



GEF/UNDP/ASEAN PROJECT ON REDUCING POLLUTION AND
PRESERVING ENVIRONMENTAL FLOWS IN THE EAST ASIAN SEAS
THROUGH THE IMPLEMENTATION OF INTEGRATED RIVER BASIN
MANAGEMENT (IRBM) IN ASEAN COUNTRIES

Gender Equality and Social Inclusion (GESI) Analysis



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May 2024

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Published by Partnerships in Environmental Management for the Seas of East Asia (PEMSEA) through the GEF/UNDP/ASEAN Project on Reducing Pollution and Preserving Environmental Flows in the East Asian Seas through Integrated River Basin Management (IRBM) in ASEAN Countries.

Partnerships in Environmental Management for the Seas of East Asia (PEMSEA). 2024. Gender Equality and Social Inclusion (GESI) Analysis. Global Environment Facility/United Nations Development Programme/Association of Southeast Asian Nations Integrated River Basin Management Project, Quezon City, Philippines. 38 p.

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List of Acronyms

ADWLE	Association for Development of Women and Legal Education (Lao PDR)	MOLISA	Ministry of Labor, Invalids and Social Affairs (Vietnam)
AMMSWD	ASEAN Ministerial Meeting on Social Welfare and Development	MoWA	Ministry of Women Affairs (Cambodia)
AMMW	ASEAN Ministerial Meeting on Women	MWFCD	Ministry of Women, Family and Community Development (Malaysia)
AMS	ASEAN Member States	NCAW	National Commission for the Advancement of Women (Lao PDR)
ASEAN	Association of Southeast Asian Nations	NCAW	National Commission for the Advancement of Women (Lao PDR)
AWEN	ASEAN Women Entrepreneurs Network	NCFAW	National Committee for the Advancement of Women (Vietnam)
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women	PCW	Philippine Commission on Women
CNCW	Cambodia National Council for Women	PEMSEA	Partnerships in Environmental Management for the Seas of East Asia
CWDCC	Children and Women Development Center in Cambodia	PEKKA	Pemberdayaan Perempuan Kepala Keluarga or Women Head of Family Empowerment (Indonesia)
FGD	Focus Group Discussion	PIR	Project Implementation Review
GAD	Gender and Development	PKKK	Pambansang Koalisyon ng Kababaihan sa Kanayunan or National Coalition of Rural Women (Philippines)
GEF	Global Environment Facility	SIGI	Social Institutions and Gender Index
GESI	Gender Equality and Social Inclusion	SORB	State of River Basin Report
GMAGs	Gender Mainstreaming Action Groups (Cambodia)	S2S	Source to Sea
HGDG	Harmonized Gender and Development Guidelines	TPL	Total Pollutant Loading
ILO	International Labour Organization	UNDP	United Nations Development Programme
IRBM	Integrated River Basin Management	WEA	Women's Earth Alliance (Cambodia)
LBWA	Lao Business Women's Association	WQMA	Water Quality Management Area (Philippines)
LWU	Lao Women's Union		
M&E	Monitoring and Evaluation		

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1. Introduction



1.1 The IRBM Project

The Integrated River Basin Management (IRBM) in ASEAN Countries is a five-year project (2023-2027) with the goal of establishing functional IRBM mechanisms in seven priority river basins/sub-basins in six ASEAN Member States (AMS), namely Cambodia, Indonesia, Lao PDR, Malaysia, the Philippines and Viet Nam, in order to reduce pollution and sustain freshwater environmental flows, as well as adapt to climate change vulnerabilities.

The project is designed to improve governance and management arrangements in IRBM and accelerate the required changes in the six AMS in support of national priorities, objectives and commitments to global sustainable development targets using the source to sea (S2S) framework. It is organized into four components with five major outcomes and 20 key outputs to achieve the project goal and objective.

The IRBM Project covers seven priority river basin and associated coastal and marine areas in the six AMS (Figure 1).



Figure 1. Location of IRBM Project sites.

1.2 Why GESI in IRBM

The inclusion of gender equality and social inclusion (GESI) issues is critical to the mission of both the GEF, UNDP, PEMSEA and the ASEAN to improve the lives and livelihoods of the most vulnerable and the poorest of the poor and recognizing that the negative impacts of global development challenges such as water pollution and climate change often fall disproportionately on these groups. Such impacts tend to make existing inequalities even worse, in particular those between women and men, and those affecting vulnerable and marginalized groups – these are often referred to as socially differentiated impacts. In other words, individuals and groups can experience different impacts from development challenges due to entrenched discriminatory or cultural norms, unequal access to resources and opportunities, or because of physical barriers.

Gender equality and inclusivity is essential to the effective use and management of river basin resources and ecosystem services for a number of reasons. First, it promotes fairness and social justice by ensuring that the benefits and responsibilities of resource use and management are distributed equitably among all stakeholders, regardless of gender, age, culture, socioeconomic status and other characteristics. Addressing social inequities and including all stakeholders can also help prevent conflicts over resource use, which are common in communities facing resource (like water) scarcity for example. Vulnerable and marginalized groups, such as indigenous communities or people with disabilities, often face disproportionate challenges related to water access and quality. Mainstreaming social inclusion ensures their unique needs are considered, reduces their vulnerability, and leads to more informed resource allocation decisions.



National and local governments and community members participated in the annual fish releasing activity in Nam Tha River Basin conducted in July 2023.

1.3 Purpose of the document

This gender analysis is envisioned to guide the IRBM project implementation team in mainstreaming GESI in order to better achieve and sustain project results. It provides information and perspectives on the GESI context (or gender and social similarities and differences) in the participating river basins, including the gendered impact of development challenges such as water scarcity and pollution, waste management, disasters, climate change, etc. as experienced by women, men and vulnerable populations living in and around the project sites. It also suggests ways forward to enhance and mainstream GESI into work plans and budgets at the river basin level, a process that will be supported by the project.

1.4 Methodology and scope

This analysis was undertaken with information from secondary sources and related studies, and more importantly, inputs from site-level focus group discussions guided by a GESI survey tool. A total of 328 community stakeholders (167 women, 161 men) were consulted across four, i.e., Kampong Bay River (Cambodia); Nam Tha River (Lao PDR); Imus Ylang-Ylang and Pasac-Guagua River (Philippines), of the seven participating river basins in three of the six AMS. The consultations also provided an opportunity to build awareness and understanding on the importance of gender and social inclusion in water resource management, which includes the meaningful participation of women and marginalized groups in related decision-making processes and governance platforms. It also surfaced the different needs and perspectives of a wide range of stakeholders at the river basin level. Similar discussions and consultations will be conducted in the remaining project sites.

See Annexes A and B for the GESI Survey Tool and Summary of Stakeholder Consultations, respectively. The survey tool was specifically designed for community stakeholders; more focused GESI consultations with stakeholders from government, non-government organizations, private sector, academe, etc. may also be considered in the future.



Focus Group Discussions for the GESI survey conducted in Imus-Ylang Ylang (left photo) and Nam Tha (right photo) river basins in December 2023 and February 2024, respectively.

