

**KINGDOM OF CAMBODIA
NATION RELIGION KING**



FISHERIES ADMINISTRATION

**ACTION PLAN
FOR
GENDER EQUALITY PROMOTION
AND CHILD LABOUR ELIMINATION
IN THE FISHERIES SECTOR 2016-2020**

Prepared by

FiA Working Group for Gender and Child Labour in the Fisheries Sector

Phnom Penh, December 2015

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PREFACE

The issues of gender and child labour are the socio-economic challenges affecting many countries, including Cambodia. The government of Cambodia recognizes the issues of gender and child labour, which affect women, girls, men and boys differently and deprive them of their dignity, rights, rights to education, health, wellbeing and protection in all sectors including fishery sector. At the household level, child labour can especially affect girls involved in domestic work, which driving to gender inequality from their early ages, particularly in the poor households.

Therefore, the promotion of gender equity by improving gender roles' economic empowerment to both young and adult could contribute to family poverty reduction, which leading to the prevention, withdrawal and protection of child labour, especially from the worst forms and hazardous work in the fisheries sector. In this regards, gender mainstreaming and child labour issues need to be addressed together in the first five years of the action plan from 2016 to 2020 for promoting gender equality and childhood protection in the fisheries sector, which will ensure both female and male children and adult receive equal treatment and to the avoidance of hazardous work for boys and girls in the fishery sector.

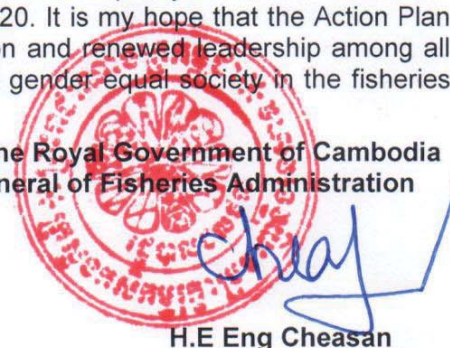
This five years action plan for gender equality promotion and child labour elimination in the fisheries sector will significantly contribute to the implementations of MAFF policy and strategic frameworks for gender mainstreaming and childhood development and protection in the agriculture sector, 2016-2020.

It is the time now for all of us to integrate gender and child labour issues into our fisheries work plans and take action accordingly. We have talked about gender and child labour issues for many years; it is time to work together and make a change by our commitment and efforts in supporting the implementations of this Action Plan for Gender Equality Promotion and Child Labour Elimination in the Fisheries Sector 2016-2020.

As the Delegate of the Royal Government of Cambodia and Director General of the Fisheries Administration, I am asking all line departments/institutions, relevant development partners, private sector and stakeholders for their support and close cooperation in the implementation of this Action Plan for Gender Equality Promotion and Child Labour Elimination in the Fisheries Sector, 2016-2020 by effectively and efficiently integrating the Action Plan in your project designs, plans and implementations.

I would like to acknowledge the contribution of FAO financial support and ILO technical support in the development of this important Action Plan for the fisheries sector and extend my gratitude to the FiA Working Group for Gender and Child Labour in the fisheries sector, especially Mrs. Kaing Khim, Deputy Director General of FiA, who has led and coordinated the preparation of this action plan, representatives of MoLVT and MoWA and all stakeholders involved in the consultations that provided ideas and comments in order to come up with this final Action Plan for Gender Equality Promotion and Child Labour Elimination in the Fisheries Sector, 2016-2020. It is my hope that the Action Plan will generate greater commitment and lead to action and renewed leadership among all actors that will contribute to a child labour free and gender equal society in the fisheries sectors in Cambodia.

**Delegate of the Royal Government of Cambodia
Director General of Fisheries Administration**



H.E Eng Cheasan

LIST OF ACRONYMS

| | |
|-------------|--|
| APGEPCLF | Action Plan for Gender Equality Promotion and Child Labour Elimination in the Fisheries Sector (), 2016-2020 |
| ADB | Asian Development Bank |
| ASDP | Agriculture Sector Strategic Development Plan |
| CDRI | Cambodia Development Resource Institute |
| CFDD | Community Fisheries Development's Department |
| CFi | Community Fisheries |
| CFiAMP | Community Fishing Area Management Plan |
| CCWC | Commune Committee for Women and Children |
| CCPCR | The Cambodian Center for the Protection of Children's Rights |
| CEDAW | Convention on Elimination of Discrimination against Women |
| CMDG3 | Cambodia Millennium Development Goal 3 |
| DP | Development Partner |
| EU | European Union |
| EXCEL | Eliminating eXploitative Child Labour through Education and Livelihoods |
| FAO | Food and Agriculture Organization |
| FiA | Fisheries Administration |
| FiAWG-GCLFi | FiA Working Group for Gender and Child Labour in the Fisheries sector |
| FACT | Fisheries Action Coalition Team |
| GMPSF | Gender Mainstreaming Policy and Strategy in the Fisheries Sector |
| HRD | Human Resource Development |
| ILO | International Labour Organization |
| ILO-IPEC | ILO's International Programme on the Elimination of Child Labour |
| IO | International Organization |
| MAFF | Ministry of Agriculture, Forestry and Fisheries |
| M&E | Monitoring and Evaluation |
| MoLVT | Ministry of Labour and Vocational Training |
| MoWA | Ministry of Women Affairs |
| MRC | Mekong River Commission |
| NGO | Non Government Organization |
| NPA-WFCL | National Plan of Action on the Worst Forms of Child Labour |
| NR | Neary Rattanak (NR) |
| NSDP | National Strategic Development Plan |
| RGC | Royal Government of Cambodia |
| SPF | The Strategic Planning Framework for Fisheries |
| TWGF | Technical Working Group for Fisheries |
| UNDP | United Nations Development Program |
| USDOL | United State Department of Labour |
| WFP | World Food Program |

GLOSSARY

Children are all persons under the age of 18.

Child labour is defined as work that impairs children's well-being or hinders their education, development and future livelihoods. It is work that is damaging to a child's physical, social, mental, psychological or spiritual development (ILO Convention 138). Any child work, which not jeopardized and not negatively affected to children mental, physical and educational development are not child labour.

