and low management and leadership skills, so women themselves lack self-confidence to handle the management committee roles and consequently don't enroll as candidates for election. Civil society / government support for women's capacity building / gender equality through training courses would be good to promote women's leadership development.

LEVEL OF GENDER, DISABILITY AND ETHNIC DISCRIMINATION

Koy Meng CFI has no ethnic families, however there are no big barriers on gender and disability discrimination. The election processes were disseminated to all CFI villages and open for men and women to register as candidates for Cfi Management Committee membership. Disabled people can also apply to be CFI committee members if they interested.

LEVEL OF TECHNOLOGICAL COMPETENCE

There is no requirement for men or women have technology knowledge or skills to work in CFI Management Committees, because there are no, of very few, women able to access IT/ technology. Only men or women able to use mobile phones, write by hand and active in CFI activities are acceptable.

EDUCATIONAL ATTAINMENT & QUALIFICATIONS

CFI management committee members are not required to have completed a high education or certificate of high school. The only requirements are good reading and writing Khmer because CFI committee members frequently need to write the invitation letters to the relevant stakeholders to join the meetings and training and to write the CFI reports. If women can't read and write Khmer, this is a big barrier to be CFI management committee member.

BREADTH OF EXPERIENCE IN OTHER CONTEXTS, ORGANIZATIONS

CFI Management Committee members in KoyMeng, were not required to have broad experience in other communities/ organizations. CFI Members and local authorities are looking for women who are active in community development activities to be the CFI management committee members. Women who have high education, high knowledge and skill do not usually volunteer to work for CFI committees in the rural community context.

COMMUNITY CULTURE AND BEHAVIOURAL EXPECTATIONS.

In order to be eligible for Cfi Committee Membership women need to have good results from previous experiences including good morality, good group work capacity, and be willing to work as representative of the community people.

OTHER COMMENTS

Propose that Oxfam builds the capacity of women to enable them to take roles in CFI management committees and additionally to strengthen the roles and responsibilities of CFI management committee members to function in teams. Support is also needed CFI management to rehabilitate the lake and rivers to manage and maintain the ecology in the lake. There is a need to support the income of CFI management committee members to ensure sustainable Cfi Management Committees in the future.

DEPUTY DIRECTOR OF ADMINISTRATION AND LEGISLATION (IN CHARGE OF GENDER AND CHILDREN), FIA FISHERIES ADMINISTRATION DEPARTMENT

PHYSICAL LOCATION

I think distance between home and the Cfi area can be a big barrier to join in CFI management committee, because of lack of transportation, lack of time and some of women are much busy with their house work and taking care of their children.

FAMILY SOCIO-ECONOMIC SITUATION

Even-though women who are living in IDP1 have the heart to work with the CFI Management committee, most of them have limited time they are very busy with all with their business to earn income to support their families and re-pay a bank or micro finance company. IDP 1 or 2 women have limited self-confidence and lower competency and skill to grow as a Cfi leader.

DOMESTIC / FAMILY RESPONSIBILITIES

The husbands of women who are have many small children do not understand about gender roles and do not support their wives in house works, so these women do not have time to join in CFI management committee members.

EXISTING POWER STRUCTURES AND DECISION MAKING ARRANGEMENTS

According to the data of CFI in the whole Tolesap lake, there are only 6-7 women / 516 CFI are working in CFI Leadership roles. This data shows that very few women have the opportunity to engaged in CFI leadership roles. There are many reasons for this - the CFI zone lacks potential women to lead group work, leading CFI members and make decisions and do planning. CFI members trust men more than women to handle the roles of leading /managing, especially in CFI Leadership roles. Women themselves are less committed and have limited of self-confidence in leadership due to lack of encouragement and support from the community and from their family.

LEVEL OF POLICY & REGULATORY KNOWLEDGE

There are only 1-2 women (30%) participating in each CFI management committee, and only a few women are CFI leaders in Tolesap lake. There is not a problem with women's lack of MAFF and RGC policy knowledge – this issue is limited self-confidence and no time to work in CFI management committees.

LEVEL OF SELF-CONFIDENCE & PERSONAL EFFICACY

Most women in CFI management committees lack self-confidence, have limited knowledge about decision making or leading group work using their own capacity. Most women still need to work in team with men leading, but they are good at committee roles such as cashier and Fishing Law/policy educators.

LEVEL OF GENDER, DISABILITY AND ETHNIC DISCRIMINATION

There are some barriers for Vietnamese women to participate in CFI management committees and because they can't speak and write Khmer language and they are not Cambodian citizens yet. Some people still ethnic men and women living in CFI less because the people think most of ethnic minority residents practice illegal fishing in Tonle Sap lake. However, there is no discrimination on gender and disability. If women with a disability are interested and have the ability there is no barrier to participate in CFI management committees.

LEVEL OF TECHNOLOGICAL COMPETENCE

CFI management committee members are not required to have technology skills, like internet or business skills but it's an advantage to be able to use smart phone, Facebook and Telegram.

EDUCATIONAL ATTAINMENT & QUALIFICATIONS

Education qualification is not a significant barrier to members of CFI management committee however it is necessary to read and write Khmer, be active in CFI business, show high commitment and are able to apply as candidates.

BREADTH OF EXPERIENCE IN OTHER CONTEXTS, ORGANIZATIONS

Experience is gained through active participation in CFI development, sharing ideas, and a willingness to learn new things. There is no requirement for CFI management committee members to have prior experience.

COMMUNITY CULTURE AND BEHAVIOURAL EXPECTATIONS.

Community culture is not a barrier to CFI management committee membership or leadership.

OTHER COMMENTS

Propose to Oxfam to support the capacity of women to become CFI leaders in the future and build networks among local authorities, women and families to encourage and support women to join CFI management committees.

COMMUNE CHIEF CHONG KHNEIH COMMUNE, SIEM REAP DISTRICT, SIEM REAP PROVINCE

PHYSICAL LOCATION

The CFI in Chong Khneih covers 7 villages, including a Vietnamese village, which are located nearby the lake and close-up each other. Community people living along the 2 km road, so CFI members close to the commune office and CFI management committee working group. Transportation is not a big barrier to join the CFI activities, however women do not understand the benefit of CFI members and are not interested or engaged in CFI management.

FAMILY SOCIO-ECONOMIC SITUATION

Through experience as previous CFI leader, women living in IDP 1 or 2 households are limited in ability and time to engage in CFI activities. Women in poor families are busy with the family income / business activities and have time to build their capacity in management / leadership. CFI management committee election information processes is disseminated to the 7 villages in the CFI zone, and nomination is open to all socio-economic situation so women can apply to be CFI management committee member, but very few women apply. Only 2 women were elected in the roles of Cashier and educator.

DOMESTIC / FAMILY RESPONSIBILITIES

Women in CFI community are mostly busy for a whole day with house work, such as taking care of many children, cooking food, keep good hygiene in the house, helping in running income business and some are growing rice and vegetables. However, if women don't have small children and are supported by their husband to share domestic responsibilities they have time to engage in CFI management activities.

EXISTING POWER STRUCTURES AND DECISION MAKING ARRANGEMENTS

CFi management committee member / leadership roles are mostly held by men because CFi members and local stakeholders expected to have men rather than women. They think that men are stronger than women for the Fishing patrol tasks and leading the group work. Some women are reluctant to nominate for CFi management/leadership roles because these roles require confrontation with illegal fishers in the CFi fishing boundary during the night. However, if men and women worked together as a team it would be better than woman alone.

LEVEL OF POLICY & REGULATORY KNOWLEDGE

Cfi Management Committee members in Chong Khneih do not require the candidates to have knowledge of MAFF and RGC policy. Although is required is some understanding CFi procedures, fishing policy and the ability to raise the awareness in the community.