2. Enabling GESI: Progress and Gaps



2.1 Political commitments

Much progress has been made to enable gender equal and socially inclusive outcomes in the region. For starters, all Southeast Asian countries have ratified the 1979 Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). At the regional level, the ASEAN has made a high-level commitment to gender and social inclusion through the adoption of key agreements and strategies such as the:

- 1988 Declaration of the Advancement of Women in the ASEAN Region
- 2004 ASEAN Declaration Against Trafficking in Persons Particularly Women and Children
- 2010 Ha Noi Declaration on the Enhancement of Welfare and Development of ASEAN Women and Children
- 2011 Bali Declaration on the Enhancement of the Role and Participation of Persons with Disabilities in the ASEAN Community and Mobilization Framework of the ASEAN Decade of Persons with Disabilities (2011-2020)
- 2012 ASEAN Human Rights Declaration
- 2013 ASEAN Declaration on Strengthening Social Protection
- 2013 Declaration on the Elimination of Violence Against Women and Elimination of Violence Against Children in the ASEAN
- 2015 Kuala Lumpur Declaration of Ageing: Empowering Older Persons in ASEAN
- 2015 ASEAN Socio-Cultural Community Blueprint 2025
- 2015 ASEAN Community Vision 2025
- 2016 Declaration on Strengthening Education for Out-of-School Children and Youth

In 2017, the ASEAN published a Declaration on the Gender-Responsive Implementation of ASEAN Community Vision 2025 and Sustainable Development Goals. The Declaration has nine commitments that are clustered as follows:

- Enhancing Member States' capacities in collecting, managing, analyzing, and disseminating sex-disaggregated data at the national and subnational levels.
- Undertaking gender analyses to inform the design and implementation of policies, plans, and programs.
- Monitoring and evaluating the impact of policies, plans, and programs on men and women, including assessing the contribution of women in the economy and the economic costs of gender-based violence against women and girls.
- Promoting women's meaningful participation in decision-making bodies and engaging with women's groups and organizations, while also engaging men and boys as allies for gender equality.
- Supporting the development and implementation of gender mainstreaming initiatives across all ASEAN Sectoral Bodies.

Between 2019 and 2023, Southeast Asian lawmakers have enacted 33 gender-related legal reforms and implemented 25 national plans or policy frameworks on gender equality. Yet, women and girls in the region continue to face legal restrictions and discrimination across various areas (economic, social, political) particularly in the family sphere.¹ This is described in more detail in the succeeding section on gender performance. Specific examples of the GESI context at the river basin level also support this finding.

2.2 Mechanisms and platforms

The ASEAN has established dedicated regional mechanisms and platforms to translate its political commitments into concrete actions. The ASEAN Committee on Women was established in 2001 as a subsidiary body of the ASEAN Ministerial Meeting on Women (AMMW). It is implementing its third work plan, covering the period 2020-2025. The work plan covers a wide range of thematic areas, namely: (i) gender data and statistics; (ii) gender mainstreaming; (iii) gender-responsive climate and disaster resilience; (iv) gender approach to enhancing safety and protection of women and girls; (v) women, peace and security; (vi) women's economic empowerment and future of work; and (vii) gender-responsive governance and leadership. The third thematic area on climate and disaster is of special interest to the IRBM project. The ASEAN Commission on the Promotion and Protection of the Rights of Women and Children, inaugurated in 2012, reports to the ASEAN Ministerial Meeting on Social Welfare

¹ SIGI 2024 Regional Report for Southeast Asia

and Development (AMMSWD). The 2021-2025 work plan covers the following key results areas: (i) promoting women and children's rights; (ii) building partnerships and platforms to advance women and children's rights; (iii) deepening awareness and institutionalizing women and children's rights; and (iv) strengthening institutional and stakeholder capacities. The ASEAN has also established the ASEAN Women Entrepreneurs Network (AWEN), a regional network of national women entrepreneurs who owns or manages micro-, small- and medium-sized enterprises that engage with economic sectors in the ASEAN region. Through the years, AWEN has served as a regional forum for ASEAN women entrepreneurs to share information, knowledge and experiences, provide assistance to fellow women entrepreneurs, and network with regional and international organisations of women entrepreneurs.²

2.3 Gender performance based on global indices

There are a number of global gender indices used to measure progress and performance such as the Gender Development Index and the Gender Inequality Index, both developed and computed by the United Nations Development Programme (UNDP). The former looks at human development using the dimensions of health, education and income; while the latter tries to measure inequalities in achievement between women and men in reproductive health, empowerment and the labor market.

Similarly, the Global Gender Gap Report has been measuring gaps between men and women based on four key indicators: Economic Participation and Opportunity, Health and Survival, Educational Attainment and Political Empowerment since 2006. The level of progress toward gender parity (the parity score) for each indicator is calculated as the ratio of the value of each indicator for women to the value for men. A parity score of 1 indicates full parity. The gender gap is the distance from full parity. Progress towards parity in East Asia and the Pacific Region, where ASEAN is a part of, has been stagnating in the last decade. Below are some highlights featuring the six IRBM countries:

- The Philippines (along with New Zealand and Australia) has the highest parity in the East Asia and the Pacific region.
- The Philippines and Lao PDR (along with Singapore) registered the highest in the Economic Participation and Opportunity subindex.
- The region scored the second lowest in the Educational Attainment subindex, with the lowest parity in Lao PDR and Indonesia. Cambodia has more than 1 percentage-point increase in parity over 2022, with its improvements on literacy rate and enrolment in primary and tertiary education.

² <https://theaseanmagazine.asean.org/article/advancing-equality-and-empowerment-of-all-women-and-girls-in-asean/>

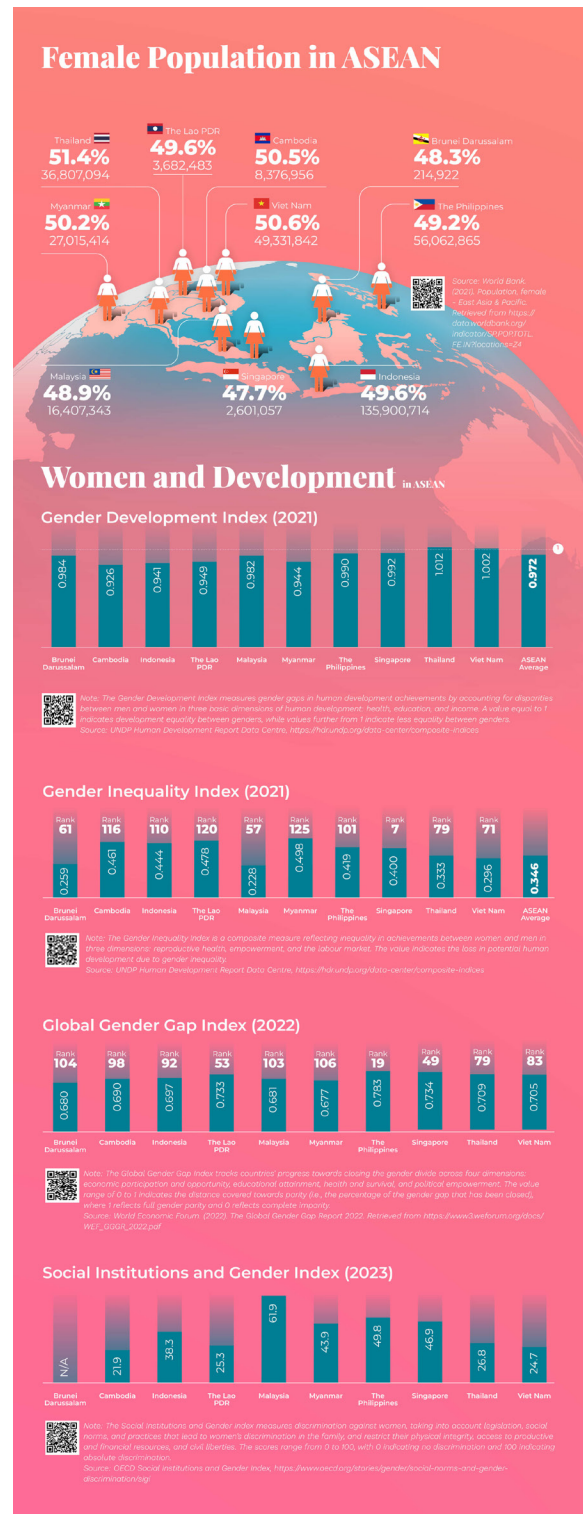
- Majority of countries in the region saw declining parity in the Health and Survival subindex.
- Indonesia has regressed in parity in the Political Empowerment subindex, while the Philippines has improved.