Division of Labour (by gender) is assignment of different tasks and responsibilities to women and men. Gender-based assignment of tasks is learned and pervaded by all members of a given community or society.

Empowerment is the process of increased opportunity and ability of women and men to control their life. Empowerment of women or men includes increasing their power to make decisions, to have their voices heard, to put things on the agenda, to negotiate and to challenge past customs.

Gender refers to the socially determined differences between men and women, such as roles, attitudes, behavior, and values. Gender characteristics are assigned to men and women during their childhood and are expected to be followed. For example, in some societies, women are considered dependent on men; in other societies, women are decision-makers, or men and women equally make decisions. Gender characteristics vary across cultures and over time; they thus are amenable to change.

Gender analysis is a process to assess the differential impact of policies, programs, projects and legislation on men and women. Gender analysis recognizes that the realities of men's and women's lives are different, and that equal opportunity does not necessarily mean equal results.

Gender equality means that women and men enjoy the same status within a society. It does not mean that women and men are the same, but rather that their similarities and differences are recognized and equally valued. Gender equality means that women and men experience equal conditions for realizing their full human rights, and have equal opportunity to contribute to and benefit from political, economic, social and cultural development of their country.

Gender equity is the process of being fair to both women and men. To ensure fairness, measures must often be available to compensate for historical and social disadvantages that prevent women and men from otherwise operating on a level playing field. Equity can be understood as the means, where equality is the end. Equity leads to equality.

Gender roles are behaviors that are expected from men and women. Gender roles are learned and vary across cultures and over time; they are thus amenable to change.

Gender gap is a concrete example of political, economic, social and cultural difference or inequality between men and women or between boy and girl.

Gender responsiveness entails consistent and systematic attention to the differences between men and women in society with a view to addressing institutional constraints to gender equality.

Hazardous work is work that jeopardizes the physical, mental or moral well-being of a child, either because of its nature or because of the conditions in which it is carried out.

Practical gender needs are the basic needs of women or men that relate to responsibilities and tasks associated with their traditional gender roles or to immediate perceived necessity. Responding to practical needs can improve quality of life but does not challenge gender divisions or men's and women's position in society. Practical needs generally involve issues of condition or access. They are practical in nature and often inadequacies in living conditions such as water provision, health care and employment.

Strategic gender Needs are the needs of men and women identify because of their subordinate position each other in society. They vary according to particular contexts, related to gender divisions of labour, power and control, and may include such issues as legal rights, domestic violence, equal wages, and women's control over their bodies. Meeting Strategic gender Needs assists women and men to achieve greater equality and change existing roles, for example skill and capacity building.

Strategic gender interests concern the position of women and men in relation to each other in a given society. Strategic interests may involve decision-making power or control over resources. Addressing strategic gender interests assists women and men to achieve greater equality and to change existing gender roles and stereotypes. Gender interests generally involve issues of position, control, and power.

The worst forms of child labour as defined by Article 3 of ILO Convention No. 182:

(a) all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labour, including forced or compulsory recruitment of children for use in armed conflict;

(b) the use, procuring or offering of a child for prostitution, for the production of pornography or for pornographic performances;

(c) the use, procuring or offering of a child for illicit activities, in particular for the production and trafficking of drugs as defined in the relevant international treaties;

(d) work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children.

1. INTRODUCTION

Cambodian adult and children, men and women, girl and boy play the important roles in contributing to the development of the fisheries sector as well as national economic growth in the country. The total population of Cambodia was estimated around 14.68 million¹ of whom 51% are women and 29.4% aged under 15 years old also including actively participate in various fisheries activities including fishing, post-harvest fisheries activities, repairing fishing gears, and fish trading, etc.

However, there has been a lack recognition of women and children's role and the problems they face in the sector, especially the issues of child labour and gender inequality at the community level, which has been directly and indirectly affecting and as the root cause of family poverty and poor community development, which also might lead to poor fisheries management. Hence, the lack of consideration of women and children and the failure to integrate them into the sector have been leading to reducing their ability to contribute to the development of the fisheries sector.

To address women issues and to achieve a better gender balance in the fisheries sector, the Fisheries Administration has implemented in the last five years an action plan for the gender mainstreaming policy and strategy in the fisheries sector from 2008 to 2012, which emphasized the gender awareness creation among fisheries officers with success.

As seen child labour and child work play an important role in the fisheries sector but is also associated with a lot of problems in terms of hazardous work affecting child development and in the extension human resource development at the community level. Therefore, it is necessary to pay attention in addressing the issues of child labour and gender together as they are link with each other for the development of the fisheries sector.

To respond to the implementation of both policies and strategic frameworks on gender mainstreaming and childhood development in the agriculture sector of MAFF which were endorsed in December 2015, and as the fisheries sector is one of the important sub-sectors of agriculture, this five years action plan on gender equality promotion and child labour elimination in the fisheries sector 2016-2020 provides directions and commitments to address the issues of gender and child labour in the fisheries sector and expected to contribute for the success of gender mainstreaming and childhood protection in the agriculture sector as a whole.

This document is the national five years action plan for gender equality promotion and child labour elimination in the fisheries sector, 2016-2020, which was developed by FiA in consultations with relevant agencies, development partners and local communities. This action plan is the first action plan that will address two main purposes namely; gender roles' economic empowerment and childhood development in the fisheries sector.

¹ Final report of Cambodia Inter-Censal population survey 2013.

2. BACKGROUND

2.1 Legal Framework

Gender Equality

Equality between men and women is enshrined in the 1993 Cambodian Constitution and reinforced by Cambodia's ratification of the Convention on Elimination of Discrimination against Women (CEDAW) in 1992 and signing of the "the "Platform for Action" agreed at the 1995 Fourth World Conference on Women in Beijing. The Neary Rattanak (NR) is a strategic plan developed since 1999 by the Ministry of Women's Affairs (MoWA) as Cambodia's strategic plan for gender equality and launched the NR IV 2014-2018 in December 2014 to underscores stronger gender relevance and women's empowerment in all spheres of development for Cambodia and ensures sustainable gender-responsive development processes in all sectors including fisheries sector.

