



Project Number: 37402
April 2006

Promoting Gender Equality and Women's Empowerment: GAD Activity for Enhancing the Role of Women in Inland Fisheries in Cambodia

Asian Development Bank

RETA 6143–REG: PROMOTING GENDER EQUALITY AND WOMEN'S EMPOWERMENT —GAD ACTIVITY FOR ENHANCING THE ROLE OF WOMEN IN INLAND FISHERIES IN CAMBODIA

I. INTRODUCTION

1. Poverty is experienced differently by men and women and ADB is committed to gender and development in Cambodia. It has, among others, extended technical assistance to formulate the National Policy for Women and to establish the Ministry of Women's Affairs. Recently, it has worked to implement an action plan to mainstream gender in the agriculture sector. The ongoing Tonle Sap Environmental Management Project provides full opportunities for women to participate in community organization.¹ Through this Gender and Development (GAD) Activity, ADB hopes to advance gender equality in inland fisheries, especially on the Tonle Sap, in line with the program of actions formalized in the Poverty Reduction Partnership Agreement between the Royal Government of Cambodia and ADB and the Tonle Sap Basin Strategy.² The design and monitoring framework is in Appendix 1.

II. ISSUES

2. Despite the small size of Cambodia, the fishery resources of the Tonle Sap rank first in the world in terms of productivity³ and fourth in terms of catch.⁴ Their importance to income, food security, and employment is hard to overstate: they directly support more than 1 million people and provide the single largest source of protein, calcium, and vitamin A for Cambodia's young and rapidly growing population.⁵ With rising demand for high-value freshwater fish in Thailand and Viet Nam, they are becoming a significant source of foreign exchange. Their contribution to gross domestic product has been reassessed at 16%.

3. On the Tonle Sap, women are particularly active in inland fisheries. They engage in fishing, fish cage operation, fish grading, fish processing, fish selling, and fishing gear and fishing equipment construction and repair. However, the perception is that they do not go out fishing and that their role in fisheries is therefore not significant. They receive minimal assistance, for example in terms of training and extension services. Information on their contribution to inland fisheries is sparse, unreliable, and does not do justice to their centrality.^{6,7} They have few opportunities to take action because of traditional gender roles in Khmer

¹ ADB. 2002. *Report and Recommendation of the President to the Board of Directors on a Proposed Loan to the Kingdom of Cambodia for the Tonle Sap Environmental Management Project*. Manila. That project aims to allocate 40% of seats to women in community organizations, depending on the local specific situation and needs; organize subgroups of women at village level for training; and build their capacity to lead and participate.

² ADB. 2005. *The Tonle Sap Basin Strategy*. Manila. The development objectives are to foster, promote, and facilitate: (i) pro-poor, sustainable economic growth; (ii) access to assets; and (iii) management of natural resources and the environment.

³ The catch per fisher amounts to 20 kilograms (kg) per person per year (compared to 4.5 kg/person/year in Bangladesh and 0.5 kg/person/year in India). The natural productivity of the Tonle Sap's floodplains ranges from 130 kg to 230 kg/hectare/year, which is a world record.

⁴ Research suggests that production ranges from 290,000 tons to 430,000 tons per year.

⁵ Fish consumption rates can exceed 80 kg/capita/annum in riverine areas. (Estimates of the national average range from 25 kg to 30 kg.)

⁶ Thirty years of war and civil violence have devastated the country. Today, women constitute 52% of the economically active population. They head 29% of households and contribute more than half of all household income. The participation rate of women in the labor force is the highest in the region, at 82% of women over the age of 15 years.

⁷ Except Ahmed M., Navy H., Vuthy L., Tiengco M. 1998. *Socioeconomic Assessment of Freshwater Capture Fisheries in Cambodia: Report on a Household Survey*. Phnom Penh: Mekong River Commission.

society.⁸ These handicaps translate into low social status, poor representation and participation in community decision making bodies, and hence lack of equal access to and control over livelihood assets, all of which define livelihoods outcomes.