LEVEL OF SELF-CONFIDENCE & PERSONAL EFFICACY

Most of women in Chong Khneih are limited in self-confidence in terms of working with CFi management because their formal education does not usually exceed primary school and they lack knowledge and skill in decision making, planning, management and leadership. Some of women are also concerned about working at night to monitor illegal fishing. Women are still dependent on men during team work. However, if women can become committed to develop their capacity and receive encouragement from men, local authorities, civil society and FiA, women will learn faster and develop a high commitment to CFi management.

LEVEL OF GENDER, DISABILITY AND ETHNIC DISCRIMINATION

In Chong Khneih there is no discrimination in terms of ethnicity, disability or gender, although Vietnamese women are not able to apply of and such management / leadership role. Some time ago 2 Cam men joined in CFi management committee but have moved to live in other communities. Currently, some community people /CFi members still value men to be CFi management committee members rather than women, because women are not yet showing their abilities and capacity in the real practice of Cfi committee leadership and management.

LEVEL OF TECHNOLOGICAL COMPETENCE

Chong Khneih candidates are not required to have Technology skill/ IT to be a CFi management Committee members so it is not a high barrier for women's participation.

EDUCATIONAL ATTAINMENT & QUALIFICATIONS

CFi management committee members are not need to have completed formal high education/certificates so it is not a big barriers for women.

BREADTH OF EXPERIENCE IN OTHER CONTEXTS, ORGANIZATIONS

There is no need for women candidates to have broad experience in other communities or organizations.

COMMUNITY CULTURE AND BEHAVIOURAL EXPECTATIONS.

Propose that Oxfam supports capacity building for women on management and leadership roles in CFi zone to become a CFi Committee member and leader.

ACTING DIRECTOR OF IFREDI INLAND FISHERIES RESEARCH AND DEVELOPMENT INSTITUTE, FISHERIES ADMINISTRATION.

PHYSICAL LOCATION

Lack of transportation facilities /cost is a small barrier for women who are living far from the CFi working area because CFi management committee and leaders are working free of incentive. There are many reasons of women are not participated in CFi management committee other than distance from the CFi zone. Most of CFi members living near CFi location/zone, but women are not interesting to work for CFi management committee and because they do not understand about the benefits and have no one to encouraging or motivate them.

FAMILY SOCIO-ECONOMIC SITUATION

The culture of Cambodian women is mostly that they are busy with house work especially - IDP1 or 2 who are busy with their family livelihood and helping their husband working to earn income and taking care to their children. Family livelihood development and earning income is the top priority of IDP1 or 2 families.

DOMESTIC / FAMILY RESPONSIBILITIES

Most of women are busy with house work much more than men. Women are responsible for preparing and cooking food for their families, cleaning their houses, feeding their children and taking them to school. However, the single women are free from house work, but they are not committed working in CFI committees and migrated to find a job outside the community.

EXISTING POWER STRUCTURES AND DECISION MAKING ARRANGEMENTS

CFi management committee and leaders are elected by the representative of CFI members and community people from each village. The decision of who is the CFI leaders and management committee members is based on the numbers of votes. However, there is a perception by some community people and FiA that women are not strong enough to work in the position of CFI leader because this position includes the risks involved in the patrolling illegal fishing.

LEVEL OF POLICY & REGULATORY KNOWLEDGE

There is no requirement for women or men to have knowledge or skill on MAFF and RGC to serve in Cfi management Committees.

LEVEL OF SELF-CONFIDENCE & PERSONAL EFFICACY

Most of women are not confidence in working in CFI management committees because they have limited knowledge and capacity to handle the leadership roles because of the level of difficulty and risk.

LEVEL OF GENDER, DISABILITY AND ETHNIC DISCRIMINATION

Some CFI members/ community people still do not value minority group women, like Vietnamese and Muslim women, because they lack skills in writing and speaking Khmer language. Some CFI members and community people believe people with a disability and women are not physical are not strong enough to work on patrols against illegal fishing. CFI members expect most of women and people with a disability take on role like dissemination the fishing regulations or as a CFI Cashier.

LEVEL OF TECHNOLOGICAL COMPETENCE

There is no major barrier for women who lack technology skill and data management skills or are unable to use computer and others tools. CFI management/leadership requires only ability in verbal communication and hand writing.

EDUCATIONAL ATTAINMENT & QUALIFICATIONS

Most women's education is restricted to primary school which is a barrier to working for CFI management committees because women have no foundation knowledge to handle the management and leadership roles and are limited in decision making and planning skills to lead the team perform their roles. Women with lower education women may have high commitment, but are nominated for roles like Cashier and Educator.

BREADTH OF EXPERIENCE IN OTHER CONTEXTS, ORGANIZATIONS

There is no requirements for women to have experience working in other context, organizations and agencies. Experiences in actively working in the community, contributing their times to join in social activities, having a high commitment and to speaking out are the requirements. If women have limited experience working in the community they will be less likely to receive votes during elections.

COMMUNITY CULTURE AND BEHAVIOURAL EXPECTATIONS.

Community culture is a barrier to women Cfi committee membership and leadership if this is to mean that certain community-held values need to be demonstrated by those who as seeking memebser of such committees.

OTHER COMMENTS

In generally, the barriers for women taking on roles in CFI management/ leadership include the incentive provided to them to assist in supporting their family's needs, less encouragement from CFI members, local authorities and their husbands who do not allow their wives to work outside the community at night times. In each CFI , there are 7-9 management committee members, but only 1-2 female members are nominated and elected. In all 516 CFI committees very few women ate engaged in management /leadership roles.

**COMMUNE CHIEF,
KAMPONG PHLUK
COMMUNE, BARKONG
DISTRICT, SIEM REAP
PROVINCE AND SECOND
DEPUTY COMMUNE
CHIEF, KAMPONG
PHLUK COMMUNE,
BARKONG DISTRICT,
SIEM REAP PROVINCE**

PHYSICAL LOCATION

The fishing zone and boundary are far from the communities and there is a of lack of a boat and patrol equipment to address illegal fishing. The Kampong Phluk CFI management committee has 11 members which includes 4 women serving as educators, cashier and patrol tasks) but have no support funding. Distance from CFI working area is not a big problem for women - the actual problem is women's lack of transportation and travel costs.

FAMILY SOCIO-ECONOMIC SITUATION

Women in IDP 1- 2 households have limited time to develop their own capacity to be a CFI management committee members. The work loas of these women to earn a daily income prevents them from seeking a management/leadership roles. The main reasons of women don't participate in CFI management/leadership are because women have limited capacity to handle such roles. In The four women serving in Kampong Phluk CFI Committee are committee members, not leaders.

DOMESTIC / FAMILY RESPONSIBILITIES

In the Cfi villages most of women are responsible for prepare and cooking food, taking care of children, washing clothes, cleaning, running family small business and sometimes attending the community meeting. Women don't have the time to participate in CFI tasks, another reason and the CFI management committee members receive no salary.

EXISTING POWER STRUCTURES AND DECISION MAKING ARRANGEMENTS

CFi management committee members/leaders are elected by CFI members. The election process is facilitated by the co-committee and there were more male candidates. The CFI members vote to select the CFI management committee members.

LEVEL OF POLICY & REGULATORY KNOWLEDGE

CFi management committee members are not required to have knowledge of MAFF and RGC.

However, if women have no basic knowledge, this would be high barrier tto performing a CFI management /leadership role.

LEVEL OF SELF-CONFIDENCE & PERSONAL EFFICACY

The 4 Cfi Committee women in Kampong Phluk CFI do not hold leadership roles. Women are more self-confident in cash management, filling documents and dissemination the fishing law/policy to the community people/CFi members. Women lack self-confident because of they are limited in knowledge on decision making, planning, management and leadership.

LEVEL OF GENDER, DISABILITY AND ETHNIC DISCRIMINATION

Kampong Phluk has no ethnic community. Local authorities encourage women to apply for CFI management committee roles, but very few women are interested in applying for candidature.