Moreover, gender equality is one of the important cross-cutting themes of the RGC socio-economic policy reflected in the Government's Rectangular Strategy Phase III (2014-2018), the National Strategic Development Plan (NSDP), and the Cambodian Millennium Development GOAL 3 (CMDG3) - Gender Equality and Women's Empowerment. It states clearly the need to "further improve the status of women who are the backbone of Cambodian society and economy" in every sector.

In response to the above listed policies and strategies, MAFF launched the Gender Mainstreaming Policy and Strategy in the agriculture sector in 2006 and updated December 2015 and aligned with the Agriculture Sector Strategic Development Plan (ASDP), 2014-2018.

Child Labour

Article 48 of the Constitution of Cambodia, guarantees child rights in accordance with the UN Convention, on the Rights of the Child, specifically the rights "to life, education, protection during wartime, and from economic and sexual exploitation". The State has the obligation to "protect children from acts that are injurious to their education opportunities, health and welfare"². The Royal Government of Cambodia ratified the UN Convention on the Rights of the Child in 1992, the International Labour Organization (ILO) Minimum Age Convention (No. 138) in 1999 and the Convention on the Worst Forms of Child Labour in 2005.

The Cambodian Labour Law (1997) defines the minimum age for employment at 15; children aged 12-15 years are permitted to do light work³. A Prakas on the Prohibition of Hazardous Child Labour (2004) lists 38 types of hazardous work, including working underground; lifting, carrying, or moving heavy loads; deep-sea and offshore fishing; as well as the handling and spraying of pesticides and herbicides.

The Ministry of Labour and Vocational Training (MoLVT) endorsed 12 Ministerial proclamations (Prakas) on Working Conditions for Children in different working environments including high sea and in-land fishing, salt production and so on. Child Labour is prohibited by national law in accordance with international conventions.

In response to the above legal frameworks, MAFF recently endorsed the Policy and Strategic Framework on Childhood Development and Protection in the Agriculture Sector

² Article 48, Constitution of Cambodia

³ Prakas No 002/08 (2008) on Light work for Children aged 12 to 15 years.

2016-2020 in December 2015, which require all sub-sectors of MAFF to conform with this policy and strategic framework.

It is time for every sector under MAFF take actions on both policies and strategic frameworks on gender mainstreaming and childhood protection in respective sector. It is necessary to set up the specific activities with a timeframe for promoting gender equality and addressing child labour in the fisheries sector. Therefore, the Action Plan for Gender Equality Promotion and Child Labour Elimination in the Fisheries Sector, 2016-2020 has been developed.

2.2 Gender and Child Labour in the Fisheries Sector

Men and women, children-girl and boy play the important roles in the development of the fisheries sector, especially fisheries productions and post-harvest fisheries as well as contributing to the national economic growth in the country. The estimated female population in 2013 is around 51% of the total population of Cambodia. Around 29.4%⁴ of the total population is children with age under 15 years of which 62.1%⁵ are working children (ages 5-14 years old) in the agriculture sector, which include fisheries activities such as fishing, post-harvest fisheries activities, repair of fishing gears, and fish trading.

Hazardous work for children is damaging their physical, psychological and emotional development. Child labour prevents children to enroll in school or attend school regularly, which hinders them to acquire basic functional skills thereby limiting their future livelihood opportunities and their ability to acquire a decent work. Child labour imposes serious consequences that affect not only the children but also the social and economic development of the country.

At the household level, child labour is increasing because of poverty and household income insecurity. This in turn affects the long-term national economic and social development goal for sustainable employment, productivity and decent work for adults by creating cycles of intergenerational poverty. Both genders of children working in fisheries have different concerns and needs. Usually, girls are facing more danger than boys when they go out for fishing, especially in remote areas or at night as they are more vulnerable for abuse or rape. Girls are not only involved in fishing but also in domestic chores while boys can relax after fishing. If families are poor they do not sent their daughters to school. Priority for higher education are given to boys than girls. This results to low education and poverty of fishing families from one generation to the next generations.

Around 82% of total population is living in rural areas and are engaged in rice based agriculture, fisheries, collection of forest products, crops and livestock production. Rice and fish are the basic food of Cambodian people and it is central to the livelihood of small farm holders and women. Fisheries is one of the most important sector to the lives and livelihoods of people in Cambodia. Both adults and children are playing important roles in this sector for their daily food and income of which around 6 million people are involved as part-time and full-time fishers. To date, there is a need to estimate a realistic data on child work, child labour and women involved in various activities of the fisheries sector.

According to the most recent data, there are as many as 1.5 million children under 18 years engaged in child labour (MoLVT, NPA-WFCL 2008-2012). Specifically, survey data indicates that approximately 75 percent of child labour is found in agriculture, forestry and fisheries. Children work excessive hours, use dangerous tools and face water borne diseases and other serious dangers to their health and growth.

⁴ Final report of Cambodia Inter-Censal population survey 2013.

⁵ <http://www.dol.gov/ilab/reports/child-labor/cambodia.htm>.

Girls and boys are highly involved in the fisheries sector and they both have different needs and issues and are affected differently due to social culture, physical and power relationship. Gender mainstreaming and addressing child labour cannot be separated. The successful gender mainstreaming in the fisheries sector will be leading towards the achievement of elimination of child labour, especially emphasis on the worst form of child labour and hazardous work in the fisheries activities.

2.3 Achievement and Commitment towards Gender Equality Promotion and Child Labour Elimination in the Fisheries Sector

The last five years' action plan from 2008-2012 on gender mainstreaming has been implemented with around 40% prioritized activities successfully done with most funding supports from the development partners. The main achievement is mainly on the gender awareness creation among the fisheries officers, especially gender knowledge built firstly and successfully to the fisheries management team. In this regards, there is a notice that a change in FiA management team has been achieved by 40% of women holding the high positions as Deputy Director Generals of FiA and at least 20% women promoted and holding the FiA line departments and institutions positions from national to sub-national levels.