4. Gender is a key development issue. Its interconnected and multifaceted dimensions relate to opportunities, capabilities, security, and empowerment. In a post-conflict country such as Cambodia, where many households are headed by women⁹ and 75% of fisheries production is in the hands of women, poverty will not be reduced if projects and programs do not equitably address their situation.¹⁰ This invites fuller understanding of the gender dimensions of poverty and calls for practicable ways to meet the livelihoods, employment, social, political, and legal needs of women in inland fisheries. The GAD Activity's findings and recommendations are intended to find expression in the suite of loan, grant, and technical assistance projects that ADB promotes under the Tonle Sap Initiative.¹¹ They will also offer opportunities to mainstream gender issues and concerns in other Government, nongovernment, and donor agenda.¹² Seizing these opportunities will be made easier if a strategy underpins their integration. The GAD Activity is a general poverty reduction intervention that aims to advance this intent in the key thematic areas of sustainable economic growth and gender and development.¹³

III. THE GAD ACTIVITY

A. Impact and Outcome

5. The impact of the GAD Activity will be pro-poor, sustainable economic growth. Its outcome will be an elaborated strategy to promote gender equity in inland fisheries in Cambodia. The outputs that will enable the GAD Activity to accomplish the desired outcome are: (i) an information base on gender issues and concerns is established; (ii) an analysis of constraints and opportunities is conducted; and (iii) interventions needed to promote women to fully participate in inland fisheries are analyzed.

B. Methodology and Key Activities

6. The project area encompasses the five provinces¹⁴ that abut the Tonle Sap, in which 2.8 million people live (1998).¹⁵ The key activities that will lead to the outputs include:

⁸ For example, Khmer tradition does not favor women speaking out in public. As a result, women tend to agree with proposals put across by male-dominated commune councils.

⁹ The share of female-headed households in Siem Reap province is 30%.

¹⁰ Royal Government of Cambodia. 2002. *National Poverty Reduction Strategy, 2003–2005*. Phnom Penh.

¹¹ The Tonle Sap Initiative is a partnership of organizations and people working to meet the poverty and environment challenges of the Tonle Sap.

¹² For example, findings from the GAD Activity can: (i) inform implementation of component 2 of the Tonle Sap Environmental Management Project, which aims to organize communities for natural resource management in the Tonle Sap Biosphere Reserve; (ii) advance the gender focus and gender specific activities of Grants 0034/0035–CAM: Tonle Sap Sustainable Livelihoods (ADB. 2005. *Report and Recommendation of the President to the Board of Directors on a Proposed Asian Development Fund Grant to the Kingdom of Cambodia for the Tonle Sap Sustainable Livelihoods Project*. Manila.); (iii) enrich the proposed Study of Aquatic Resource Trade Patterns (ADB. *Draft Technical Assistance to the Kingdom of Cambodia for the Study of Aquatic Resource Trade Patterns*. Manila.) and, together with the latter study; (iv) help prepare the proposed Inland Fisheries Fish Processing Enterprise Development Project (ADB. *Draft Technical Assistance to the Kingdom of Cambodia for the Inland Fisheries Fish Processing Enterprise Development Project*. Manila.).

¹³ The subthemes are: (i) promoting economic efficiency and enabling markets; (ii) gender equity in capabilities; (iii) gender equity in opportunities; and (iv) gender equity in empowerment and rights.

¹⁴ They are Battambang, Siem Reap, Kompong Thom, Kompong Chhnang, and Pursat.

¹⁵ Today, more than 1.2 million people are settled in the area bordered by Highways No. 5 and No. 6, which can be taken to demarcate the maximum extent of flooding during the rainy season.