LEVEL OF TECHNOLOGICAL COMPETENCE

Technology skill /IT are not required for CFI management committee leadership roles as technology skill are not required.

EDUCATIONAL ATTAINMENT & QUALIFICATIONS

CFi management committee/leadership does not require high formal education /certificates women to apply for election.

BREADTH OF EXPERIENCE IN OTHER CONTEXTS, ORGANIZATIONS

Kampong Phluk Cfi does not require women to have a broad experiences in other communities and organizations to be CFI management/leadership.

COMMUNITY CULTURE AND BEHAVIOURAL EXPECTATIONS.

Cultural factors are not a barrier to women's Cfi leadership and management opportunities.

OTHER COMMENTS

Propose Oxfam works as a partner in this commune to build the capacity to take roles of management and leadership.

**FIRST VICE CHIEF
PREY CHAS COMMUNE,
EK PHNOM, BB,
COMMUNE COUNCIL
MEMBER, PREY CHAS
COMMUNE, EK PHNOM,
BB AND COMMUNE
ADMIN. ASSISTANT
PREY CHAS COMMUNE,
EK PHNOM, BB.**

PHYSICAL LOCATION

A village location is a barrier for women's CFI leadership because houses are built on water—floating houses. A main form of transport in the area is boat. So, the female CFI Committee members have to go to participate in meetings or decision-making activities by boat, while some cannot drive a boat.

FAMILY SOCIO-ECONOMIC SITUATION

Most female CFI committee members are in IDP-1 or 2. So, they usually focus on their daily needs. Some have to go with their husband for fishing far away from home. As a result, they cannot fully play their role as a CFI Committee member. They often miss meetings and CFI management activities.

DOMESTIC / FAMILY RESPONSIBILITIES

Domestic responsibility is a big barrier for women's CFI leadership. They cannot fully play their role or participate in meetings and CFI management activities because they need to prepare food for the family and bring their small children to school and back home every day

EXISTING POWER STRUCTURES AND DECISION MAKING ARRANGEMENTS

Some general CFI members encouraged potential women to seek nomination for CFI Committee leadership. However, the majority of CFI members highly expected to have a male CFI committee leader rather than the female one because the job is risky—patrolling at night and confronting with illegal fishing.

LEVEL OF POLICY & REGULATORY KNOWLEDGE

The majority of female CFI Committee members have a lack of policy / regulatory knowledge. However, it is not a big barrier for women's CFI leadership because learning events are usually arranged for them.

LEVEL OF SELF-CONFIDENCE & PERSONAL EFFICACY

The majority of women have a lack of confidence in speaking up to share their ideas. However, for women who are nominated for CFI Committee membership and are selected as CFI committee members, it seems that they have their strengths, qualities and suitable attributes. They are more likely confident of sharing their ideas. So, it is not a big barrier for women's CFI leadership.

LEVEL OF GENDER, DISABILITY AND ETHNIC DISCRIMINATION

There are no gender, disability and ethnic discriminations. It is not a barrier for women's CFI leadership. It is because the CFI Committee members work as a team. They support one another. Male members accept heavy and risky work, while female members are usually assigned to do easy job.

LEVEL OF TECHNOLOGICAL COMPETENCE

The majority of women aged about 40 and over have a very low education. Some are illiterate. Female CFI Committee members were selected from this group of women. Low education is a barrier for them to learn technology skills. So, all female CFI Committee members have no technology skills. The majority use old-series Nokia phone. It is a barrier for women's CFI leadership especially in communication

EDUCATIONAL ATTAINMENT & QUALIFICATIONS

The majority of female CFI Committee members have a lack of formal education qualifications. However, it is not a big barrier for playing their role because the CFI Committee members work as a team.

BREADTH OF EXPERIENCE IN OTHER CONTEXTS, ORGANIZATIONS

A lack of experience is not a big barrier for women's CFI leadership, but a lack of time to learn is a problem. Due to their domestic responsibilities and livelihood, they may miss important learning events. This makes them have a lack of policy / regulatory knowledge and understanding of CFI statute. As a result, they cannot play their role as required.

COMMUNITY CULTURE AND BEHAVIOURAL EXPECTATIONS.

The community culture is a barrier for women's leadership. General CFI members used to fish in conservation areas where previously were not banned by the Government. So, it is difficult to change their mind. As a result, the CFI Committee needs to put a lot of effort into education and actions to protect the conservation areas.

COMMUNE CLERK SAMBOUR COMMUNE, MONGKUL BOREI DIST. BANTEAY MEANCHEY (BMC) AND COMMUNE COUNCIL MEMBER SAMBOUR COMMUNE, MONGKUL BOREI DIST. BANTEAY MEANCHEY (BMC)

PHYSICAL LOCATION

A village location is not a big barrier for women's CFI leadership because houses are located in the mainland. A main form of transport in the area is motorbike. So, it does not cause difficulty for female CFI Committee members to participate in CFI meetings and management activities.

FAMILY SOCIO-ECONOMIC SITUATION

Socio-economic situation is a barrier for women's CFI leadership because they usually focus on the family daily needs. As a result, they may often miss CFI meetings and management activities.

DOMESTIC / FAMILY RESPONSIBILITIES

Domestic responsibility is a big barrier for women's CFI leadership because it does not allow them to play their role well. They may come late and leave the CFI Committee meetings early in order to prepare food for the family and bring their children to school and back home.

EXISTING POWER STRUCTURES AND DECISION MAKING ARRANGEMENTS

It was rare for women to seek nomination for CFI Committee membership due to a lack of encouragement of local authorities. As a result, in all CFIs in Sambour Commune now there are no female CFI Committee members. As there were no female candidates for the selection of CFI Committee membership, CFI members had no choice, but voted for men to be CFI Committee leaders. One of the respondents, highlighted that previously there was an outstanding woman CFI leader in Thmor Meanchey CFI. Unfortunately, she passed away for several years. Since she passed away, there has been none of female CFI members now.

LEVEL OF POLICY & REGULATORY KNOWLEDGE

A lack of policy / regulatory knowledge is not a big barrier for women's CFI leadership. Normally, women who, seek nomination for CFI Committee membership, are capable enough to learn the policies, regulations and guidelines. They at least have ability to read and write.

LEVEL OF SELF-CONFIDENCE & PERSONAL EFFICACY

Normally, women who, seek nomination for CFI Committee membership, have their strengths and possibility to grow in their role. So, a lack of confidence and self-belief is not a big barrier for women's leadership because they may face difficulty at the beginning of their role in a short period of time.

LEVEL OF GENDER, DISABILITY AND ETHNIC DISCRIMINATION

There are no ethnic groups in the commune. For gender discrimination, a small number of individual people may not value women for their work. However, it is not a big problem for women who are selected to be CFI Committee leaders because the majority of CFI members believe in their strengths.

LEVEL OF TECHNOLOGICAL COMPETENCE

The CFI Committee members in the commune can somewhat use Telegram, Messenger and Facebook for communication. So, it is not a big barrier for women who are selected to be CFI Committee leaders because they have potential to learn and grow in their role.

EDUCATIONAL ATTAINMENT & QUALIFICATIONS

About 60% of women in the selected CFIs in the commune are literate. They can at least read and write. So, it is not a big barrier for women who are selected to be CFI Committee leaders. Women who get high education may not accept the job, but seek for the better one at towns.

BREADTH OF EXPERIENCE IN OTHER CONTEXTS, ORGANIZATIONS

A lack of experience is not a big barrier for CFI leadership, but a lack of willingness to learn new things is a big problem. Both female and male CFI Committee leaders can gain experience from the job and the effort they put into what they want to learn.

COMMUNITY CULTURE AND BEHAVIOURAL EXPECTATIONS.