There are projects/programs and development partners supporting and dealing with childhood development and women empowerment as the cross cutting issue in the fisheries sector, such as EU program, FAO, Winrock, ILO IPEC, DANIDA program, MRC, WorldFish Center, ADB, UNDP, WFP, CCWC, OXFAM, Save the Children, FACT, CDRI and so on. The EXCEL project, 2012-2016, US\$10 million funded by USDOL for eliminating exploitative child labour through education and livelihoods aims to combat child labour in agriculture, fishing, and domestic service by targets 28,000 child labourers and at-risk children to receive education services, and 14,000 households to receive livelihood services with also emphasis on gender equality promotion at the community level.

There is a need to close collaboration among DP projects and programs in order to harmonize the activities and areas among relevant projects/programs and DPs to maximize use of resources to supplement with each other for a wider benefits and achievements of gender equality promotion and child labour elimination as the cross cutting areas in every project and program.

FAO-ILO has produced a guideline to address child labour in the fisheries and aquaculture in 2013. It is useful and important guidelines for the fisheries sector in Cambodia; this was verified in Cambodian context in order to overcome the issues of child labour in the sector, especially security of small-scale fishers both adult (men and women) and children (girl and boys) to have equals and equity benefit and avoid hazardous works.

The Strategic Planning Framework for Fisheries (SPF) updated for 2016-2025 has been highlighted gender mainstreaming strategy to promote gender equality and combat child labour in sector as one of the important cross cutting areas. Moreover, MAFF has recently endorsed the policies and strategic frameworks on gender mainstreaming and childhood protection in the agriculture and have fully committed for the successful implementation.

Fisheries sector is as one of the important agriculture sub-sectors. Therefore, it is necessary and important to develop this action plan for gender equality promotion and child labour elimination in the fisheries sector, 2016-2020.

3. OBJECTIVES AND STRATEGIES

3.1 Objectives

The general objective or goal of the action plan is “to improve gender equality and eliminate child labour in the fisheries sector”, which will contribute to the improvement of small-scale fisheries management with good governance and poverty reduction in the long run.

To achieve the above goal, the following specific objectives were identified:

Objective 1: To build capacity of relevant stakeholders at all levels on gender equality and child labour in the fisheries sector.

Objective 2: To promote gender roles’ economic empowerment through good practices of Community Fisheries management.

Objective 3: To prevent and withdraw children from child labour and from hazardous work in the fisheries sector.

Objective 4: To improve monitoring and evaluation (M&E) mechanisms on gender equality and child labour addressing in the fisheries sector.

Those four objectives are interlinked to each others to produce the outcome on gender equality together with child labour elimination and will lead to the improvement of fisheries management with good governance and poverty reduction in the long run.

3.2 Strategies

There are four main strategies interlinked to each others to achieve the above goal and objectives as follows:

Strategy 1 is the Capacity building approach for FiA staff on gender equality promotion and child labour elimination in the fisheries sector for all levels of FiA staff’ line agencies, including relevant stakeholders and local communities through in-door and out-door trainings and practices for better work performance of staff roles and responsibilities, which will result to the fisheries sector planning and implementation of gender responsive and child labour addressing.

Strategy 2 is the strategic action at the community level in addressing strategic gender need and practical gender need by applying sustainable livelihood approach in order to improve small-scale fisher family livelihoods and income that will contribute to poverty reduction as a good practice on gender equity promotion and child labour elimination in the fisheries sector. It will contribute to family food security and increase family income with better performance of gender roles, both men and women given their respective values, needs and suitable livelihood activities or economic empowerment activities that will lead to economic development of the family, poverty alleviation and enable children to have enough time for proper and higher education.

Strategy 3 is the intervention action linked with strategy 2, which will prevent and withdraw children from child labour, especially from the worst forms of child labour in the fisheries sector through implementing real actions of good practices on gender equity promotion and child labour elimination by selected Community Fisheries (CFi) at the grass root or community level.

Strategy 4 is the strategic action to improve existing monitoring and evaluation system in the fisheries sector at community and national level to response on gender equality and child labour in the fisheries sector through integration in the projects/program cycle of the selected Community Fisheries practices and of the annual national fisheries action plan, progress and reports.

4. ACTION PLAN

4.1 Scope

The scope of the action plan on gender equality promotion and child labour elimination in the fisheries sector for 2016 to 2020 is covered all related sub-sectors in the fisheries sector with two main interlink dimensions as follows:

1. **Gender equality promotion:** this five years' action plan will emphasize on gender equity promotion through improving gender roles of adult, youth and children by applying good practices of strategic and practical gender needs with fishing families, fish farmers, fish processors and traders as well as members of Community Fisheries. This will lead to the improvement of family livelihoods and income, which will result in the promotion of gender equality and combating child labour in the fisheries related activities that will contribute to poverty reduction.
2. **Child Labour elimination:** the intervention actions for elimination will cover three categories, as follows, in all related activities of in the fisheries sub-sectors:
 - Prevention of children from unsuitable and hazardous work;
 - Withdrawal of children from the worst forms of child labour; and
 - Protections of children (aged 15 to less than 18 years old) from hazardous work and improve working conditions and skills by applying the occupational health and safety in the workplace both in-door and out-door trainings and practices.

The above actions will be practiced and carried out by target children together with their parents and relevant stakeholders, who have close relationship and play their important roles in applying those interventions.

4.2 Action Plan Matrix

The main outcomes of the five years action plan for gender equality promotion and child labour elimination in the fisheries sector, 2016 to 2020 are as follows:

- 1). Built capacity for fisheries officers, CFI members, fishers, fish processors and other relevant stakeholders on the issues and concepts of gender equality and child labours in the fisheries sector through main activities of conducting trainings, study tours and dissemination events by both in-door and out-door approaches.
- 2). Improved gender roles' economic empowerment, increase fisheries families income and poverty reduction, through the application of suitable and sustainable livelihood approaches and good practices of the Community Fisheries management by implementing suitable gender roles' activities of CFI men and women members.
- 3). Child labour of the fisheries families are reduced, prevented and protected through implementation of suitable and sustainable livelihood approaches and activities.
- 4). Improved M&E mechanism sub-national and national level with gender and child labour response.