Finally, the Social Institutions and Gender Index (SIGI), measures levels of gender-based discrimination in social institutions by looking at gaps that legislation, attitudes and practices create between women and men in terms of rights, justice, empowerment and opportunities at all stages of their lives. Most gender indices measure at the outcome level (the upper or visible part of the iceberg), while the SIGI studies the submerged part. The connection between the SIGI and other indices is that discriminatory social institutions are the root cause of the gaps observed at the outcome level.⁴

With a SIGI score of 39, the levels of discrimination against women and girls in social institutions remain estimated to be medium and close to high. The SIGI 2024 Regional Report for Southeast Asia pointed out the following:

- Discrimination in the region is the highest in the family, as is the case with the rest of the world. In Southeast Asia, discriminatory personal status laws restrict women and girls in the family sphere, weakening their status in the household, limiting their rights to inheritance and divorce, and contributing to perpetuating the early marriage of girls.

Figure 2. Infographic on gender performance based on global indices.



Source: The ASEAN Magazine <https://theaseanmagazine.asean.org/article/gender-development-and-equality-indicators/>

⁴ SIGI 2024 Regional Report for Southeast Asia

- Views across the region still largely support traditional gender roles where men should be the breadwinners and women are confined to care and reproductive roles. In Southeast Asia, women spend three times more time than men doing unpaid care and domestic work, or 14 percent of their day compared to only four percent for men.
- Although there is legislation that protect women in the workplace, societal expectations limit women’s representation in leadership and management roles. As a result, women’s participation in the labor force is lower than men and are often concentrated in specific sectors.
- Women’s civil liberties are limited by unequal citizenship rights and restricted political participation; women accounted for only 22 percent of parliament in 2023.
- Women still experience intimate-partner violence, while women and girls’ sexual and reproductive rights are hampered by restrictive laws, unequal power dynamics in the household, and limited access to sexuality education and services⁵.

Despite the numerous commitments and some increases in gender index and parity scores, there are still significant differences in actual GESI policy and programs across sectors and among countries. The ASEAN and its Member States recognize that discriminatory gender and social norms are still deeply entrenched and continue to constrain women’s roles at home and in their communities, as well as lead governments to favor and support male-dominated approaches over experience-based and traditional knowledge and practices. There is also a lack of robust and consistent gender-disaggregated data and related analyses, hindering effective policy making, as well as monitoring and evaluation. Related to this is the need for more dedicated funding and staff to mainstream GESI at all levels and across sectors.⁶



Women participants during the annual fish releasing activity in Nam Tha River Basin conducted in July 2023.

⁵ Ibid.

⁶ The State of Gender and Climate Change in the ASEAN, 2022.

Table 1. GESI-enabling legislations, mechanisms and plans in the six ASEAN members states.

Country	Legislation	Mechanisms	Plans and Tools
Cambodia	<p>Article 31 of the Cambodian Constitution recognizes and respects human rights as stipulated in the Charter of the United Nations and related human rights documents, including its provisions on women's and children's rights.</p> <p>Legal measures that guarantee equality between women and men include the Law on Marriage and Family, the Law on Prevention of Domestic Violence and Protection of Victims, the Penal Code, the Civil Code Criminal Procedure Code, Civil Procedure Code.</p> <p>Ratified CEDAW in 1992 and the Optional Protocol (OP) to CEDAW in 2010</p>	<p>Ministry of Women's Affairs (MoWA)</p> <p>Cambodia National Council for Women (CNCW)</p> <p>Gender Mainstreaming Action Groups (GMAGs) at the ministry level</p> <p>Commune Council Women and Children Committees</p>	<p>Nearly Rattanak V (5-Year Strategic Plan for Strengthening Gender Mainstreaming and Women's Empowerment (2019-2023)</p> <p>Master Plan on Gender and Climate 2018-2023</p> <p>Plan of Action on Gender and Climate 2019-2023</p> <p>National Action Plan to Prevent Violence Against Women 2019-2023</p> <p>Political platform of the Royal Government of Cambodia of the 7th Legislature of the National Assembly for National Building and Defence 2023-2028.</p> <p>Political priorities on improvements of the Status of Women and Children, Development of Youth and Sports</p>
Indonesia	<p>Presidential Instruction on Gender Mainstreaming in 2000 (<i>Inpres</i> No.9/2000), which requires all government agencies at the national and local levels to mainstream gender into planning, implementation, monitoring and evaluation of all policies and programs.</p> <p>Ratified CEDAW in 1984; OP CEDAW not yet ratified</p>	<p>Ministry for Women's Empowerment and Child Protection</p> <p>Gender focal points and working groups at the ministry level</p> <p><i>Pemberdayaan Perempuan Kepala Keluarga</i> (PEKKA) or Women Head of Family Empowerment, a federation of female-headed households in 20 provinces of Indonesia</p> <p>Indonesian Association of Women Entrepreneurs</p>	<p>Gender equality perspective in the Rencana Pembangunan Jangka Menengah Nasional (National Medium Term Development Plan) 2020-2024</p> <p>General Guidelines to Implementing Gender Mainstreaming in Local Development</p>

Table 1. GESI-enabling legislations, mechanisms and plans in the six ASEAN members states (cont.).

Country	Legislation	Mechanisms	Plans and Tools
Lao PDR	<p>Lao PDR considers its Constitution and Laws as policy measures to eradicate all forms of discrimination against women, including the Law on Development and Protection of Women, Protection of Children Rights and Interests, People’s Courts, Penal Law, Family Law, the Labor Law, and the Law on Education</p> <p>Ratified CEDAW in 1981; OP CEDAW not yet ratified</p>	<p>Lao Women’s Union (LWU)</p> <p>Lao Business Women’s Association (LBWA)</p> <p>National Commission for the Advancement of Women (NCAW)</p> <p>Women Parliamentarian Caucus</p> <p>Association for Development of Women and Legal Education (ADWLE) – a civil society organisation</p>	<p>Equal access to socioeconomic development priorities and protection of the rights of women and children included as an output of the 9th Five-Year National Socio-Economic Development Plan 2021-2025</p>
<p>Malaysia</p> <p><i>Additional source: Monitoring Report: Gender Equality in Malaysia, 2020</i></p>	<p>Has incorporated CEDAW principles and provisions into its domestic legislations such as the Penal Code; the Pensions Act 1980; the Land (Group Settlement Areas) Act 1960 (Revised 1994); the Immigration Regulations 1963; the Domestic Violence Act 1995 and the Employment Act 1995.</p> <p>(Pending) Gender Equality Act – this will help address legal inconsistencies on gender-based discrimination, education, women’s employment and citizenship.</p> <p>Ratified CEDAW in 1985; OP CEDAW not yet ratified</p>	<p>Cabinet Committee on Gender Equality</p> <p>Ministry of Women, Family and Community Development (MWFCD)</p> <p>Gender Focal Points at the ministry level</p>	<p>National Policy on Women and its Plan of Action (1989)</p> <p>National Plan of Action for the Advancement of Women (2009-2014)</p> <p>Women empowerment included as a strategy in the 12th Malaysia Plan 2021-2025</p>

Table 1. GESI-enabling legislations, mechanisms and plans in the six ASEAN members states (cont.).