Due to climate change, some areas of Mongkul Borei river become shallow or drought. As a result, fish and bird numbers are dwindling, which considerably affects livelihood of CFI members. Previously, they could easily catch fish and birds for food and sale. In the selected CFIs, the majority of members previously did fishing and farming for their livelihood, but now, they most likely depend on rice farming. It is a barrier for both men's and women's CFI leadership because CFI members tend to commit illegal action for their livelihood.

FIRST VICE CHIEF, KOH CHIEANG COMMUNE, EK PHNOM, BB

PHYSICAL LOCATION

A village location is not a barrier for women's CFI leadership because houses are nearby each other, although they are on water—floating houses.

FAMILY SOCIO-ECONOMIC SITUATION

Most female CFI committee members are in IDP-1 or 2 categories. So, they have to focus on their own business or to find a job far away from home. As a result, they cannot fully play their role as a CFI Committee member.

DOMESTIC / FAMILY RESPONSIBILITIES

Domestic responsibility is a big barrier for women's CFI leadership because they cannot fully play their role or participate in meetings and CFI management activities. They need to prepare food for the family and bring their small children to school and back home every day by travelling on a boat.

EXISTING POWER STRUCTURES AND DECISION MAKING ARRANGEMENTS

A village chief and/or a former CFI Committee head encouraged potential women to seek nomination for CFI Committee leadership. However, the majority of CFI members highly expected to have a male CFI Committee leader rather than the female one because the job is risky—patrolling at night and confronting with illegal fishing.

Nevertheless, at least 1 woman (in each CFI) had to be selected as a treasurer / secretary of a CFI Committee in order to meet a gender balance requirement of the Government. She was selected, although her votes were less than some male candidates.

LEVEL OF POLICY & REGULATORY KNOWLEDGE

Female CFI Committee members have a lack of policy / regulatory knowledge due to their low education. Many learning events were arranged for them, but they could not pick up well the things that were taught. For instance, in each CFI, there is a list / annex of occupations for CFI Committee to understand and disseminate it to general CFI members in order to avoid illegal actions. However, the CFI Committee members do not understand it well. So, they could not support general CFI members who were charged with illegal action in alignment with legal procedures.

LEVEL OF SELF-CONFIDENCE & PERSONAL EFFICACY

Due to a lack of policy / regulatory knowledge and low involvement in CFI management activities and meetings, female CFI Committee members have a lack of self-confidence in speaking up to share their ideas. They are afraid of embarrassment at sharing an irrelevant context / topic. So, it is a big barrier for women's CFI leadership.

LEVEL OF GENDER, DISABILITY AND ETHNIC DISCRIMINATION

There are no disability and ethnic discriminations. For gender discrimination, some people discouraged the female CFI Committee members from acting as a CFI Committee membership by some reasons—a risky job, men's work, a bad reputation to work among men in the forests, etc.

LEVEL OF TECHNOLOGICAL COMPETENCE

The majority of female CFI Committee members cannot use even Telegram, Messenger and Facebook for communication, while male members can. Due to poor coverage of phone service in forests, male CFI Committee members use high frequency radio (iCom) for communication.

EDUCATIONAL ATTAINMENT & QUALIFICATIONS

The majority of female CFI Committee members have a lack of formal education qualifications. Young women who have high education usually seek for a better job in towns. A lack of formal education qualification is a barrier for women's CFI leadership because they may face challenges such as preparing minutes of meetings and simple bookkeeping for the CFI Committee.

BREADTH OF EXPERIENCE IN OTHER CONTEXTS, ORGANIZATIONS

A lack of experience is a big barrier for women's CFI leadership because they don't care much about learning new things as requirements of a CFI Committee, but focus on their daily needs. As a result, they have a lack of experience and knowledge in interpreting policies, regulations and guidelines of FiA. For that reason, they do not educate CFI members about them because they will be ashamed when clarifications and explanations cannot be elaborated.

COMMUNITY CULTURE AND BEHAVIOURAL EXPECTATIONS.

The community culture is a barrier for both men's and women's leadership in some critical aspects. Significantly, general CFI members always exercise old practices that previously were not banned by the Government. Then, they are usually caught. So, it is a challenge for the CFI Committee to provide support, while they don't fully understand legal procedures in alignment with the CFI's statute and annex of occupations —“dos” and “don'ts”.

DISTRICT GOVERNOR EK PHNOM, BB

PHYSICAL LOCATION

A village location is not a big barrier for women's CFI leadership because houses are nearby each other, although some are on water. On the other hand, each CFI in Ek Phnom District is in the same village. In some provinces, each CFI consists of members from more than 1 village.

FAMILY SOCIO-ECONOMIC SITUATION

Most female CFI committee members are in IDP-1 or 2 categories. However, it is not a big barrier for women's CFI leadership because the nature of CFI Committee's work does not require a lot of their time. So, they can still focus on their daily needs.

DOMESTIC / FAMILY RESPONSIBILITIES

Domestic responsibility is currently not a big barrier for women's CFI leadership because the nature of CFI Committee's work now does not considerably affect their own business and housework chores. So, they are still able to manage the dual roles of the CFI Committee work and livelihood / domestic responsibilities

EXISTING POWER STRUCTURES AND DECISION MAKING ARRANGEMENTS

Potential women were encouraged by their families and general CFI members to seek for nomination for CFI Committee membership. On the other hand, authorities of all levels seek to find potential / capable women to hold leadership positions in communities and institutions in order to respond to gender balance requirements of the Government. Unfortunately, it's rare to have capable women in CFIs. In a few CFIs, people voted for women to be CFI Committee heads.

However, in general, the majority of CFI members highly expected to have a male CFI Committee leader rather than the female one because the job is risky—patrolling at night and confronting with illegal actions.

LEVEL OF POLICY & REGULATORY KNOWLEDGE

The majority of women in the selected communes (*Praek Norin, Prey Chas and Koh Chiveang*) have very low education; and some are illiterates. So, the very low education is a leading cause of a lack of policy / regulatory knowledge of these women.

For that reason, the majority of female CFI Committee members in these communes have a lack of policy / regulatory knowledge. It is a big barrier for women's CFI leadership because they may not be able to provide support for CFI members who are charged with illegal actions in alignment with legal procedures. Importantly, they are not able to educate members about relevant laws, policies, regulations, and guidelines.

LEVEL OF SELF-CONFIDENCE & PERSONAL EFFICACY

Due to a lack of policy / regulatory knowledge and low education, female CFI Committee members in the selected communes have a lack of self-confidence in speaking up to share their ideas. They are afraid of embarrassment at sharing irrelevant things. So, it is a barrier for women's CFI leadership because members may pay less attention to their performance.

LEVEL OF GENDER, DISABILITY AND ETHNIC DISCRIMINATION

Vietnamese living in CFIs are not legally allowed to be CFI membership because they are considered as immigrants. For gender discrimination, some individual people discouraged the female CFI Committee members from acting as a CFI Committee membership by some reasons. Some pay less attention to women's performance due to a lack of self-confidence. However, it is not a big problem for women who are selected to be CFI Committee leaders because people may see their potential and capability during a selection / voting process.

LEVEL OF TECHNOLOGICAL COMPETENCE

The majority of female CFI Committee members cannot use even Telegram, Messenger and Facebook for communication. It is a big barrier for both women's and men's CFI leadership because good practices and lessons learned cannot be broadly shared with other CFIs in the district for improvement, while it can be done via group Telegram / Messenger.

EDUCATIONAL ATTAINMENT & QUALIFICATIONS

The majority of women in the selected communes (*Praek Norin, Prey Chas and Koh Chiveang*) have very low education; and some are illiterates. However, the CFI leadership requires willingness and consciousness rather than high educational qualifications because the nature of CFI Committee's work does not require high education. Ability to read and write is enough.