- (i) **An information base on gender issues and concerns is established.** Key activities will focus on screening the environment for gender issues and concerns.¹⁶ This will begin with a broad examination of the overall regulatory and management framework including, for instance, legislation, tenure, and decentralization and deconcentration. Key activities will then investigate the foreseeable directions and limits for fisheries development, based on observation and assessment of fishery occupations and insight into how they might be improved. The special role that women play in inland fisheries will then be highlighted using rapid surveys,¹⁷ with emphasis on how this role may be acceptably enhanced. Throughout, investigations will be informed by the livelihoods approach. To the extent possible, general information will also be sought that illuminates gender-based regional migration factors. The information database will be built and presented in a format suitable for publication as an ADB document.
- (ii) **An analysis of constraints and opportunities is conducted.** Key activities will focus on drawing a prioritized list identifying the needs and concerns of women and encompassing both project and program levels. The list will be underpinned by the information base on gender issues and concerns. It will be enriched by a participatory approach facilitated by workshops, ideally working with the subgroups of women that are being organized at village level for training and capacity building under the Tonle Sap Environmental Management Project. At the project level, it will analyze, develop, and refine intervention models in acceptant fishing communities, estimate investment needs and returns, and assess practicable financing alternatives. At the program level, it will analyze, develop, and refine recommendations for capacity building at the national, provincial, and local levels as well as improvements in the regulatory and policy framework.
- (iii) **Interventions to promote women to fully participate in inland fisheries are analyzed.** Key activities will focus on detailing and arguing the particular steps needed to promote gender equity in inland fisheries, in line with the focus that ADB's Policy on Gender and Development (2003) gives to gender sensitivity, gender analysis, gender planning, gender mainstreaming, and agenda setting. The strategy will identify immediate entry points through the Tonle Sap Initiative. It will also examine the opportunities afforded by noteworthy local, provincial, national, bilateral, and multilateral projects and programs, including those of nongovernment organizations. Where these are promising, early action will be taken to share the strategy and encourage its uptake under the projects and programs identified.

¹⁶ Reference will be made to the guidelines contained in E. Seki and S. Sen. 1994. *Meeting Information Needs on Gender Issues in Inland and Small Water Body Fisheries*. Field Document No. 32. Zimbabwe: FAO, and to the *Sectoral Gender Checklists*. Available: <http://www.adb.org/gender/checklists.asp>.

¹⁷ Care will be taken to incorporate findings and recommendations from surveys carried out during implementation of other Tonle Sap Initiative operating outputs. Special reference will be made to surveys conducted under ADB. 2003. *Technical Assistance to the Kingdom of Cambodia for Preparing the Tonle Sap Sustainable Livelihoods Project*. Manila. and ADB. 2003. *Technical Assistance to the Kingdom of Cambodia for Participatory Poverty Assessment of the Tonle Sap*. Manila.

7. In the accomplishment of the key activities, care will be taken to maximize the contribution that ethnic minorities can make to better natural resource management in line with ADB's *Policy on Indigenous Peoples* (1998).¹⁸

C. Cost and Financing

8. The total cost of the GAD Activity is \$150,000. The activity will be financed on a grant basis under TA 6143–REG: Promoting Gender Equality and Women's Empowerment.¹⁹ Details of the cost estimates and financing plan are in Appendix 2.

D. Implementation Arrangements

9. The GAD Activity will require about 8 person-months of specialized services. A team of international consultants will be engaged individually to implement it. The international consultants will include: (i) a fisheries policy development specialist, with experience in inland fisheries (3 person-months); (ii) a gender specialist, with experience in inland fisheries (3 person-months); and (iii) an institutional economist (2 person-months). The fisheries policy development specialist will act as team leader. The specialist will have advanced leadership, managerial, diplomatic, and negotiating skills and a history of managing for results. All international consultants will be familiar with the circumstances of the Tonle Sap basin, such as its complex poverty-environment nexus. All will be sensitive to gender issues and concerns and able to mainstream gender considerations into the planning and implementation of program and project design. Short-term domestic consultants will be engaged as needed to conduct the rapid surveys necessary to meet information needs on gender issues and concerns. Their exact composition, as well as the scope, terms of reference, and toolkit of the rapid surveys, will be identified during inception of the GAD Activity. An indicative staffing schedule is in Appendix 3. Terms of reference for consulting services are in Appendix 4.

10. The Executing Agency will be the Department of Fisheries in the Ministry of Agriculture, Forestry, and Fisheries. It will consult closely with the Ministry of Women's Affairs to facilitate the GAD Activity. The resource specialists will operate from the Tonle Sap Initiative Coordination Unit established in Phnom Penh under the Capacity Building for the Tonle Sap Poverty Reduction Initiative Project,²⁰ which will review and guide implementation to steer the GAD Activity within the Tonle Sap Initiative. The Tonle Sap Initiative context is depicted in Appendix 5.