The prioritized activities, outputs and indicators of this five years action plan are presented in **Annex 1**.

4.3 Implementation

This Action Plan for Gender Equality Promotion and Child Labour Elimination in the Fisheries sector, 2016-2020 is nationally a guiding document to be distributed to and implemented by all FiA line departments and institutes as well as DPs and relevant agencies and stakeholders at both national and sub-national levels.

FiA Working Group for Gender and Child Labour in the Fisheries sector (FiAWG-GCLFi) is responsible in facilitating and monitoring the implementation of this Action Plan for Gender Equality Promotion and Child Labour Elimination in the Fisheries Sector (APGEPCLF), 2016-2020, both at national and sub-nation levels. The main role of FiAWG-GCLFi is to advise, oversee and coordinate with FiA managers and staff and FiA line agencies, PDs and donors to ensure the implementation of the APGEPCLF is on track. It has a 'sentinel/watchdog' role, ensuring that all FiA activities of the respective departments and institutes, programmes, projects and donors aligned themselves with this action plan for Gender Equality Promotion and Child Labour Elimination in the Fisheries Sector. Members and Terms of Reference of FiAWG-GCLFi are presented in the **Annex 2**.

At sub-national level, the FiA Provincial Gender and Child Labour Working Group is responsible and will be established in each respective FiA Cantonment with the main roles of facilitating, follow up and reporting day to day activities implemented at provincial and/to community levels and link with the existing Commune Committee for Women and Children (CCWC) and CFI committees.

Both FiA national and sub-national Working Groups for Gender and Child Labour in the Fisheries sector have to coordinate and make sure the listed activities of this APGEPCLF integrated in the fisheries annual action plan from 2016. The relevant development partners, NGOs, International organizations and donors have to align with this Action Plan and make sure their plans, implementation process and activities at the ground are gender responsive, child protection and child labour elimination with close collaboration with FiAWG-GCLFi of both national and sub national levels.

FiA will collaborate with relevant government agencies, NGOs, donors and community-based organizations (CBOs) such as Community Fisheries to optimize interventions at different levels, based on the advantages of those organizations and institutions to make use and make sure those interventions are compliant with this Action Plan as well as gender responsive, childhood protection and child labour elimination in the fisheries sector as a whole.

4.4 Financial Resources

Financial resource for the implementation of this Action Plan for Gender Equality Promotion and Child Labour Elimination in the Fisheries sector, 2016-2020, is very important and necessary, which require commitment and funding supports from both government and development partners, otherwise this Action Plan cannot be achieved and completed.

Every project/program and plans have to allocate budget for FiAWG-GCLFi for coordinating and follow up the activities implemented and especially each respective department/institute and PDs have to target output indicators with gender and child labour integrated activities to maximize wider benefits and outcomes of financial utilization through all concerns in the fisheries sector, which gender and child labour are people oriented, human and social development that significantly impact to the good fisheries governance and betterment of fisheries resources management in a sustainable way for contributing to food security and poverty alleviation.

Therefore, for successful implementation of this Action Plan and achieving the goal and objectives for gender equality promotion and child labour elimination in the fisheries sector, technical and financial supports as well as other necessary means and inputs will be required sufficiently and committed from different sources, including government, private sectors, and Development Partners, NGOs, IOs and donors.

5. MONITORING, EVALUATION AND REPORTING

Monitoring and Evaluation is a mechanism to check and direct the driving of the fisheries programs and activities implemented and plans for keeping on track, compliant with the action plan in order to achieve gender responsive, child labour elimination, child protection and development in the fisheries sector.

The existing FiA M&E system will be used and strengthened to integrate gender responsive and child development through three levels as follows:

1. The fisheries programme level – it is covered the impact achieved with the fisheries sector as a whole and measured by the outcome indicators, which reflected with the goal of the Action Plan, that refer to gender equality promotion and child labour elimination.
2. The sub-programme level – it is concerned with the outcomes of fisheries sub-sectors, which has contributed to the achievement of gender responsive and child development. Those are concerned with the outcome indicators for each sub-programme as defined by the ASDP.
3. The activity level which FiAWG-GCLFi is responsible for coordinating the deliveries of the Action Plan and it is concerned with measuring the delivery of outputs by each sub-programme of the fisheries sector.

The Monitoring activities will be done on a quarterly and annual basis, which is required and supported by periodic site visits. The evaluation will be conducted annually to overcome the impacts and results through conducting the annual consultation workshops at both national and sub-national levels with the participations of relevant stakeholders of all levels. Gender analysis tool and FAO Handbook for monitoring and evaluation of child labour in agriculture will be used as the guidance for M&E actions. Reporting will be done based on the existing FiA report system, which are quarterly and annual basis.

6. ANNEXES

Annex 1: Matrix of Five Years Action Plan for Gender Equality Promotion and Child Labour Elimination in the Fisheries Sector, 2016-2020

| Objectives/Outputs/Prioritized Activities | Indicators | Means of Verification | Budget (US\$) | Timeframe | Responsible Entity |
|--|--|---|---------------|-----------|------------------------------|
| <p>Goal: To improve gender equality and eliminate child labour in the fisheries sector”, which will be contributed to the improvement of small-scale fisheries management with good governance and poverty reduction in the long run.</p> | <p>Gender equality improved, child labour eliminated, children prevented and protected, which leading to increase family income and strengthen small-scale fisheries management by at least 15% of the total Community Fisheries in 2020</p> | <ul style="list-style-type: none"> Gender and child labour survey in the fisheries sector in 2016 CFI Assessment report in 2012 and 2020 FiA reports | | 2016-2020 | FiAWG-GCLFi and relevant DPs |
| <p>Objective 1: To build capacity of relevant stakeholders at all levels on gender equality and child labour issues in the fisheries sector</p> | <p>60% of FiA staff (70%men & 30%women) and 80% of the 10% target CFIs’ members (50% men & 50% women) understood gender and child labour issues and concepts in the fisheries sector by 2019.</p> <p>Fisheries related strategies, plans and reports of sub-national and national level addressed gender and child labour issues from 2017</p> | <ul style="list-style-type: none"> FiA HRD report CFI assessment report Quarterly & Annual report FiA annual action plan FiA reports | | 2016-2019 | FiAWG-GCLFi and relevant DPs |
| <p>Outputs of Objective 1</p> | | | | | |
| <p>1.1 Capacity building for FiA staff and related DP staff</p> | <ul style="list-style-type: none"> 100% of new recruit staff trained on gender and child labour issues, concepts and mainstreaming 50% of current FiA staff (1,035staff, 15%women) of both sub-national and national level | <ul style="list-style-type: none"> Training reports FiA HRD report Training reports Annual report | | 2016-2020 | FiAWG-GCLFi |
| | | | | 2016-2019 | FiAWG-GCLFi |