BREADTH OF EXPERIENCE IN OTHER CONTEXTS, ORGANIZATIONS

A lack of experience is not a big barrier for CFI leadership, but a lack of willingness to learn new things from other CFIs is a big problem. Female and male CFI Committee leaders can gain experience from the job and the effort they put into what they want to learn. So, if the CFI leaders do not seek for experience from their job, but focus on their own business and prioritize their domestic responsibilities, they will encounter challenges in their CFI leadership role. Expected outcomes of their role are not met.

COMMUNITY CULTURE AND BEHAVIOURAL EXPECTATIONS.

Due to climate change, some areas of Sangkae River and Tonle Sap Lake become shallow or drought. As a result, fish numbers are dwindling, which considerably affects livelihood of CFI members. Due to a livelihood factor, the majority of CFI members have to force themselves to commit illegal actions, for instance, clearing flooded forests for planting chili. So, their new community culture now is mainly farming not fishing. On the other hand, some CFI members have to migrate to Thailand, or Battambang town, or Phnom Penh for work. It is a big challenge for both men's and women's CFI Committee leadership.

PHYSICAL LOCATION

A village location in a selected CFI (Kampong Phluk) is a barrier for women's CFI leadership. The barrier is between Medium and High—Medium in dry season, but High in rainy season. A main form of transport in dry season is motorbike, while in rainy season is boat.

FAMILY SOCIO-ECONOMIC SITUATION

Socio-economic situation is a barrier for women's CFI leadership because they usually focus on livelihood. They may often miss CFI meetings and management activities if they do not get any financial support—food/fuel allowance.

DOMESTIC / FAMILY RESPONSIBILITIES

Domestic responsibility is a big barrier for women's CFI leadership if they get no support from their husband. They cannot play their role well due to such responsibilities. They may come late and leave the CFI Committee meetings early in order to prepare food for the family and bring their children to school and back home.

EXISTING POWER STRUCTURES AND DECISION MAKING ARRANGEMENTS

It seems that general CFI members are reluctant to select women to be CFI Committee leaders. Also, their husbands may not see the role of CFI leadership is more important than the daily needs of their families. So, local authorities and relevant stakeholders (including FiA and NGOs) need to put a lot of effort into the nomination stage by promoting the importance of gender role, requirements of gender balance of the Government, and preparing and encouraging potential women to seek nomination for CFI Committee membership.

LEVEL OF POLICY & REGULATORY KNOWLEDGE

Normally, general CFI members used to somewhat hear about laws, policies, regulations and guidelines on fisheries such as spawning season, opening and closed seasons of fishing. In addition, they may realize types of illegal fishing gears that are banned by the Government. So, it is not a big barrier for women's CFI leadership. Actually, female CFI Committee members get more understanding of the policies, regulations and guidelines than male members because they are in charge of education on these things to the community. Male CFI Committee members usually take charge of patrolling and confronting with illegal actions.

LEVEL OF SELF-CONFIDENCE & PERSONAL EFFICACY

A lack of confidence and self-belief is a barrier for everyone for playing any role, if they do not get more information and experience from the job. A lack of safe environment and support in building up women's self-confidence and self-belief is the thing should be considered. Support from people whom a woman lives and works with such as her husband, parents, brothers, sisters, friends and supervisor is a powerful motivation to increase her self-confidence.

LEVEL OF GENDER, DISABILITY AND ETHNIC DISCRIMINATION

Gender discrimination is a barrier for women who seek nomination for CFI Committee membership. Some selection criteria are a structural / legal gender discrimination. For instance, ability to read and write is required, while local authorities and the people in the area definitely know that there are very few women can read and write. As a result, potential women who are good at other things such as speaking up and critical thinking, lose opportunity to be nominated / selected as CFI Committee leaders.

LEVEL OF TECHNOLOGICAL COMPETENCE

A lack of technology skills is a barrier for everyone. However, the real problem is a husband in a poor family is the one who always has access to technology material—a smart phone. So, this keeps women having a lack of technology skills—use of a smart phone. Significantly, most women in CFIs usually use old-series Nokia phone just for calling. On the other hand, coverage phone service and internet connectivity are a problem in some CFI areas.

EDUCATIONAL ATTAINMENT & QUALIFICATIONS

A lack of formal educational qualifications is a barrier for both men's and women's CFI leadership. However, it is not a big problem because CFI committee members can work as a team. The respondent suggested that the formal educational qualifications should not be included in the selection criteria for CFI Committee membership, otherwise it will become a structural / legal gender discrimination that makes potential women lose opportunity for being selected as CFI Committee leaders.

BREADTH OF EXPERIENCE IN OTHER CONTEXTS, ORGANIZATIONS

A lack of experience is a barrier for both men's and women's CFI leadership. So, exposure visits to other CFIs enable CFI leaders (both men and women) to gain more experience for playing their management / leadership role as well as to improve their communities. However, only CFI Committee leaders (Chiefs and Vice-Chiefs) who are almost all men, have been arranged for the exposure visits.

COMMUNITY CULTURE AND BEHAVIOURAL EXPECTATIONS.

Community culture is a big barrier for both men's and women's CFI leadership because they have to manage changes as a new culture of the community. The changes are:

- Climate change makes some CFI areas become shallow or drought, which contributes to dwindling fish numbers that affects livelihood of CFI members;
- Increase of local eco-tourism activities especially during the COVID-19 pandemic, so, CFI members may change their behaviors in terms of daily activities—making money from tourism activities instead of fishing;
- Increase of the use of illegal fishing scourge of fishermen from other fishing regions.

OTHER COMMENTS

Mindset of main actors especially NGO staff working in the areas should be first changed—changing to “I can do” attitude. They may always think that it is impossible to increase number of women's CFI leadership due to a number of reasons.

COMMUNE CHIEF KANDEK COMMUNE, BARKONG DISTRICT, SIEM REAP PROVINCE

PHYSICAL LOCATION

Kandek CFI working area is approximately 3 km from the villages. Among the 13 CFI management committee members, there is no woman engaged in CFI management committee because during election process, there was only one woman applied for election/ voting but was unsuccessful. In general, women lack personal transport (motorbike) and do not receive a travel allowance for to join meetings at the commune office. However, distance is only part of the problem. Women haven't received encouragement from local stakeholders, lack information and are not interested to work for CFI management committee. For the next CFI management/leadership elections, the co-committee should raise awareness

among all women who are living at the remote communities of the advantages of engage in CFI committee management and encourage them to apply to be CFI management committee members.

FAMILY SOCIO-ECONOMIC SITUATION

In Kandek commune communities, some women from IDP 1 or 2 families migrate to work at other communities, like Siem Reap city or others provinces and some to Thailand. Although women from IDP 1 or 2 families are busy with their house work, taking care of their small children and doing rice farming, they could be committed community development activities and meetings if the information reached them and there was encouragements from men and local stakeholders.

DOMESTIC / FAMILY RESPONSIBILITIES

In Kandek commune most women are busy with house work such as taking care to small children cooking food, doing rice and vegetable farms and homes-based small business at home or construction workers. Consequently, women are have no time to build their abilities to undertake public work and they do not understand CFI management. Awareness raising on the advantages of CFI management, policy and regulation is very important for CFI members, especially for women. If women understand about the advantages of CFI management, maybe some of them would be interested CFI management /leadership.

EXISTING POWER STRUCTURES AND DECISION MAKING ARRANGEMENTS

According to the last CFI management/leadership election, there was only one woman applicant but she was not elected because she was not actively involved in CFI work. Others women in CFI communities were not interested in applying for CFI management committee membership because the information did not reach them about gender equality, the advantages of membership and also that women are reluctant to patrol isolated fishing areas at the night.

LEVEL OF POLICY & REGULATORY KNOWLEDGE

During CFI management committee elections only active community involvement and an understand some of CFI activities are required. Most of women are limited their ability / capacity to apply for CFI management/leadership.