11. Participatory workshops will be organized to invite inputs from a broad spectrum of stakeholders as well as bilateral and international agencies such as the WorldFish Center, the Food and Agriculture Organization of the United Nations, and the Department for International Development of the United Kingdom, through which dissemination of findings and recommendations will also be fostered. Nongovernment organizations working on the Tonle Sap Environmental Management Project may be requested to mobilize communities and their

¹⁸ The ethnic minorities living in the Tonle Sap region are the Vietnamese and Muslim Cham. Even though most of the Vietnamese were born in Cambodia, they do not have Khmer nationality and are classified as immigrants. But, they are innovative fishers.

¹⁹ ADB's Gender and Development Cooperation Fund makes provision for strategic GAD support for loan and grant projects. Funds are available for new or ongoing loan and grant projects to facilitate or ensure women's involvement in project activities. Action-research or assessments may also be supported.

²⁰ ADB. 2003. *Technical Assistance to the Kingdom of Cambodia for Capacity Building for the Tonle Sap Poverty Reduction Initiative*. Manila.

networks would assure both participatory collection of inputs as well as dissemination of findings and recommendations.

12. Other ways to link findings and recommendations to practice will be leveraged. They include: (i) a conference or workshop in ADB; (ii) an external press release to news agencies; and (iii) an internal press release in *ADB Today*. In addition, ADB publishes a 6-monthly Tonle Sap Initiative Brochure with a wide circulation and maintains a Tonle Sap Initiative website²¹ offering numerous links. These media will be leveraged in support of dissemination. Moreover, opportunities will soon exist to broadcast the GAD Activity's findings and recommendations through the Tonle Sap Biosphere Reserve Environmental Information Database being developed under the Tonle Sap Environmental Management Project.

13. The consultants will submit: (i) an inception report within 2 weeks of the commencement of the GAD Activity; (ii) a draft final report within 16 weeks; and (iii) a final report within 20 weeks. The team leader will also prepare brief monthly progress notes for review by ADB, the Tonle Sap Initiative Coordination Unit, the Department of Fisheries within the Ministry of Agriculture, Forestry, and Fisheries, and the Ministry of Women's Affairs. These notes, which should not exceed three pages, are intended to keep these parties informed of input-to-output progress and constraints impeding implementation of the GAD Activity. The Department of Fisheries, on its part, will respond to a questionnaire to evaluate the outputs and activities, identify lessons learned, and suggest follow-up action. The GAD Activity is expected to start in June 2006 and to be completed by November 2006.

²¹ Available: http://www.adb.org/projects/tonle_sap/.