| Objectives/Outputs/Prioritized Activities | Indicators | Means of Verification | Budget (US\$) | Timeframe | Responsible Entity |
|--|---|---|---------------|-----------|---------------------------|
| | <p>trained on gender and child labour issues, concepts and mainstreaming through in-door and out-door events</p> <ul style="list-style-type: none"> 60% of related DP staff of both sub-national and national level trained on gender and child labour issues, concepts and mainstreaming through in-door and out-door events. | <ul style="list-style-type: none"> Training reports Annual report of DPs Lists of related DP staff | | 2017-2019 | FiAWG-GCLFi and DPs |
| 1.2 Capacity building for CFI members, fishers, fish farmers and processors and related private sectors | <ul style="list-style-type: none"> 60% of the 20% target CFIs' members (including fish farmers, processors and related private sectors in target CFIs) understood gender and child labour issues in the fisheries sector by 2019 through conducting in-door and out-door events. | <ul style="list-style-type: none"> Training reports CFi annual report CFi Assessment report | | 2016-2020 | FiAWG-GCLFi and DPs |
| 1.3 Integration of gender and child labour issues in the fisheries related strategies, plans and reports of FiA line agencies, both national and sub-national levels | <ul style="list-style-type: none"> Fisheries annual plan fully integrated gender and child u issues from 2016 | <ul style="list-style-type: none"> FiA fisheries annual action plan | | 2016-2020 | FiAWG-GCLFi and TWGF |
| | <ul style="list-style-type: none"> Number of fisheries strategies, plans, projects/program and reports integrated and addressed gender and child labour issues. | <ul style="list-style-type: none"> SPF Updated 2016-2025 Projects/programs doc. | | 2016-2020 | FiAWG-GCLFi, DPs and TWGF |
| Activities leading to Output 1 of Objective 1 | | | | | |

| Objectives/Outputs/Prioritized Activities | Indicators | Means of Verification | Budget (US\$) | Timeframe | Responsible Entity |
|---|--|---|---------------|-----------|---------------------|
| 1.1.2 Prepare and launch the national guideline for addressing child labour in the fisheries sector | <ul style="list-style-type: none"> A guideline for addressing child labour in the fisheries sector prepared and endorsed by FiA Director General by 2nd quarter of 2016 At least 1,000 copies of endorsed guideline printed for distribution to related stakeholders. | <ul style="list-style-type: none"> Printed/published guidelines | 10,000 | 2016 | FiAWG-GCLFi |
| 1.1.3 Conduct training courses and study tours on gender equality and child labour in the fisheries sector for all new staff, FiA current staff and DPs staff | <ul style="list-style-type: none"> One training course per year conducted for all FiA new staff from 2016. At least 3 training courses and one study tour (20-30staff/course) per year conducted for FiA current staff of both sub-national and national levels | <ul style="list-style-type: none"> Training report Training/study tour reports | 10,000 | 2016-2020 | FiAWG-GCLFi |
| | <ul style="list-style-type: none"> At least 2 training courses (30staff/course) per year conducted for DPs staff | <ul style="list-style-type: none"> Training reports | 24,000 | 2017-2019 | DPs and FiAWG-GCLFi |
| Activities leading to Output 2 of Objective 1 | | | | | |
| 1.2.1 Conduct training courses and study tours for target CFi members (including fish farmers, processors and related private sectors in target CFis) | <ul style="list-style-type: none"> At least 5 training courses/study tour/dissemination events per year conducted for target CFi members, and local related stakeholders (30person/event) on gender equality and guidelines for addressing child labour in the fisheries sector through conducting in-door and out-door events. | <ul style="list-style-type: none"> Dissemination event reports Training reports Study tour reports | 64,000 | 2017-2020 | FiAWG-GCLFi and DPs |
| 1.2.2 Follow up training | <ul style="list-style-type: none"> At least 4 times per year followed | <ul style="list-style-type: none"> Progress reports | 20,000 | 2017-2020 | FiAWG-GCLFi |

| Objectives/Outputs/Prioritized Activities | Indicators | Means of Verification | Budget (US\$) | Timeframe | Responsible Entity |
|--|---|---|---------------|-----------|----------------------|
| feedbacks with target CFI members and related stakeholders | up on the feedbacks of 5 target provinces on the actions taken to address gender equality and child labour in the fisheries sector from 2017 | | | | and DPs |
| Activities leading to Output 3 of Objective 1 | | | | | |
| 1.3.1 Facilitate to integrate gender and child labour issues in the fisheries related strategies, plans and reports | <ul style="list-style-type: none"> • FiA annual action plan fully integrated gender and child labour issues • Number of FiA line agencies and DPs have integrated gender and child labour issues in their respective mandates, strategies, plans and reports. | <ul style="list-style-type: none"> • FiA annual action plan • FiA M&E reports • DP reports • Progress reports | 5,000 | 2016-2020 | FiAWG-GCLFi and TWGF |
| | | | 10,000 | 2016-2020 | FiAWG-GCLFi and TWGF |
| Objective 2: To promote gender roles' economic empowerment through good practices of Community Fisheries management | | | | | |
| Outputs of Objective 2 | | | | | |
| 2.1 Improvement of gender roles' economic empowerment | <ul style="list-style-type: none"> • At least 5% of total CFIs in Cambodia improved gender roles' economic empowerment through applying sustainable livelihood strategies as the good practices of CFI management. | <ul style="list-style-type: none"> • CFDD reports • FiA M&E reports • FiA annual report | | 2016-2020 | FiAWG-GCLFi and DPs |
| 2.2 CFI families' income increased | <ul style="list-style-type: none"> • 50% of target CFI families' income increased from 2018 | <ul style="list-style-type: none"> • CFI Assessment report • CFDD reports | | | FiAWG-GCLFi and DPs |
| Activities leading to Output 1 of Objective 2 | | | | | |