Country	Legislation	Mechanisms	Plans and Tools
Philippines	Magna Carta of Women (MCW) was signed into law on 14 August 2009 and is considered as the translation of CEDAW into the nation’s legal system.	Philippine Commission on Women (PCW) Gender and Development (GAD) Focal Point system at the national and local levels	Philippine Plan for Gender Responsive Development 2015-2025 Gender Equality and Women Empowerment Plan 2019-2025
	Reproductive Health Law, which gives women access to reproductive health services and information.	Women’s Legal and Human Rights Bureau	Harmonized Gender and Development Guidelines (HGDG) for Project Development, Implementation, Monitoring and Evaluation
	Kasambahay Law for the protection and welfare of domestic workers	National Coalition of Rural Women (<i>Pambansang Koalisyon ng Kababaihan sa Kanayunan</i> or PKKK)	
	Expanded Anti-Trafficking in Persons Act		
	Ratified CEDAW in 1981 and the Optional Protocol to CEDAW in 2003		
Vietnam <i>Additional source: Rights and Gender in Vietnam, 2015</i>	Law on the Rights and Gender Issues include: Constitution of the Socialist Republic of Vietnam; Civil Code; Marriage and Family Law; Law on Gender Equality and Law on Domestic Violence Prevention. Ratified CEDAW in 1982; OP CEDAW not yet ratified	Ministry of Labor, Invalids and Social Affairs (MOLISA) National Committee for the Advancement of Women (NCFAW) Vietnam Women’s Union	National Strategy for Gender Equality 2021-2023

Main Source: Progress Report on Women’s Rights and Gender Equality, ASEAN Committee on the Promotion and Protection of the Rights of Women and Children, 2016

3. GESI Context at the River Basin Level



This is the main section of this report which describes the key gender and social disparities in river resource use and management, drawing on observations and experiences in four IRBM project sites, as well as how these disparities impact community development and the environment.

3.1 Gender and social disparities in river resource use, access and control



Fishing is the main source of livelihood in three (Kampong Bay, Nam Tha and Pasac-Guagua) of the four river basins. In Kampong Bay in Cambodia, apart from fish, marine resources such as shrimp and crab (blue and Dungeness) are also caught. It is the men that normally go to fish, as fishing areas while shallow (one to four meters) are about six kilometers from the village. Women often stay home to do other fishery-related tasks such as mending fishing nets and transporting (on the river) and selling the fish and other marine resources at the local market.

The fisherfolk in the downstream area of Pasac-Guagua River in the Philippines estimate that 40 percent of the river system is still “fishable”. The river is also used for aquaculture where *tilapia* (St. Peter’s fish), *bangus* (milkfish), *hito* (catfish), *hipon puti* (white Pacific shrimp) and *alimango* (mudcrab) are grown

“Kampong Bay River Basin is crucial to my fishing community in various ways which lead to economic benefit for the family. Most family go fishing along the river basin and use the same water way to transport harvested resources to the market.”

Men in the family go fishing in the river while women fix nets at home and sell the catch in the market or prepare the catch to feed the family.”

Mr. Nak Sen

Chief of Traeuy Koh Fishing Community in Kampong Bay River Basin, Cambodia



and harvested; these activities are mainly done by men. Women are observed to glean for food such as *tulya* (small clams) during low tide.

Women and men have different access to, control over, and use of marine resources, in terms of the species they target, fishing practices, and allocation of catch, to name a few. Multiple studies confirm that men tend to fish offshore or in inland water bodies, while women fish close to shore, engaging in activities such as shell and fry gathering/gleaning, spear fishing in rivers, reef fishing using scoop nets, traps, and fish baskets. Women's nearshore fisheries activities are very important for household food security, because seafood harvested by women is more

likely to be consumed by the family. However, such activities like gleaning for example is not captured in fisheries statistics, and hence invisible to researchers and policymakers.

Women are also active in many aspects of the fisheries value chain. They engage in net mending, fish sorting and fish vending, often selling fish directly (door-to-door) or to local, small-scale retailers who service nearby communities and marketplaces. It has been observed that men are also involved in marketing activities, mainly when dealing with intermediaries and when the fish caught is of high commercial value. On the other hand, women are less mobile (because of domestic responsibilities) and are limited in their fish marketing and trading activities, including access to information on prices and market trends. While not much on this aspect of women in fisheries was discussed during this round of GESI stakeholder consultations, it may surface in other river basin communities in the other participating AMS.

The roles and responsibilities of women and men in fishing communities are related and deeply integrated, but they are often unequal in terms of access, workload (both paid and unpaid), leadership, and decision-making. This is mainly due to family traditions and social norms that still exist across many sectors in the region, not only in fisheries. Some of the key social norms and misconceptions that hold women back from engaging fully in the fisheries sector include the following:

- Housework is women's duty, which means that they can only engage in activities that would still allow them to do their household chores.
- Men are good at fishing because they are physically strong. They are natural leaders, self-powered and action oriented.

Sasmuan Municipality is heavily reliant on its fishing industry. The primary issues confronting the river are siltation, which severely impacts the fishing industry, along with other challenges such as illegal fishing and low income among fisherfolks. The municipality is partnering with other agencies to restore the silted river through dredging efforts.”

Ms. Ranela Sarmiento Agapito

Municipal Agricultural Office
of Sasmuan Municipality in
Pampanga, Philippines



- Men's work is harder than women's; their work is necessary to provide for the family. Household work is not considered work, and it is less tiresome than fishing.
- Women are not brought up to be leaders; culture dictates that they should play a supporting role.



Forestry, farming and livestock raising

Men and women often have complementary roles, sharing or dividing tasks in crop production, livestock raising, and in care and use of the forests. In other cases, women and men have distinctly different tasks and responsibilities for certain crops, livestock, and forests. Men tend to become more involved in large-scale cash cropping, especially when it is highly mechanized, with women becoming increasingly responsible for household food production and small-scale cash cropping with low levels of technology. Women also supply a significant proportion of the agricultural labor on plantations. In forestry, women are often responsible for seedlings and almost always for gathering food, fodder, and fuelwood.

The local communities living in and around the Nam Tha River Basin in Laos rely heavily on agriculture, with rice being the main crop. Both paddy (cultivated in flooded fields) and upland rice (rainfed areas) are produced. Currently, farmers in the project areas are only able to grow rice during the wet season when there is sufficient water in the streams or creeks. Women and men also raise livestock such as cattle, pigs, and poultry for additional family income. They also have a deep cultural and traditional knowledge of the forests and the non-timber forest products that they rely on, developing sustainable harvesting practices and land zoning which allow them to maintain the health and productivity of forests while meeting their own needs. However, these are not always practiced and forests are increasingly being threatened by deforestation, over-harvesting, land degradation, and climate change. Use of pesticides in rubber plantations near Nam Tha River is also prevalent and contributes to pollution in the river basin.

Rice-growing is physically demanding throughout the cropping season. While the allocation of tasks can vary depending on the rice-growing system and region, generally men plow the paddy fields, make bunds around rice paddies to contain water, prepare seedbeds, and apply synthetic fertilisers and pesticides. Women select the seeds, sow and manage nurseries, remove seedlings and transport them to the field, transplant them, weed, harvest, thresh, winnow, clean, sort and bag the grain, process it, and save seeds for the next crop.⁷

⁷ Women's Essential Role in Rice, 2003. <https://www.lotusfoods.com/blogs/blog/womens-essential-role-in-rice#:~:text=Women%20select%20the%20seeds%2C%20sow,seeds%20for%20the%20next%20crop.>

In Nam Tha River Basin, women and men have worked together for agricultural activities such as site preparation, maintenance, and harvesting. However, when it comes to market access and selling, men typically take the products to the market, while women handle the collection of money and the purchase of necessary items for daily life. Community members also indicated that the level of access and control over land depends on a family's assets. For example, a woman or a man may hold a land title provided by their parents. When both individuals are named on the land title, it is typically because they are married. This suggests that access and control of land is often determined by traditional inheritance practices within the community. Additionally, it indicates that land ownership is tied to familial relationships and can be influenced by gender dynamics within the household.