DESIGN AND MONITORING FRAMEWORK

Design Summary	Performance Targets/Indicators	Data Sources/Reporting Mechanisms	Assumptions and Risks
<p>Impact Pro-poor, sustainable economic growth</p>	<ul style="list-style-type: none"> • Improved Human Development Index • Asian Development Bank (ADB) Reports on Gender Equality Results in ADB Projects 	<ul style="list-style-type: none"> • United Nations Human Development Report • Tonle Sap Initiative Coordination Unit • Central Government and provincial government statistics • Research program publications 	<p>Assumptions</p> <ul style="list-style-type: none"> • The Department of Fisheries (DOF) within the Ministry of Agriculture, Forestry, and Fisheries, in close consultation with the Ministry of Women's Affairs acts on findings and recommendations with support from multilateral institutions and bilateral assistance agencies. <p>Risk</p> <ul style="list-style-type: none"> • Political commitment and leadership are not strong.
<p>Outcome A strategy to promote gender equity in inland fisheries in Cambodia is elaborated.</p>	<ul style="list-style-type: none"> • The number of projects and programs that aim to reduce gender disparities increases noticeably over the next 3 to 5 years, especially through the Tonle Sap Initiative and its operating outputs. • The questionnaire filled in by DOF makes evident the effectiveness of ADB's assistance. 	<ul style="list-style-type: none"> • Design and monitoring framework • Ad-hoc review missions • Tonle Sap Initiative Coordination Unit • GAD Activity reports • Brief monthly progress notes 	<p>Assumption</p> <ul style="list-style-type: none"> • DOF has a clear vision about the outcome and understands how it is to be achieved. <p>Risk</p> <ul style="list-style-type: none"> • Findings and recommendations are not well grounded, practical, or acceptable.
<p>Outputs</p> <ol style="list-style-type: none"> 1. An information base on gender issues and concerns is established. 2. An analysis of constraints and opportunities is conducted. 3. Interventions needed to promote women to fully participate in inland fisheries are analyzed. 	<ul style="list-style-type: none"> • The information database is at hand by the end of month 3. • The analysis of opportunities is completed and has been discussed and endorsed at a workshop by the end of month 4.5. • Interventions are discussed and endorsed at a participatory workshop by the 	<ul style="list-style-type: none"> • Design and monitoring framework • Ad-hoc review missions • Tonle Sap Initiative Coordination Unit • GAD Activity reports • Brief monthly progress notes • Participatory workshops • Rapid surveys • Feedback from community leaders and women's groups 	<p>Assumptions</p> <ul style="list-style-type: none"> • Relevant information on gender is easily accessible. • Demand for the outputs is catalyzed. • Outputs are well coordinated. • Analysis of constraints and opportunities is carried out in a collaborative manner. • Development of the strategy is collaborative, consultative, and transparent. • The consultants establish

Design Summary	Performance Targets/Indicators	Data Sources/Reporting Mechanisms	Assumptions and Risks						
	end of month 5.		<p>processes for reviewing the work and for redirecting the effort as necessary to reach the outcome.</p> <ul style="list-style-type: none"> • The consultants develop awareness and sensitivity to organizational and cultural characteristics and factors that may influence their performance. • Workshop findings and recommendations are integrated. <p>Risks</p> <ul style="list-style-type: none"> • A sense of ownership of achieved at DOF. • Key personnel of DOF are actively involved. 						
<p>Activities with Milestones (for details of activities and their milestones, see the indicative staffing schedule and the terms of reference)</p> <ol style="list-style-type: none"> 1. An information base on gender issues and concerns is established by the end of month 3. <ol style="list-style-type: none"> 1.1 A broad examination of the overall regulatory and management framework including, for instance, legislation, tenure, and decentralization and deconcentration, with special reference to women. 1.2 An investigation of the foreseeable directions and limits for fisheries development, based on observation and assessment of fishery occupations and insight into how they might be improved, with special reference to women. 1.3 A highlight, using rapid surveys, of the special role that women play in inland fisheries and how it might be acceptably enhanced. 2. An analysis of constraints and opportunities is conducted by the end of month 4.5. <ol style="list-style-type: none"> 2.1 A prioritized list identifying the needs and concerns of women and encompassing both project and program levels, enriched by participatory workshops. 2.3 Intervention models in acceptant fishing communities with an estimation of investment needs and returns and practicable financing alternatives. 2.4 Recommendations for capacity building at the national, provincial, and local levels as well as improvements in the regulatory and policy framework. 3. Interventions needed to promote women to fully participate in inland fisheries are analyzed by the end of month 5. <ol style="list-style-type: none"> 3.1 The details of the particular steps needed to promote gender equity in inland fisheries. 3.2 Identification of immediate entry points through the Tonle Sap Initiative and examination of the opportunities afforded by noteworthy local, provincial, national, bilateral, and multilateral projects and programs, including those of nongovernment organizations. 			<p>Inputs</p> <p style="text-align: right;">(\$)</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 60%;">ADB</td> <td style="width: 20%;"></td> <td style="width: 20%; text-align: right;">150,000</td> </tr> <tr> <td>Government</td> <td></td> <td style="text-align: right;">30,000</td> </tr> </table>	ADB		150,000	Government		30,000
ADB		150,000							
Government		30,000							

COST ESTIMATES AND FINANCING PLAN
(\$'000)