| Objectives/Outputs/Prioritized Activities | Indicators | Means of Verification | Budget (US\$) | Timeframe | Responsible Entity |
|---|--|---|---------------|-----------|----------------------------|
| 2.1.1 Identify gender needs (practical and strategic needs) for promoting sustainable livelihoods activities and approach as the good practices of CFI management | <ul style="list-style-type: none"> At least 80% of target CFIs (25CFIs) integrated and implemented gender needs via sustainable livelihood approach into their CFIAMP as the good practices of CFI management for small-scale fisher members Number of identified livelihood/business skills provided through on in-door and out-door events | <ul style="list-style-type: none"> Progress and M&E reports CFIAMP document | 100,000 | 2016-2020 | FIAWG-GCLFi, DPs and CFIs |
| 2.1.2 Implement the identified practical and strategic needs for promoting sustainable livelihoods activities with target CFI women and men role groups | | | | | |
| 2.1.3 Follow up regularly on the implementation | | | | | |
| Activities leading to Output 2 of Objective 2 | | | | | |
| 2.2.1 Facilitate with target groups for financial and cost benefit recording of their livelihood activities through on job training and practices | <ul style="list-style-type: none"> Each target group recorded properly their operation cost and income through a simple financial recording book | <ul style="list-style-type: none"> Simple record book | 50,000 | 2017-2020 | FIAWG-GCLFi, CFIs, and DPs |
| 2.2.2 Facilitate in writing up the results implemented with emphasis on gender roles and incomes | <ul style="list-style-type: none"> Each target group reported in a simple form (e.g. hand writing) of their livelihood results (including the impacts of gender roles, incomes and children situation). | <ul style="list-style-type: none"> Group reports | 50,000 | 2017-2020 | FIAWG-GCLFi, DPs and CFIs |
| Objective 3: To prevent and withdraw children from child labour and from hazardous work in the fisheries sector | | | | | |
| Outputs of Objective 3 | | | | | |
| 3.1 Children and child labour prevented and eliminated from hazardous work in the fisheries sector | <ul style="list-style-type: none"> 50% of children (50% girls) of target CFIs prevented from child labour and eliminated from | <ul style="list-style-type: none"> CFI monthly report CFI Assessment report | | 2016-2020 | FIAWG-GCLFi, DPs and CFIs |

| Objectives/Outputs/Prioritized Activities | Indicators | Means of Verification | Budget (US\$) | Timeframe | Responsible Entity |
|---|--|--|---------------|-----------|---------------------------|
| 3.2 Improvement of working conditions and skills for children aged 15-18years old by applying occupational health and safety in workplace | <p>hazardous work by 2019</p> <ul style="list-style-type: none"> At least 50% of children (aged 15-18 and 50% girls) of target CFIs improved their working conditions and skills applying with occupational health and safety in workplace with related fisheries activities from 2019. | <ul style="list-style-type: none"> CFI Assessment report Progress report | | 2016-2020 | FiAWG-GCLFi, DPs and CFIs |
| Activities leading to Output 1 of Objective 3 | | | | | |
| 3.1.1 Identify and disseminate hazardous works in all related fisheries activities through local consultations | <ul style="list-style-type: none"> Lists of hazardous work (including worst forms of child labour) in fishing, aquaculture, and post harvest activities identified and disseminated with at least 60% of target CFI members (50%women) in 2017 | <ul style="list-style-type: none"> CFI reports Progress report | 20,000 | 2016-2017 | FiAWG-GCLFi, DPs and CFIs |
| 3.1.2 Provide and practice in using the appropriate equipments, conditions and means | <ul style="list-style-type: none"> Lists of the appropriate equipments and conditions for children work in related fisheries activities prepared and practiced by 2018 | <ul style="list-style-type: none"> CFI reports Leaflets Progress report | 60,000 | 2016-2017 | FiAWG-GCLFi, DPs and CFIs |
| 3.1.3 Produce suitable media (simple leaflets) and dissemination means for awareness raising on children hazardous work and prohibition | <ul style="list-style-type: none"> Number of leaflets produced and disseminated from 2017 | | 20,000 | 2016-2017 | FiAWG-GCLFi, DPs and CFIs |
| Activities leading to Output 2 of Objective 3 | | | | | |
| 3.2.1 Identify the appropriate skills and working conditions based on occupational health and safety in fisheries related | <ul style="list-style-type: none"> A list of the appropriate skills and working conditions based on occupational health and safety in | <ul style="list-style-type: none"> Activity reports Progress reports | 30,000 | 2016-2017 | FiAWG-GCLFi, DPs and CFIs |