Under the Philippine law, land may be owned by both women and men, but land titles are often placed under the name of men only. One male farmer interviewed shared that he owned two hectares of farmland, but most own only 0.5 to 1 hectare. Some of his fellow farmers are farm tenants with verbal agreements with landowners to use the land in exchange for a share of the value of the produce grown. One male farm tenant interviewed shared that he was leasing 3.4 hectares of land.



Ecotourism can empower women and men in local communities by giving them a sense of pride in, and awareness of, the importance of their natural resources and control over their own development. Some existing ecotourism activities and facilities at and near the project sites include:

- River and mangrove boat and ferry tours (Kampong Bay, Nam Tha)
- Kayaking (Nam Tha)
- Homestay accommodations, guesthouses, and resorts (Kampong Bay)
- Restaurants and boutiques (Kampong Bay)
- Sasmuan Pampanga Coastal Wetlands - declared RAMSAR site in 2021 (Pasac-Guagua)
- Sasmuan Bangkung Malapad Critical Habitat and Ecotourism Area (Pasac-Guagua)
- Hiking and nature tourism (downstream areas of the Imus Ylang-Ylang River system along the towns of Amadeo, Indang, Trece Martires, Silang and Dasmarinas)
- Haven's Park picnic grounds (Imus Ylang-Ylang)

While ecotourism may be a viable way to protect the natural environment and create social and economic benefits for the local community, some stakeholders expressed concerns on tourism-related threats such as those related to infrastructure development and pollution. Solid waste and sewage management is a growing challenge in each of the river basins.

Ecotourism is often lauded as a path toward sustainable development and women's empowerment in rural areas around the world. However, if ecotourism is to truly empower women, localized gender and social roles and structures must be understood and addressed. Overlooking these challenges can mean that ecotourism projects, even those specifically aimed at empowering women, may only further burden women and reinforce models that perpetuate gender and social inequality.

“Having seen the value and potential of this natural resource, the Provincial Administration has set up a clear and inclusive policy, involving both women and men, for the protection and conservation of Kampong Bay River with other supporting activities, for instance construction of various infrastructure to protect the river basin, improving gardens along the basin, and cleaning beaches for tourism attraction.”

Mr. Ven Serei Sophorn
Kampot Authority
Kampot Province, Cambodia



Water and power supply

The Nam Tha River in Lao PDR is an important source of water and power supply. Several hydropower plants have been built in the provinces of Luang Nam Tha and Bokeo to harness the natural flow of water and transform this into renewable energy. Unfortunately, the way some of the plants are managed/operated has caused problems to the community. Some of the plants store water for power generation at night which leads to water shortages during the day. Water scarcity affects the livelihoods (farming and livestock raising) of both women and men, and particularly affects women who are primarily responsible for activities such as water collection and cooking. This stems from traditional gender roles and expectations within the family and society, where women are typically seen as the primary caregivers and homemakers. This is consistent with the *State of Gender Equality and Climate Change in ASEAN Report 2022*, which finds an alarming gender inequality in the energy sector, which is dominated by fossil fuels and relies on dirty cooking fuels that put women's health at disproportionate risk, given they are the major domestic energy consumers. Discussions related to power are often dominated by men; they make decisions about where power plants should be built, who are the users of energy and who gets to have energy access. Without women's perspectives in these important decisions, their needs will not be met.

In Bokeo, a reservoir created as part of the hydropower plant facility has caused flooding which in turn has led to the displacement of indigenous communities, composed of 564 households across 10 villages with 3073 individuals, 49 percent of which is women. The affected groups are the Lao, Lamad, and Khummu communities. The resettlement sites for the affected population are located in mountainous areas where agricultural production is absent, leading to challenging living conditions compared to those in their original villages.

Most households living around the Imus Ylang-Ylang and Pasac-Guagua Rivers in the Philippines, on the other hand, rely on local water and wastewater service providers for running water, while some have deep wells. These, however, are not potable (water is sometimes sandy, salty or is contaminated with rust) so they still need to purchase mineral or filtered water to drink. The responsibility/task of ensuring water for the household is shared by women and men. This is similar to the situation of the Kampong Bay River Basin in Cambodia where water is sourced from a local water authority. As a result, water supply is available for domestic use, allowing both women and men to access water for their daily needs. In urban villages, bottled drinking water is typically sourced from private companies, while some families opt to boil water for drinking purposes.



Urbanization

Some areas around the Imus Ylang-Ylang River in the Philippines are highly urbanized (residential, commercial, industrial)⁸, with little agricultural/farming land remaining. The urban development/activities, including poor waste management, have polluted the river waters and it is no longer viable to be used by community members for drinking or household use, not even to water crops/plants or wash clothes – tasks and responsibilities that are predominantly done by women. Older men and women community members recall a time (in the 1950s) when they could still collect rocks and sand, and harvest bamboo trees along the river banks but this is no longer possible as these resources have been depleted or cut down with the installation of infrastructure over time such as: cement walls, riprap, irrigation canals, dams, roads, etc. Community members feel they are not able to benefit much from the river system, given its current state. Some shared that they still feel a sense of peace living by the river.

The majority of employment and livelihood opportunities in this urbanized landscape are industry/factory work, where mostly women are hired. Call centers are another big employer where both women and men are hired. Other sources of income for men are in construction, tricycle services and as ambulant vendors, while some women own and manage small convenience stores (*sari-sari* stores) or offer their services as tailors or sewers (*mananahi*). Both women and men have access to the work opportunities described above, but there are less options and opportunities for women. In addition, most women often have more household responsibilities than that of men which hinder them from engaging in employment and other paid productive work. Decisions on how and who earns income is often made by both husband and wife, but it is the wife that usually manages household income. Household income is primarily spent on food and electric bills, a decision made by both partners.

⁸ 156 out of 299 barangays are classified as urban (based on 2020 Census of Population and Housing)

3.2 Access to financing, training and information to gain benefits from river resource use

Both women and men, including vulnerable groups, from Kampong Bay (Cambodia) are able to access financing services such as community savings and loans programs. Most community members have also received some form of vocational training or extension service on aquaculture, fisheries, and livestock management, which are mostly supported by local authorities as well as non-government organizations such Children and Women Development Center in Cambodia (CWDDC), Action Aid and Women's Earth Alliance (WEA).

Stakeholders in Nam Tha River Basin indicated that financial support from the government is limited. As a result, a village development fund has been set up at the community level. The fund is sustained by individual families on a monthly basis, is managed by a committee elected by the community, and is used for community development projects such as schools, roads, and water supply systems. The fund is not sufficient to meet all the needs of the community and there is still a need for increased government financial support and technical assistance in project planning and implementation.

In terms of training and access to information, some communities were trained by the district agriculture and forestry office on sustainable land use practices, the importance of protection of village forests, land zoning, and safe and responsible use of chemicals in agricultural areas. These types of training are crucial for ensuring that communities are able to make informed decisions about land use and resource management, ultimately leading to the preservation and sustainability of their environment.

In the Philippines, communities living near the project sites, particularly women, have very limited access to credit and finance. Women stakeholders interviewed shared that they often borrow from moneylenders who require no collateral but charge a usurious interest rate of 20 percent for small loans. Male farmers also shared that they lack access to information on market prices and are often at the mercy of middlemen/traders who come to their farms and set the buying price for their produce.