LEVEL OF SELF-CONFIDENCE & PERSONAL EFFICACY

In KandeK commune there are very few women who have completed high school formal education and have the certificates. Those who such education migrate to work outside the community with the private companies and organizations. For the women who completed the lower education, some are staying in the community while others migrate as construction workers outside the community. Those women who have completed lower formal education haven't received other skills and do not understand fishing policy/law. These women lack self-confidence to engage in CFI management committee activities. Women generally do not receive encouragement from family, men, local authorities and co-committees.

LEVEL OF GENDER, DISABILITY AND ETHNIC DISCRIMINATION

In KandeK commune there are very few Cham families, and all CFI management members /leaders are Khmer. There is no apparent discrimination - especially towards the ethnic people and gender inequality. No ethnic women have applied to work in CFI management/ leadership roles - in the previous elections only one woman applied. There is a continuing need to support gender equality to increase the role of women in management/ leadership in the whole commune structure, especially in CFI management.

LEVEL OF TECHNOLOGICAL COMPETENCE

CFI management committees do not require women who have technology skills - only hand writing and phone communication are required.

EDUCATIONAL ATTAINMENT & QUALIFICATIONS

CFI management committees do not required men and women to have completed high school /certificates - only hand writing, willingness to work for CFI committee and high commitment to CFI the management committee. Currently there are a few men studying literacy skills.

BREADTH OF EXPERIENCE IN OTHER CONTEXTS, ORGANIZATIONS

CFI management committee members work as volunteers with no remuneration. If such experience was required applicants would not be committed to work for CFI management/leadership and would be drawn to other work.

COMMUNITY CULTURE AND BEHAVIOURAL EXPECTATIONS.

The community people/CFI members value women who are active in CFI activities, have good relationships in the community, an honest attitude, confident, able to speaking-out and have time to work in public service.

FURTHER COMMENTS

I propose Oxfam support CFI management committee members to have an allowance for transportation costs to patrol illegal fishing area and for other capacity-building activities.

11.6

STAKEHOLDER SEMI-STRUCTURED INTERVIEW QUESTIONNAIRE

FORM 1: PROVINCIAL, DISTRICT AND COMMUNE OFFICIALS, NGO STAFF

INTERVIEW PROCESS

1. Explain that we are involved in gathering data for the **Gender Baseline Study of Community Fisheries**.
2. You will be asking 11 questions about the project processes and outcomes.
3. Each question has 2 parts - (1) a value rating of VH, H, M, L, VL or Unsure. There are no "correct" answers - we just want an honest assessment the issue, and (2) their thoughts about the issues in question
4. The information will be included in the final report.
5. Their name, position and organization will be included in the report Annex unless they request otherwise.
6. Their name will not be included in the main report.
7. The interview will be around 40 minutes.
8. Commence by recording the respondent information below.
9. For each question - explain to situation, then do the rating, then ask the question. Listen to their answer, then record a summary of their response.

	Name	M/F	Position / Role	Organization / location
1.				
2.				
3.				
4.				

QUESTIONS						
1.	<p>Physical location: Explain that a person's location and degree of isolation may make it difficult to participate in management roles, decision making activities and meetings.</p> <p>To what degree do you think a woman's village location is a barrier for women's CFI management / leadership?</p>					
	Very high <input type="checkbox"/>	High <input type="checkbox"/>	Medium <input type="checkbox"/>	Low <input type="checkbox"/>	Very Low <input type="checkbox"/>	Unsure <input type="checkbox"/>
	Why do you rate it this way?					
2.	<p>Family socio-economic situation. Explain that families who are IDP-1 or 2 may require them to focus on fulfilling their daily needs, finding employment and managing with a low income.</p> <p>To what degree do you think a women's socio-economic situation is a barrier for women's CFI management / leadership?</p>					
	Very high <input type="checkbox"/>	High <input type="checkbox"/>	Medium <input type="checkbox"/>	Low <input type="checkbox"/>	Very Low <input type="checkbox"/>	Unsure <input type="checkbox"/>
	Why do you rate it this way?					
3.	<p>Domestic / family responsibilities. Explain that women traditionally spend greater amounts of time than their male partners on domestic duties associated with household maintenance and child care.</p> <p>To what degree do you think that the level of domestic responsibility is a barrier for women's CFI management / leadership?</p>					
	Very high <input type="checkbox"/>	High <input type="checkbox"/>	Medium <input type="checkbox"/>	Low <input type="checkbox"/>	Very Low <input type="checkbox"/>	Unsure <input type="checkbox"/>
	Why do you rate it this way?					

4.	<p>Existing power structures and decision making arrangements. Explain that positions of power and associated formal leadership at the provincial, district, commune and village levels are often held predominantly by males.</p> <p>To what degree do you think that the community's expectations about who should make community decisions women's CFI management / leadership?</p>					
	Very high <input type="checkbox"/>	High <input type="checkbox"/>	Medium <input type="checkbox"/>	Low <input type="checkbox"/>	Very Low <input type="checkbox"/>	Unsure <input type="checkbox"/>
	Why do you rate it this way?					
5.	<p>Level of policy & regulatory knowledge. Explain that the management of CFIs needs an understanding of MAFF and other RGC policies that set the requirements for effective CFI operations and this knowledge may be lacking.</p> <p>To what degree do you think a lack of policy / regulatory knowledge is a barrier for women's CFI management / leadership?</p>					
	Very high <input type="checkbox"/>	High <input type="checkbox"/>	Medium <input type="checkbox"/>	Low <input type="checkbox"/>	Very Low <input type="checkbox"/>	Unsure <input type="checkbox"/>
	Why do you rate it this way?					
6.	<p>Level of self-confidence & personal efficacy. Explain that holding a CFI leadership and management role requires a degree of self-confidence and personal belief in the ability to undertake the role.</p> <p>To what degree do you think that a lack of confidence and self-belief is a barrier for women's CFI management / leadership?</p>					
	Very high <input type="checkbox"/>	High <input type="checkbox"/>	Medium <input type="checkbox"/>	Low <input type="checkbox"/>	Very Low <input type="checkbox"/>	Unsure <input type="checkbox"/>
	Why do you rate it this way?					

7.	Level of gender, disability and ethnic discrimination. Explain that it is often the case that groups within communities are discriminated against by the wider community. Such discrimination is often part of community attitudes and behaviours that have been learned over time.					
	To what degree do you think that discrimination, especial gender discrimination, is a barrier for women's CFI management / leadership?					
	Very high <input type="checkbox"/>	High <input type="checkbox"/>	Medium <input type="checkbox"/>	Low <input type="checkbox"/>	Very Low <input type="checkbox"/>	Unsure <input type="checkbox"/>
Why do you rate it this way?						
8.	Level of technological competence. Explain that there is an increasing need for technology skills for effective business management in organizations. This includes technology skills for communication, data management and information seeking.					
	To what degree do you think that a lack of technology skills is a barrier for women's CFI management / leadership?					
	Very high <input type="checkbox"/>	High <input type="checkbox"/>	Medium <input type="checkbox"/>	Low <input type="checkbox"/>	Very Low <input type="checkbox"/>	Unsure <input type="checkbox"/>
Why do you rate it this way?						
9.	Educational attainment & qualifications. Explain that it is often that case that community members have not had the opportunity to complete their education, or in some cases, have received no formal education at all. Sometimes this does not exceed primary school level.					
	To what degree do you think that a lack of formal educational qualifications is a barrier for women's CFI management / leadership?					
	Very high <input type="checkbox"/>	High <input type="checkbox"/>	Medium <input type="checkbox"/>	Low <input type="checkbox"/>	Very Low <input type="checkbox"/>	Unsure <input type="checkbox"/>
Why do you rate it this way?						
10.	Breadth of experience in other contexts, organizations. Explain that gaining a broad experience in other communities, contexts, organizations and roles can provide the depth of experience needed for leadership and decision making.					
	To what degree do you think that lack of experience is barrier for women's CFI management / leadership?					
	Very high <input type="checkbox"/>	High <input type="checkbox"/>	Medium <input type="checkbox"/>	Low <input type="checkbox"/>	Very Low <input type="checkbox"/>	Unsure <input type="checkbox"/>

	Why do you rate it this way?					
11.	Community culture and behavioural expectations. Explain that communities have developed a culture over time that governs what is seen to be acceptable attitudes, values, beliefs and behaviours. These cultural factors can be very powerful in shaping how community members behave.					
	To what degree do you think that the "community culture" is a barrier for women's CFI management / leadership?					
	Very high <input type="checkbox"/>	High <input type="checkbox"/>	Medium <input type="checkbox"/>	Low <input type="checkbox"/>	Very Low <input type="checkbox"/>	Unsure <input type="checkbox"/>
Why do you rate it this way?						
12.	Are there other factors that you think need to be considered that may affect women's CFI leadership and management participation?					
We are also seeking the following data. Does your department have this data, or know who could provide it?						