Item	Foreign Exchange	Local Currency	Total Cost
A. Asian Development Bank Financing ^a			
1. Consultants			
a. Remuneration and Per Diem			
i. International Consultants	100.0	0.0	100.0
ii. Domestic Consultants	5.0	0.0	5.0
b. International and Local Travel	12.1	3.0	15.1
c. Reports and Communications	1.0	0.0	1.0
2. Workshops	0.0	4.5	4.5
3. Surveys	0.0	4.0	4.0
4. Contingencies	20.4	0.0	20.4
Subtotal (A)	138.5	11.5	150.0
B. Government of Cambodia Financing			
1. Office Accommodation and Transport	0.0	5.0	5.0
2. Remuneration and Per Diem of Counterpart Staff	0.0	15.0	12.5
3. Others	0.0	10.0	5.0
Subtotal (B)	0.0	30.0	30.0
Total	138.5	41.5	180.0

^a Funded under TA 6143-REG: Promoting Gender Equality and Women's Empowerment.
Source: Asian Development Bank estimates.

INDICATIVE STAFFING SCHEDULE

Position	Month					Person-Months
	1	2	3	4	5	
1 Fisheries Policy Development Specialist/Team Leader	■	■	■	■	■	3.0
2 Gender Specialist	■	■	■	■	■	3.0
3 Institutional Economist	■	■	■	■	■	2.0
4 Domestic Consultants	■	■	■	■	■	
Total	■	■	■	■	■	8.0
Reports	Inception Report ———— Draft Final Report ———— Final Report ————					
Workshops	■	■	■			

TERMS OF REFERENCE FOR CONSULTING SERVICES

A. Introduction

1. After several years of general assessment and consultation with the Royal Government of Cambodia, the Asian Development Bank (ADB) is promulgating the Tonle Sap Initiative to focus development resources and action on the key role that the Tonle Sap and its sustainable management must play in efforts to define and execute plans for Cambodia's development.

2. The Tonle Sap is an inland lake in the central plains of Cambodia, fed by local rivers draining from higher ground on all sides of the basin surrounding it. Discharge from the lake is via the Tonle Sap River, which joins the Mekong River 100 kilometers away at Phnom Penh. The lake is large, covering more than 250,000 hectares in its base form, during 6 months of the year spanning the dry season in Cambodia. When the Mekong River fills during the rainy season, its elevation rises at the Phnom Penh confluence and causes a reversal of flow forcing water from the rampant Mekong River back into the Tonle Sap. The resulting yearly inundation raises the Tonle Sap's surface by 10 meters and spreads the lake in flood over more than 1.2 million hectares. The annual inrush from the Mekong River and continual flushing at other times of the year makes the lake a remarkably diverse and rich ecological system, which has underpinned and served Khmer civilization for many centuries. Today, the perimeter of the lake in its base form is home to about 10% of the country's 13.6 million people (2004). Nearly all the local residents seek livelihoods from the lake's fisheries, and together produce more than 60% of the protein consumed each day nationwide. Under present conditions, however, rewards in this achievement are small.

3. Many of those engaged in fishing on the Tonle Sap, and struggling to surmount the conditions of life that only small rewards allow, are women. The Tonle Sap Basin Strategy seeks to accelerate sustainable development to relieve poverty and improve the livelihoods of people there, including the women working the local fisheries, often while raising families as heads of households. Finding ways to improve the living conditions and life prospects for these women is the purpose of the investigations considered in these terms of reference.

B. Terms of Reference

4. The outcome of the GAD Activity is intended to be enhanced ability to plan, develop, and implement projects and programs to reduce gender disparities. ADB wishes to engage international and domestic consultants, working as a team, to investigate and assess options for effective actions that advance this outcome. The terms of reference for the GAD Activity will be met by the team. They include, but are not limited to:

- (i) Review of Cambodian law and practice governing land tenure in local communities, and of riparian rights and tenure, with particular focus on property rights defined, held and exercised in common, with special reference to women.
- (ii) Examination of leasehold tenure and practice in Cambodia, and its potential applicability in local community undertakings, with special reference to women.
- (iii) Review of available materials and descriptive assessment of rural communal structure, governance, decision making, and policy making in Cambodia.
- (iv) Review of available materials and descriptive assessment of the Tonle Sap basin—as a hydrologic system, a reservoir of biodiversity, and an economic resource in Cambodia—to fix direction and limits for fisheries development set by current exposures to overexploitation, conversion of the flooded forest to

- agriculture, the cumulative impact of built structures on the hydrology of the Mekong basin, and associated risks of collapse.
- (v) Observation and assessment of the fishery resources of the Tonle Sap to determine commercial species available, their numbers over a typical annual cycle, their spawning or migration and growth, the required nutrients base and its vigor, capture technologies and methods in use today, and reliable capture yields, all under current and foreseeable conditions.
 - (vi) Gender disaggregated observation and assessment of the collective burden presented by numerous fishery-dependent communities on the Tonle Sap, and of means available acceptably to nudge local behavior toward collective good, in the use and protection of inland fisheries.
 - (vii) Gender disaggregated observation and assessment of methods currently used for distribution and sale of capture harvests taken from the Tonle Sap, and for the distribution and use within local fishing communities of the income proceeds of harvest.
 - (viii) Gender disaggregated examination of opportunities for the introduction of new post-harvest technologies and methods to raise current yields-to-market and the value of produce successfully caught, delivered, and sold.
 - (ix) Evaluation, through rapid surveys,¹ of the role currently played by women in operation of inland fisheries and of how this role may be acceptably enhanced, by and with the introduction of new methods, more mutually supportive communal behavior, and new training to overcome specific skill or insight deficits where present.
 - (x) Application, throughout investigations, of the livelihoods approach. This will cover: (a) human assets (e.g., level of education, labor capacity, health, skills, and knowledge and awareness of environmental issues and concerns); (b) social assets (e.g., kinship ties, demand-based associations, community administration); (c) natural assets (e.g., access to fishing areas); (d) physical assets (e.g., individual assets such as houses, boats, and fishing gear and fishing equipment, and communal assets such as processing facilities and transportation); and (e) financial assets (e.g., savings in cash or kind—such as livestock, access to local money lender, access to credit schemes). The structures and processes that underpin this asset pentagon are institutions, policies, legislation, culture, and power relations. They determine access, terms of exchange, and returns; shape the livelihood strategies of the poor; and govern their outcomes. These structures and processes will also be examined with special reference to women.
 - (xi) Review and evaluation of ADB practices relevant to the intervention models potentially of interest, the limits that might determine the steps to be taken in Cambodia, and the options that may exist to motivate effective actions on the ground to accomplish the development purposes sought in this case.
 - (xii) Analysis, development, and refinement of intervention models in acceptant fishing communities, especially those of women, in the Tonle Sap region to: (a) introduce improved methods and technology in the dominant local enterprises; (b) create local small-business entities suited to such purpose, with communal acceptance and oversight; (c) provide opportunity for enhanced roles for local women at every level within such entities; (d) strengthen in-country credit-based financing in support of these changes, so as to extend the reach of external loan

¹ The surveys will involve participatory rural appraisal, open-ended questionnaires, and key-informant interviews in selected sites.