According to a 2015 study by the National Confederation of Small Farmers and Fishers Organizations in the Philippines, women farmers face greater disadvantages in accessing agricultural and rural advisory services. They are less likely to be targeted for extension services, as many extension agents still do not recognize women as farmers. The same research shows that despite their primary role in the family's food security, only 36 percent of women farmers have access to irrigation; 29 percent to seeds; 26 percent to training; 23 percent to extension services; 21 percent to fertilizers and seeds subsidy; 20 percent to pest control management;

20 percent to calamity assistance; and 14 percent to financial assistance. If women farmers were given the same level of support as their male counterparts, estimates show that food production by women could increase by 25 percent and total national food production by 1.5 to 3 percent.

3.3 Decision-making on river resource use

At the household level (in all four project sites), decisions about resource use are mostly made by the head of the family (men), particularly for major purchases, such as boats and fishing equipment, and those related to long-term plans. However, when it comes to day-to-day resource use, such as with food, water, clothing and electricity, decisions are often made either by women or collectively by all members of the family.

The management of income and expenditure is a decision made by both men and women. This includes budgeting, saving, investing, and making financial decisions that align with their goals and priorities. While both men and women play a crucial role in managing household finances and ensuring financial stability for themselves and their families, it is mainly women who hold and manages the money.

At the community level, both formal and informal organizations or mechanisms exist to facilitate consensus building and collective decision-making on river resource use.

In Kampong Bay (Cambodia), community organizations such as the Kampong Samaki and Traeuy Koh Fishing Associations represent and make decisions on behalf of the fishing community. In the case of Kampong Samaki, this community is composed of 4,580 people, 52 percent women. The association is formally recognized by the district fisheries administrator (since 2006) and is headed by a committee of 11 – three women, eight men. The association in Traeuy Koh also has its own structure but is not yet officially recognized.

In the Philippines, the Imus-Ylang-Ylang-Rio Grande River Water Quality Management Area (WQMA) Governing Board is the main formal mechanism where decisions and actions related to river basin management are discussed and made. Currently, this is composed of about 30-35 members, 40 to 50 percent of whom are women. Most board members are from local and national government agencies, but with representation from the business sector, academe and non-government organizations. There is also a Flood Mitigation Committee that is focused on flood control for Imus City's retarding basin.

A similar formal governance mechanism is underway for the Pasac-Guagua River Basin: the proposed Angeles-San Fernando-Minalin-Sasmuan WQMA which will cover a wider area, including the said river basin.

“Kampong Bay River basin provides tremendous values for Kampong Samaki Fishery Community. Our community members, which include 2,385 women and 2,195 men, are actively involved in environmental cleaning programs and protecting the existing biodiversity in the river basin to sustain the natural resources for the young generation in our community.”

Mr. SOK Kao

Chief of Kampong Samaki Fishery Community
Kampot Province, Cambodia



Other existing community organizations in the two project areas in the Philippines that also influence and are impacted by decisions related to river basin management include:

- Women of Imus – a non-government organization comprised of about 100 women
- LAKAS Farmers Association – 60 members; only two are women
- GINTONG PAMANA Farmers Association – 70 members; majority are men
- Rotary, Lions, Eagles, Columbus community clubs
- Homeowners’ associations/developers such as the *Gawad Kalinga* leaders, 80 percent women
- Federation of Sasmuan Fisherfolk – spans seven barangays; 70 members (majority are men); some also work as *bantay dagat* (sea wardens)
- Bulaklak ng Remedios – registered women’s group

While not specifically focused on river basin management, it is worth noting that all provinces in Lao PDR have a Provincial Women’s Union. The Lao Women’s Union (LWU) is a mass and social organization of women at all strata throughout Lao PDR. It is part of Lao PDR system and was officially established in 1955. The organizational system of LWU operates throughout the country at four levels, namely: central; provincial/ministerial, district/municipal and village with a total membership of 1,015,506 women (2009 data).⁹

3.4 Impact of climate change

All community stakeholders in the four project sites indicated that they are familiar with climate change and its impacts, which have greatly affected their livelihood, water supply and overall well-being of both women and men.

⁹ https://www.ohchr.org/sites/default/files/lib-docs/HRBodies/UPR/Documents/Session8/LA/LWU_UPR_LAO_S08_2010_LaoWomensUnion.pdf

The following climate impacts were experienced and shared across most if not all the sites:

- Stronger storms and droughts, which affect water security and quality affecting agricultural and fisheries production
- More irregular weather patterns/unpredictable and extreme weather
- Sea level rise
- Ground subsidence or sinking of the ground because of underground material movement
- Flooding during high tide/storm/tsunami
- Fishkill in fishponds
- Backflow of trash and chemicals up the river during high tide
- Health issues such as more incidences of fever, colds, dizziness, and headaches
- It is now hotter (general)
- Planting season always needs to be adjusted (farmers)
- There are more pests; we are using more pesticides (farmers)
- We need to start work as early as 5 AM so that its not so hot (street sweepers/waste workers)

Some ideas/actions to mitigate climate impacts that were mentioned include:

- Sustainable farming practices
- Conserving water resources
- Raising awareness on the importance of environmental conservation

According to UN Women, climate impacts are reversing gains in gender equality. Women and girls are disproportionately impacted by the climate crisis, which amplifies existing inequalities and builds on societal expectations related to gender roles.¹⁰

3.5 Environmental degradation and threats

The rapid socioeconomic development in the Nam Tha River Basin in Laos has brought about both positive and negative impacts on the area. On one hand, development projects have led to economic growth and improved living standards for the local population. However, the degradation of natural resources due to anthropogenic activities has raised concerns about the long-term sustainability of the area. The practice of slash and burn agriculture, for example, as well as the establishment of rubber tree plantations and other cash crop production, has resulted in deforestation and soil degradation. Additionally, the use of chemical inputs such as herbicides and pesticides (mainly by men farmers) has further contributed to environmental pollution and ecosystem disruption.

¹⁰ <https://www.unwomen.org/en/news-stories/explainer/2022/02/explainer-how-gender-inequality-and-climate-change-are-interconnected>

In the Philippines, Imus Ylang-Ylang River Basin stakeholders in the Province of Cavite shared that there have been some incidences of illegal logging, as well as more infrastructure development, particularly the construction of an expressway. Both women and men community members expressed concerns that such developments may lead them leaving their homes (displacement and relocation). In the Province of Pampanga (Pasac-Guagua River), environmental threats observed are siltation; ground subsidence (more evident in the last two years); use of chemical feeds containing contaminants and toxins in fishponds; illegal fishing; informal settlers and residents building within river easements, and sand mining.

“Women’s involvement in the management of Pasac-Guagua River Basin is multi-faceted: they instill sustainable practices and environmental stewardship to their children from an early age, manage domestic water use, actively participate in community-based environmental initiatives (e.g., river clean-up, tree planting, mangrove restoration projects, etc.), and supplements their household incomes from collecting and selling recyclable materials.

There is notable gender disparity in local environmental governance roles in the Province of Pampanga; only 24% or 5 out of 21 city and municipal environment and natural resources officers are female. Thus, the need to implement gender-inclusive policies, conduct awareness raising campaigns and capacity building activities to empower women and foster a more inclusive and effective approach in managing the river basin.”

Ms. Irene Marie Villar

Supervising Environmental Management Specialist, Provincial
Government Environment and Natural Resources Office,
Pampanga, Philippines



Managing waste and the situation of informal waste workers

The most pressing environment concern in all the project sites is increased solid waste and sewage discharged to the river basins and surrounding areas. While policies such as “no segregation, no collection” are in place, these are not very well enforced. Mismanaged waste is an eye sore and also causes flooding during the wet and rainy season, and/or when water needs to be released from the dam. Another harmful practice of households is burning of waste.