			COMMUNE	NUMBER OF CFIS IN THIS COMMUNE	% FEMALE GENERAL CFI MEMBERSHIP	NUMBER OF FEMALE CFI COMMITTEE MEMBERS
1.	Battambang	Ek Phnom District	Prey Chas Commune			
			Preak Norin Commune			
			Laoh Chiveang Commune			
2.	Siem Reap Province	Sangkae District	Boeung Beng Commune			
			Siem Reap District	Chreav Commune		
		Prasat Bakorng District	Svay Dangcum Commune			
			Kampong Phluk Commune			
3.	Bantaey Meanchey Province	Mongkul Borei District	Koy Meang Comm			
			Rohat Teuk Comm			

**FORM 2:
COMMUNITY FISHERY COMMITTEE CHIEF / DEPUTY CHIEF**

INTERVIEW PROCESS

10. Explain that we are involved in gathering data for the **Gender Baseline Study of Community Fisheries**.
11. You will be asking 22 questions about the project processes and outcomes.
12. There are no “correct” answers – we just want an honest assessment the issue, and (2) their thoughts about the issues in question
13. The information will be included in the final report.
14. Their name, position and organization will be included in the report Annex unless they request otherwise.
15. Their name will not be included in the main report.
16. The interview will be around 40 minutes.
17. Commence by recording the respondent information below.

	Name	M/F	Position / Role	Organization / location
5.				
6.				
7.				
8.				

QUESTIONS

GENDER DISCRIMINATION	
1.	How many general members belong to your CFI? How many of these are women? How many members does your Cfi Committee have? How many of these are female? Is the CFI Committee Chief male of female? Is the CFI Committee Deputy Chief male of female?
2.	In what ways, if any, are women encouraged to nominate for CFI Committee membership? (e.g. verbal encouragement, community role models, range of media used, extra support provided to ensure their involvement)

QUESTIONS

3.	What factors, if any, discourage women from seeking CFI committee membership? (e.g. physical, attitudinal, economic, cultural)
PHYSICAL LOCATION	
4.	Do women from isolated locations seek nomination for CFI committee membership? (i.e. Is distance to be traveled an issue?)
5.	What difficulties, if any, do women CFI Committee members experience in attending CFI Committee meetings? (e.g. transport, other responsibilities, under-representation, lack of experience)
SOCIO-ECONOMIC SITUATION	
6.	In what ways, if any, are Cfi Committee members remunerated or financially compensated for their role as a Committee member?
7.	Are any Committee members from IDP-1 or 2 families? What challenges does this, or would this, present for them?
DOMESTIC RESPONSIBILITIES	
8.	How do CFI Committee members manage their dual roles of committee membership and livelihood / domestic responsibilities?
9.	Are these dual challenges the same of male and female committee members?
EXISTING POWER STRUCTURES	
10.	What is the process for nominating people for membership on the CFI Management Committee?
11.	After nominations have been received for CFI Committee membership, who participates in the voting process for selecting committee membership? How is this election processes managed and by whom?
12.	Who makes the final decision about who will be members of the CFI Committee?
POLICY KNOWLEDGE	
13.	Have your CFI committee members been trained in CFI policy and management procedures? (e.g. RGC / MAFF / FiA guidelines). If so, who provided this training?

QUESTIONS	
CONFIDENCE / EFFICACY	
14.	What qualities and attributes are expected from CFI committee members? (e.g. communication skills, teamwork skills, strong commitment to the community)
15.	In what ways, if any, are new CFI Committee members supported / assisted during the initial stage of their appointment? (e.g. training, induction, orientation)
TECHNOLOGICAL COMPETENCE	
16.	What information systems and technologies are used by your CFI? (e.g. database of members, communication systems, reporting systems)
17.	What technology skills, if any, are required by CFI Committee members? (e.g. computer skills). If needed, how are they acquired?
EDUCATIONAL QUALIFICATIONS	
18.	What educational qualifications do your CFI members hold? (i.e. formal school or TVET qualifications)
19.	Do such qualifications have an impact on how CFI Committee members perform their role?
EXPERIENCE IN OTHER CONTEXTS	
20.	What are the current issues / challenges that your CFI Committee is seeking to address? (E.g. illegal fishing, competition, loss of environment. Dwindling fish numbers)
21.	How do CFI members know about developments in other Community Fisheries within their province and beyond? (e.g. regional meetings, visits, updates from FiA)
COMMUNITY CULTURE	
22.	Are male and female CFI Committee members equally accepted by the community? (i.e. community members believe in the equality of women and men as leaders). How do you know this?
Other comments on the administration of Community Fisheries and the operation of the CFI Management Committees.	

11.8 WOMEN PARTICIPANT SURVEY

FORM 3: WOMEN COMMUNITY FISHERY MEMBERS									
INTERVIEWER NAME		SARATH		SINAM		SUN		MARIA	
RESPONDENT LOCATION									
1.	PROVINCE	BATTAMBANG		SIEM REAP				BANTAEY MEANCHEY	
2.	District	Ek Phnom District		Siem Reap District		Prasat Bakorng District		Mongkul Borei District	
3.	Commune	Prey Chas	Preak Norin	Laoh Chiveang	Chong Khnies	Kampong Phluk	Kandeak	Koy Meang	Sambour
RESPONDENT PERSONAL DETAILS									
4.	What is your name?								
5.	What is your age bracket?		18-20	21-25	26-30	31-35	36-40	41-45	
			46-50	51-55	56-60	61-65	66-70	Over 70	
6.	Are you married?		Married		Not married (never married; divorced, widowed)				
7.	Do you have a physical disability?			Yes		No			
8.	How many children do you have living at home?				# of children:				
9.	What is your cultural identity?			Khmer		Cham		Other	
	If other, please state:								
10.	What is your family's IDP status?			IDP-1		IDP-2		Neither	
SOCIO-ECONOMIC STATUS									
11.	What is your main form of livelihood? <i>(Some may have multiple roles. Choose the employment that takes up most time and the main source of income)</i>		Self-employed in own business (e.g. fishing)	Employed within private sector	Employed within public sector	Employed within NGO / CSO	Other employment	Unemployed	
	If other employment, please state:								
12.	What is your monthly income in USD from the above employment?			0-50	51-100	101-150	151-200	201-250	Over 250
13.	What previous employment have you had?		Self-employed (own business, fishing)	Employed within private sector	Employed within public sector	Employed within NGO / CSO	Other employment	Nil	
	If other employment, please state:								