| Objectives/Outputs/Prioritized Activities | Indicators | Means of Verification | Budget (US\$) | Timeframe | Responsible Entity |
|---|--|--|---------------|-----------|---------------------------|
| activities for children aged 15-18years through local consultations | fisheries related activities identified by 2017 | | | | |
| 3.2.2 Disseminate and practice the appropriate skills and working conditions with target CFI members and children through in-door and out-door trainings and events | <ul style="list-style-type: none"> Number of leaflets on the appropriate skills and working conditions based on occupational health and safety in fisheries related activities for children (50% girls) aged 15-18years produced and disseminated from 2017 Number of children (50%girls) engaged in appropriated skills and working conditions from 2017. | <ul style="list-style-type: none"> CFI Activity reports Leaflets printed Progress reports List of children | 100,000 | 2017-2020 | FIAWG-GCLFi, DPs and CFIs |
| Objective 4: To improve monitoring and evaluation (M&E) system for gender equality and child labour in the fisheries sector | | | | | |
| Outputs of Objective 4 | | | | | |
| 4.1 Improvement of FIA M&E system by including cross-cutting issue (gender, child labour and climate change) as one of the important indicators | <ul style="list-style-type: none"> Quarterly FIA progress reports (M&E report) included information and actions of gender and child labour in every sub-fisheries sectors from 2017 | <ul style="list-style-type: none"> FIA progress/M&E reports | | 2016-2020 | FIAWG-GCLFi and TWGF |
| 4.2 Improvement of local community M&E system through regularly reporting of child labour and women issues by CFI committee | <ul style="list-style-type: none"> At least 20 CFIs reported regularly on the issues/problems happened with women and children in their target CFI area from 2017 | <ul style="list-style-type: none"> CFI monthly report | | 2016-2020 | FIAWG-GCLFi and CFIs |
| Activities leading to Output 1 of Objective 4 | | | | | |
| 4.1.1 Review the existing FIA M&E system | | | 5,000 | 2016 | FIAWG-GCLFi, TWGF and DPs |
| 4.1.2 Make recommendations and facilitate for FIA M&E system improving | | <ul style="list-style-type: none"> Review report (included recommendations) | 5,000 | 2016 | |

| Objectives/Outputs/Prioritized Activities | Indicators | Means of Verification | Budget (US\$) | Timeframe | Responsible Entity |
|--|------------|---|---------------|-----------|---------------------|
| 4.1.3 Coordinate with FIA M&E team to follow up and include the issues of gender and child labour into the existing M&E system | | <ul style="list-style-type: none"> • Mission reports • FIA M&E reports | 20,000 | 2016-2020 | |
| 4.1.4 Conduct the national workshop on the annual progress and annual plan by end of each year. | | <ul style="list-style-type: none"> • Workshop report | 20,000 | 2016-2020 | |
| Activities leading to Output 2 of Objective 4 | | | | | |
| 4.2.1 Facilitate with target CFI to record and report regularly on the issues of child labour and women within their CFI fishing areas to the Commune Committee for Women and Children (CCWC) through providing communication means and practical skill to key CFI committee members | | <ul style="list-style-type: none"> • List of CFI record book • CCWC reports • CFI reports | 50,000 | 2017-2020 | FIAWG-GCLFi and DPs |
| 4.2.2 Regular reporting by CFI committee on the issues of gender and child labour/child work in all related fisheries activities and CFI families. | | <ul style="list-style-type: none"> • CFI record book • Lists of CFI children status • Commune report | 50,000 | 2017-2020 | |

ANNEX 2: Terms of Reference and Members of FiA Working Group for Gender and Child Labour in the Fisheries Sector

The FiA established a Working Group for Gender and Child Labour in the Fisheries Sector with the following listed members nominated from different departments and institutes within FiA.

Members of FiAWG-GCLFi

| | |
|---|--------------|
| 1. Ms. Kaing Khim, FiA Deputy Director General | Chief |
| 2. Ms. Thach Phannady, Deputy Director of DAAL/FiA | Deputy Chief |
| 3. Ms. Hap Navy, Deputy Director of IFReDI/FiA | Deputy Chief |
| 4. Mr. Deap Leoung, Deputy Director of DAAL/FiA | Deputy Chief |
| 5. Ms. Douch Sotheary, Deputy Director of DPFIC/FiA | Member |
| 6. Mr. Chhuon Kimchhea, Deputy Director of DFA/FiA | Member |
| 7. Mr. Pech Bunna, Deputy Director of CFDD/FiA | Member |
| 8. Ms. Sim Thavry, Deputy Director of IFReDI/FiA | Member |
| 9. Ms. Sreng Phonny, Deputy Director of DAD/FiA | Member |
| 10. Mr. Leng Sivan, Deputy Director of DFPTQ/FiA | Member |
| 11. Mr. Samrith Sambo, Deputy Director of MaFReDI/FiA | Member |
| 12. Mr. Bun Racy, Deputy Director of DFC/FiA | Member |
| 13. Mr. Uy Ching, Deputy Chief of DFA office | Member |
| 13. Ms. Chan Ratana, Deputy Chief of CFDD office/FiA | Member |
| 14. Ms. Keo Sovathepheap, Deputy Chief of CFDD office/FiA | Member |
| 15. Relevant Development Partners | Members |

In order to be more effective implementation of the action plan for the gender equality promotion and child labour elimination in the fisheries sector, the chief of this working group is the high-level position FiA (FiA Deputy Director General in charge of). A representative from each Department and Institute has to be a decision making people. Being a member of the Gender and Childhood Development Working Group is a privilege and holds as long as performance of each and every member is active and on the mark. The total member of FiA Gender and Child Labour Working Group is 15 people as listed above.

Specific tasks

The followings are the specific tasks:

- To promote the implementation of the action plan for gender mainstreaming, gender equality and elimination of child labour in the fisheries sector, fisheries master plan and annual plan with gender responsive, childhood protection and child labour elimination;
- To coordinate the implementation and dissemination of the Action Plan of Gender Equality Promotion and Child Labour Elimination in the Fisheries Sector, 2016-2020 at all levels from national to community levels;
- To train national and provincial staff on gender mainstreaming and child labour issues in the fisheries sector;
- To actively participate in every TWGF's meetings and give ideas and recommendations for addressing the issues of gender and child labour in the sector;
- To advise FiA line departments and institutes and TWGF on gender mainstreaming and child labour issues in fisheries sector;

- To implement, monitor, evaluate and regularly report the implementation of the action plan for gender equality promotion and child labour elimination in the fisheries sector, including good practices and challenges experienced.
- To facilitate training/workshops on gender mainstreaming and child labour issues in relation to specific fisheries activities at all levels;
- To screen all FiA programmes and projects ensuring that gender mainstreaming and child labour issues are considered; and
- Other tasks to be suggested by FiA and TWGF related to gender and child labour in the fisheries sector.