Waste management is the responsibility of both women and men in the household. Both are also engaged in the waste sector, although they perform different tasks. The International Labour Organization (ILO) defines informal economy workers as “independent, self-employed, small-scale producers and distributors of goods and services”. Globally, from the 3.3 billion total work force aged 15 years and over, about 2 billion or 62 percent individuals make their living in the informal economy. From this number, 740 million are women and they comprise a majority in developing regions, for instance in Southeast Asia, where 75.4 percent of informal workers are women.¹¹

“Women are usually the first to notice the deterioration of environmental conditions since they are usually responsible for the cleanliness of their own households and in securing the health of their children. They are also known to have a keen sense of public responsibility and they continuously aspire for the improvement of their living conditions and their environment. Being at the forefront of solid waste management at the household level, the City Government of Imus has women primarily participating in the waste workforce as waste collectors and street sweepers. The City calls them the “Bantay Kalikasan” (Nature Watch).”

Ms. Dorotea Sagenes

City Environment and Natural Resources Officer, City of Imus, Cavite, Philippines



Informal labor or informal workers are present in every sector and every product life cycle, particularly at the end of product life where informal waste workers thrive. In the waste sector, these informal workers are often waste collectors, waste segregators, garbage truck drivers, ambulant junk buyers, and small, unregistered junk shops. Both women and men perform these roles/tasks, although it is mainly men that drive the garbage trucks. Most are non-regular workers who receive minimum (or less) daily wages under a “no-work-no-pay” arrangement; they do not have any social protection/benefits and are exposed to a hazardous environment on daily basis. Many are doing this kind of work because they lack other livelihood opportunities.

A 2019 study¹² which covered India, Indonesia, the Philippines and Vietnam describes women's notable participation in the informal waste sector, particularly in the picking of recyclables from municipal waste, dumpsites or landfills. They also work alongside the men in their family who collect recyclables and manage junk shops and scrap-dealing businesses.

¹¹ Grey Economy and Sickly Recovery: Informal Women Workers in Pandemic-Ravaged Philippines, March 2022

¹² The Role of Gender in Waste Management: Gender Perspectives on Waste in India, Indonesia, the Philippines and Vietnam, commission by Ocean Conservancy, June 2019.

While men are tasked with the more labor-intensive activities of loading and unloading, the women perform the more repetitive and time-consuming tasks of sorting and separating.

The waste sector is a largely unregulated sector facing social stigma and economic deprivation. In addition to these occupational challenges, most women in the waste sector must deal with the competing demands from domestic and childcare responsibilities. The physical nature of some of the tasks involved, as well as health and safety issues, add another layer of concern for women engaged in waste management.

The same study also finds that women are mainly responsible for disposing waste in the household, and that they tend to have more pro-environmental behaviors compared to men. The report recommends identifying women as a key demographic when designing behavior change efforts. However, placing the bulk of waste management responsibilities on women is a double-edged sword: it benefits the community by mobilizing women to promote and adopt sustainable behaviors at the household level; at the same time, it increases women's reliance on single-use products, such as diapers and sachet packed goods, to make their household work efficient. Women, compared to men, spend longer hours performing household work. In addition, their responsibility in the household hinders them from participating in the labor force.

This finding was echoed in a number of the FGDs where unpaid care or domestic work was identified as the main hindering factor for women's lack of access and control of river basin resources.



GESI Focus Group Discussions conducted in Nam Tha River Basin (Lao PDR; a and b); Imus-Ylang Ylang (c) and Pasac-Guagua river basins (Philippines) (d).

4. Opportunities to Close Gender Gaps and Mainstream GESI in IRBM



There is an opportunity for the IRBM project to address strategic GESI needs by increasing women’s and other marginalized sector’s access and control over river basin resources, improving their participation in decision-making; and generating socioeconomic benefits for women and men by creating equal opportunities for enterprise and employment (equal pay for equal work) and improving social systems. The enhancement of river basin management plans and strengthening of river basin governance, which will be supported by the project, can be entry points for gender and other social inequalities to be surfaced and addressed. This should be achieved without increasing women’s domestic burden, but rather promote and enable shared responsibilities in the home and in the community.

With more GESI-responsive plans and a wider representation of women and other marginalized groups in river basin decision-making bodies, supported by managers and staff with improved GESI capacities, key results can be better achieved and sustained beyond the project timeframe.

As a next step, specific GESI action plans will be developed at the river basin level, and this analysis will be one important input to that process. GESI actions aligned to the overall project outcomes and outputs are provided in the table in the succeeding page as examples. These will also be linked to the project’s environmental and social safeguards.



Local communities in Nam Tha River Basin rely heavily on agriculture particularly rice farming. Both women and men participate in agricultural activities.

Table 2. Mainstreaming GESI actions into the IRBM Project outcomes and outputs.

No.	Outputs	Indicators	GESI Actions
Outcome 1: Improved understanding of governance, socioeconomic, ecological conditions, gaps and needs of priority river basins/sub-basins and coastal areas.			
1.1.1	Bio-physical profiles prepared/updated.	State of River Basin (SORB) reports completed and used by national and local authorities in river basins/sub-basins for planning, evaluation and continual improvement, and communication.	Integrate GESI indicators in the SORB guidebook and reporting template that the river basins will use in developing the SORB reports (see 3.1.1 under Outcome 3). Prepare GESI Analysis and Action Plans per river basin (GESI Specialist to provide guidance and tools). Ensure alignment of river basin policies and plans to the respective GESI frameworks and guidelines of the 6 AMS (refer to Table 1 on GESI-enabling laws, mechanisms and plans per country). Ensure representation and voice of women and other marginalized groups in river basin governance mechanisms. Provide safe spaces for women and other marginalized groups to discuss natural resource use and related issues.
1.1.2	Socioeconomic and demographic profiles prepared/updated.		
1.1.3	Governance and management systems assessed.	TPL modeling/ forecasting (rapid assessment) employed in river basins/ sub-basins to identify land-based pollution sources and loadings to coastal areas. Competing uses, and users of water determined and employed to identify water/ food/ energy/ ecosystem security issues in priority "hotspot" areas of the river basin and coastal/ marine receiving waters.	
1.1.4	Rapid assessment of land-based pollutant loadings and sources identified and forecasted using total pollutant loading (TPL) models.		
1.1.5	Competing uses, and users of water analyzed.		
1.1.6	Information and knowledge gained from the profiling and modeling activities consolidated into baseline assessments for the seven priority river basins and coastal areas.		
Outcome 2.1 IRBM pilot projects implemented to demonstrate governance mechanisms and instruments for improved source to sea management in priority river basins/sub-basins and coastal areas.			
2.1.1	Detailed baseline assessments and feasibility studies conducted for IRBM pilot project development, financing and implementation at hotspot locations in seven priority river basins/sub-basins and coastal areas.	Baseline assessments (7) and feasibility studies (7) undergo public consultation; consensus developed among stakeholders on preferred options for IRBM pilot project development and implementation.	Integrate stakeholder mapping and GESI analysis in baseline assessments and feasibility studies, including ensuring meaningful participation of women and marginalized groups in related consultations. Prepare and apply checklists for assessing GESI responsiveness of IRBM pilots.

Table 2. Mainstreaming GESI actions into the IRBM Project outcomes and outputs (cont).