SOCIO-ECONOMIC STATUS														
14.	What is your ownership status of the land you currently occupy? <i>(Some may have a hard or soft land title, some may be dwellers on land with no title of ownership and others may live on the water).</i>		Owns land occupied			Occupies land but does not own it.			Does not own/ occupy any land (e.g. Floating home)					
15.	What do you use your land for?	Rice farming	Other vegetable growing	Animal production (e.g. poultry, cows, fish)	Small business	Other purpose	Does not own / occupy land							
If other purpose, please state:														
16.	Does your family have a financial debt?		Yes			No								
17.	Do you pay CFI membership fees?		Yes			No								
ISOLATION / TRAVEL / TRANSPORT EXPERIENCE														
18.	Have you ever traveled to the following locations for work or other reasons?		Other districts	Other provinces	Phnom Penh	One other country (e.g. Thailand)	More than one other country	No travel outside of district						
19.	What is the distance from your home to the Commune Office?		Less than 1 km	1-2 km	3-5 km	6-10 km	More than 10 km							
20.	What is your main form of transport for livelihood purposes?		Walking	Bicycle	Motorbike	Boat	Car / truck	Other						
If other, please state:														
DOMESTIC ROLES														
21.	In which of the following domestic responsibilities do you have a total or major role? <i>(Major role meaning at least 80% responsibility).</i>		Care for children (education, health, welfare)	Household cleaning / washing clothes	Family food production (e.g. farming, gardening)	Home maintain / repairs	Income generation from work	Purchase food and other necessities	Other					
If other, please state:														
EDUCATIONAL ACHIEVEMENTS														
22.	What was your school grade at time of leaving school?	0 Nil school	1	2	3	4	5	6	7	8	9	10	11	12
23.	What is your highest formal post-school qualification?	TVET Cert 1	TVET Cert 2	TVET Cert 3	TVET Cert 4	Diploma / advanced Diploma		Bachelor or above	Other	Nil				
If other, please state:														

EDUCATIONAL ACHIEVEMENTS										
24.	Have you completed any of the following training within the last 2 years? <i>(Those provided by an NGO, local government or private provider).</i>		Agriculture, farming, or fishing	Leadership / management of CFI	Technology (internet)	Business skills (financial management)	Gender equity / Women's rights	Other	Nil	
If other, please state:										
25.	What form of technology do you use?			Mobile phone	Computer (Laptop)	Tablet	Other			
If other, please state:										
INVOLVEMENT IN COMMUNITY DECISION MAKING										
26.	Are you a member of the following councils / committees?									
General CFI member					Yes	No				
Village Development Committee					Yes	No				
Commune Council member (e.g. CCWC)					Yes	No				
Elected official member of the CFI Management Committee					Yes	No				
Member of the School Management Committee (SMC)					Yes	No				
Member of Village Health Support Group (VHSG)					Yes	No				
Member of Natural Resources Management Committee (NRMC)					Yes	No				
Member of a Community Savings Group (CSG)					Yes	No				
Member of local network (e.g. village, commune or district)					Yes	No				
Membership of any other CBO.					Yes	No				
If member of other CBO, please state:										
28.	If you are a general member of your CFI, how long have you been a member for? <i>(This refers to membership in any form.)</i>				Less than 1 year	Between 1-2 years	Between 3-5 years	More than 5 years	Not a member of the CFI	
KNOWLEDGE OF FISHERY POLICIES AND GUIDELINES										
29.	To what degree are the following issues a problem for your CFI?									
Illegal fishing			Very High	High	Medium	Low	Very Low	Unsure		
Over-fishing (unsustainable fishing)			Very High	High	Medium	Low	Very Low	Unsure		
Competition from other fishing regions e.g. imported fish from national or international regions)			Very High	High	Medium	Low	Very Low	Unsure		

KNOWLEDGE OF FISHERY POLICIES AND GUIDELINES							
	Water pollution	Very High	High	Medium	Low	Very Low	Unsure
	Forest / flood plain destruction	Very High	High	Medium	Low	Very Low	Unsure
	Lack of or poor RGC / policy regulation / enforcement	Very High	High	Medium	Low	Very Low	Unsure
	Climate change	Very High	High	Medium	Low	Very Low	Unsure
30.	How would you rate your understanding of the following policies and guidelines? (Read the title of each document. Rate "Not Aware" if respondent has never heard of the document)						
	Law on Fisheries (2006)	Very High	High	Medium	Low	Very Low	Unsure. Not aware of doc.
	Sub-decree on Community Fisheries management (2007)	Very High	High	Medium	Low	Very Low	Unsure. Not aware of doc.
	Prakas on Guidelines for Community Fisheries (2007)	Very High	High	Medium	Low	Very Low	Unsure. Not aware of doc.
	Cambodia Code of Conduct for Responsible Fisheries (2011)	Very High	High	Medium	Low	Very Low	Unsure. Not aware of doc.
	FiA Voluntary Guidelines for securing Sustainable Small-Scale Fisheries (2015)	Very High	High	Medium	Low	Very Low	Unsure. Not aware of doc.
	Local Community Fisheries Agreement with FiA	Very High	High	Medium	Low	Very Low	Unsure. Not aware of doc.
	Local Community Fisheries Management Plan	Very High	High	Medium	Low	Very Low	Unsure. Not aware of doc.
PERSONAL SELF-CONFIDENCE AND EFFICACY							
31.	What is your desire to hold a leadership / management role in your CFI?	Very High	High	Medium	Low	Very Low	Unsure
32.	How would you rate you skill level in the following?						
	Business planning	Very High	High	Medium	Low	Very Low	Unsure
	Financial management	Very High	High	Medium	Low	Very Low	Unsure
	Team work	Very High	High	Medium	Low	Very Low	Unsure
	Technology use	Very High	High	Medium	Low	Very Low	Unsure
	Conflict resolution	Very High	High	Medium	Low	Very Low	Unsure
	Facilitation / teaching	Very High	High	Medium	Low	Very Low	Unsure
	Organizing meetings	Very High	High	Medium	Low	Very Low	Unsure
	Khmer literacy	Very High	High	Medium	Low	Very Low	Unsure

PERSONAL SELF-CONFIDENCE AND EFFICACY							
33.	To what degree do you like to learn in the following ways?						
	Personal Self-study / research	Very High	High	Medium	Low	Very Low	Unsure
	Personal support / guidance from a mentor / coach	Very High	High	Medium	Low	Very Low	Unsure
	On-line learning using phone / internet	Very High	High	Medium	Low	Very Low	Unsure
	Peer group meetings to share knowledge	Very High	High	Medium	Low	Very Low	Unsure
	Learning through practical experience (Learning by doing)	Very High	High	Medium	Low	Very Low	Unsure
	Observing other people / other good practices	Very High	High	Medium	Low	Very Low	Unsure
	Formal Training courses F2F	Very High	High	Medium	Low	Very Low	Unsure

ITEM	CHARACTERISTIC
AREA	<ul style="list-style-type: none"> • 250,000 - 300,000 ha in the dry season • 1.0-1.6 million ha in the wet season
HYDROLOGY	<ul style="list-style-type: none"> • 1-2m amsl in the dry season • 8-11 m amsl in the wet season • 20% of the Mekong River's floodwaters are absorbed by the Tonle Sap • 62% of the Tonle Sap's water originates from the Mekong River • 38% of the Tonle Sap's water originates from the Tonle Sap basin • The Tonle Sap is connected to the Mekong River by the 100-kilometer long Tonle Sap River, which reverses its flow seasonally
BIOLOGY	<ul style="list-style-type: none"> • The flooded forest contains about 200 plant species • The flooded forest extended over more than 1 million ha originally, 614,000 ha in the 1960s, and 362,000 ha in 1991 • The Tonle Sap contains at least 200 species of fish, 42 species of reptiles, 225 species of birds, and 46 species of mammals
SOCIO-ECONOMY	<ul style="list-style-type: none"> • 1.2 million people live in the area bordered by Highways No. 5 and No. 6 • The Tonle Sap yields about 230,000 tons of fish per annum (about 50% of Cambodia's total freshwater capture fisheries production) • Rice production in the Tonle Sap floodplain makes up about 12% of Cambodia's Total



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