- and donor funds applied, to spread risk and to build credit bases; and (e) raise incomes within all affected fishing communities.
- (xiii) Analysis and definition of typical engineering requirements in local communities, especially those of women, to assure reasonable prospects for success in the intervention models, emphasizing simplicity of technology transfer, avoidance of adverse environmental impact, retreat from environmentally threatening practices, and establishment of a firm technical basis for later actions and the costs they may engender.
 - (xiv) Estimation of the investments needed to drive the intervention models, as a prelude for exploration of specific financing alternatives.
 - (xv) Assessment of practicable financing alternatives and adjustment of the intervention models as appropriate to ease the path forward.
 - (xvi) Projective estimation of recurrent revenues, costs, financial recovery and repayment, income and cash flow over a period of years, for the typical new business entity in any local community acceptant of the intervention models, and for all likely such communities as a group.
 - (xvii) Estimation of returns from the intervention models, for all parties acting within and through the affected communities and for other business and public entities beyond.
 - (xviii) Analysis, development, and refinement of recommendations for capacity building at the national, provincial, and local levels.
 - (xix) Analysis, development, and refinement of recommendations to improve the regulatory and policy framework.
 - (xx) Preparation of a draft strategy to promote gender equity in inland fisheries in the form of draft narrative text and its assembly with suitable illustrations, diagrams, and tabular data, to constitute a draft report on the investigations performed and the findings and recommendations there from. This will cover: (a) vision and mission; (b) strategic issues;² (c) strategic programming; (d) monitoring and evaluation of the strategy; (e) review of the strategic plan; and (f) strategic thinking and strategic learning.
 - (xxi) Identification of immediate entry points through the Tonle Sap Initiative and examination of the opportunities afforded by noteworthy local, provincial, national, bilateral, and multilateral projects and programs, including those of nongovernment organizations. Where these are promising, early action will be taken to share the strategy and encourage its uptake under the projects and programs identified.
 - (xxii) Circulation of the draft strategy and its review in dialogue with decision makers and policy makers in Cambodia for refinement and final adjustment of thrust, to produce a complete set of original materials ready for production in finished multiple copies.

5. All of the terms of reference described here are investigative and analytical, with deliverable product to include written description, findings, recommendations for forward action, and appropriately persuasive reference to assembled data and inference.

² This will involve environmental scanning; analyzing strengths, weaknesses, opportunities, and threats; analyzing gaps; and benchmarking.

C. Team Composition

6. The team of international consultants will include: (i) a fisheries policy development specialist, with experience in inland fisheries (3 person-months); (ii) a gender specialist, with experience in inland fisheries (3 person-months); and (iii) an institutional economist (2 person-months). The fisheries policy development specialist will act as team leader. The specialist will have advanced leadership, managerial, diplomatic, and negotiating skills and a history of managing for results. All international consultants will be familiar with the circumstances of the Tonle Sap basin, such as its complex poverty-environment nexus. All will be sensitive to gender issues and concerns and able to mainstream gender considerations into the planning and implementation of program and project design. Short-term domestic consultants will be engaged as needed to conduct the rapid surveys necessary to meet information needs on gender issues and concerns. Their exact composition, as well as the scope, terms of reference, and toolkit of the rapid surveys, will be identified during inception of the GAD Activity.

D. Reporting Requirements

7. The team of consultants will submit: (i) an inception report within 2 weeks of the commencement of the GAD Activity; (ii) a draft final report within 16 weeks; and (iii) a final report within 20 weeks. The team leader will also prepare brief monthly progress notes for review by ADB, the Tonle Sap Initiative Coordination Unit, the Department of Fisheries within the Ministry of Agriculture, Forestry, and Fisheries, and the Ministry of Women's Affairs. These notes, which should not exceed three pages, are intended to keep these parties informed of input-to-output progress and constraints impeding implementation of the GAD Activity. The Department of Fisheries, on its part, will respond to a questionnaire to evaluate the outputs and activities, identify lessons learned, and suggest follow-up action. The GAD Activity is expected to start in June 2006 and to be completed by November 2006.

E. The Tonle Sap Initiative Context

8. The team of consultants will be required to be fully cognizant of the context of the GAD Activity within the Tonle Sap Initiative, especially vis-à-vis the Tonle Sap Initiative operating outputs described in the figure below. Their findings and recommendations will need to meet the development objectives and adhere to the strategic principles of the Tonle Sap Basin Strategy. To promote the adoption and smooth the implementation of the strategy to promote gender equity in inland fisheries in Cambodia, the team of consultants will also be required to understand the operating principles of the Tonle Sap Initiative. The operating principles are: (i) long-term perspective; (ii) selectivity and concentration; (iii) partnerships; (iv) country ownership and delegation; (v) informing and listening, and (vi) judicious use of modalities. To these intents, the team of consultants will liaise with staff of other projects under the Tonle Sap Initiative under the guidance of the Tonle Sap Initiative Coordination Unit.

THE TONLE SAP INITIATIVE CONTEXT