No.	Outputs	Indicators	GESI Actions
Outcome 3: Improved IRBM knowledge management/sharing and enabling capacities among participating countries, partners and networks.			
3.1.1	Technical report/guide for a harmonized set of IRBM governance and management indicators prepared.	Technical report/ guide for harmonized set of IRBM governance and management indicators published and disseminated.	Develop and integrate GESI-responsive indicators (see 1.1.1 under Outcome 1).
3.1.3	Core capacities and skills in IRBM development and management transferred to Project Team members, managers and implementers of IRBM projects.	Enhanced national and local capabilities to scale- up and replicate IRBM	Conduct regular GESI coaching sessions with National Coordinators, country-level GESI Specialists, GAD/GESI Focals to build their capacity in GESI- responsive project design, analysis, implementation and reporting
3.1.4	Regional IRBM knowledge management, knowledge sharing and communication platform including project monitoring and evaluation operationalized.	Collaborative regional knowledge sharing events facilitate cross-country and cross-regional transfer of knowledge, expertise and technologies. Innovative IRBM knowledge products and services disseminated and employed in up-scaling IRBM.	Map out indigenous knowledge held and transmitted by women and men. Prepare knowledge materials and products capturing good practices in GESI mainstreaming. Ensure information and knowledge shared is accessible to both women and men, and marginalized groups.
Outcome 4: Project-level monitoring and evaluation, in compliance with UNDP and mandatory GEF-specific monitoring and evaluation requirements			
4.1.2	Annual GEF Project Implementation Review (PIR), and M&E of GEF core Indicators, Gender Action Plan, Safeguards Frameworks and Action Plans conducted.	Project M&E completed through documentation from Inception Workshop, Annual GEF Project Implementation Reviews (PIR), M&E of GEF core Indicators, Gender Action Plan, Safeguards Frameworks and Action Plans.	Develop indicators for measuring GESI-relevant outcomes and outputs. Implement GESI-sensitive results-based monitoring at the project and river basin levels, e.g., means of collecting, storing and use of sex-disaggregated data. Document and include gender results in project reports.

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Annex A

GESI Survey Tool

GENDER EQUALITY AND SOCIAL INCLUSION (GESI) QUESTIONNAIRE FOR IRBM COMMUNITIES

This questionnaire is designed for local communities living in or around the participating river basins. The purpose is to better understand the situation of women and men, and marginalized sectors (e.g., elderly, youth, persons with disability, indigenous peoples) living and working in or around the river systems, in order to better design and implement gender and socially responsive project activities.

The questionnaire should be facilitated by a GESI Specialist, National Coordinator or project staff or consultant with a good working knowledge of GESI.

Methodology and selection of participants

It is recommended that the survey be administered through focus group discussions (FGDs) with about 6-8 participants each (ideally half are women or at least 30 percent). These may be individuals or community groups such as farmers and fishers' associations, women organisations, youth groups, etc. living in/around the river basin who will be potentially impacted by the project. For urban landscapes, these may include representatives of residential areas/homeowners association, owners/employees of businesses (e.g., factories, retail, tourism enterprises, etc.) along or near the river, or local government employees particularly those working in the environment department. If necessary, separate FGDs with women only participants may be conducted. At least two FGDs per river basin is recommended.

Venue selection and time allocation

Choose a venue and schedule (at least 2 hours per FGD) that is easily accessible by the participants, particularly women, and where they will feel comfortable. A roundtable set up where participants can see one another is ideal. Arrange for simple snacks/refreshments if culturally appropriate.

During the FGD

Start with a round of introductions, purpose of the FGD and a brief overview of the IRBM project.

Introduce the facilitator and documentor (and their roles). Record the discussion (optional)

and assure the participants that confidentiality will be maintained. It will also be important to emphasize that the FGD is an important process to build understanding and consensus, and that the project is not in the position to commit anything at this point.

Record the date and start and end times of the FGD. Gather basic information on the participants using the table below, which can also serve as the attendance sheet:

No.	Name	Age	Gender	Address*	Highest educational achieved	Main occupation	Member of CBO**	If yes, name of CBO	Signature
1									
2									
3									
4									
5									
6									
7									
8									
9									
10									

* *Barangay/commune/village, district or municipality in the river basin*

** *Community-based organization or civil society organization*

Post FGD and report preparation

Prepare an activity report of the FGD that captures the key points/responses to the questionnaire, as well as other information provided by the participants. Report should be signed by the facilitator and documentor, and submitted one week after the conduct of the FGD.

Attach the attendance sheet to the report.

Area of Discussion	Discussion Questions
Resource uses/resource use patterns of men and women in the river basins	<p>What river basin resources are collected or cultivated?</p> <ul style="list-style-type: none"> • Water for agriculture and plantation • Fishing/aquaculture/livestock • Water for drinking and household uses • Mining (rock, sand, minerals, etc) • Services • Others <p>Who does the collection or cultivation? Women or men or both?</p>

Area of Discussion	Discussion Questions
	<p>For each resource cultivated: What are the tasks/activities involved in this and who usually performs this? Women or men?</p> <ul style="list-style-type: none"> • Site preparation • Maintenance • Harvesting • Any processing or any value adding done? • Is it marketed/sold? Or for personal consumption? <p>Which river basin resource is the most important? Why?</p> <p>Who is responsible for drinking water? Food preparation? Fuel?</p>
<p>Level of access to and control of men and women on land, water, other productive assets and natural resources in the river basins</p>	<p>What are the assets or resources used to generate income?</p> <ul style="list-style-type: none"> • Land • Water • Fish production/plantation/livestock • Tourism services • Restaurants/ boutiques/hotels/stores • Mining • Others <p>Who owns this or has access to it? (for each asset identified)</p> <ul style="list-style-type: none"> • Men • Women • Both <p>Who makes decisions on what to do with those assets or resources?</p> <ul style="list-style-type: none"> • Men • Women • Both <p>What is the primary source of income? Secondary source?</p> <p>Who decides on how to earn income?</p> <ul style="list-style-type: none"> • Men • Women • Both <p>Who holds the money?</p> <ul style="list-style-type: none"> • Men • Women • Both <p>How/where is money spent? What is the primary expenditure? Secondary?</p> <p>Who decides on how to spend income?</p> <ul style="list-style-type: none"> • Men • Women • Both

Area of Discussion	Discussion Questions
	<p>Who decides on how to earn income?</p> <ul style="list-style-type: none"> • Men • Women • Both <p>Who holds the money?</p> <ul style="list-style-type: none"> • Men • Women • Both <p>How/where is money spent? What is the primary expenditure? Secondary?</p> <p>Who decides on how to spend income?</p> <ul style="list-style-type: none"> • Men • Women • Both <p>Who goes to the market for purchase? For sale?</p> <ul style="list-style-type: none"> • Men • Women • Both <p>What kind of transportation is available?</p> <ul style="list-style-type: none"> • Motorcycle/bicycle • Cars • Boats • Public transportation • Others <p>Is the frequency of the available transportation satisfactory?</p> <p>Is the cost of the available transportation reasonable?</p> <p>Do you have a mobile phone? A smart phone? Internet access?</p> <ul style="list-style-type: none"> • Men • Women • Both
<p>Decision-makers and decision-making processes that define the existing resource use patterns and, level of access of men and women on existing natural resources in the river basins</p>	<p>Who makes what kind of decisions at home?</p> <ul style="list-style-type: none"> • Men • Women • Both <p>In the community?</p> <ul style="list-style-type: none"> • Men • Women • Both <p>In various groups or organizations, i.e., river basin governance mechanism like a council or committee?</p> <ul style="list-style-type: none"> • Are women and youth represented? • Persons with disabilities and other vulnerable groups such as indigenous peoples?

Area of Discussion	Discussion Questions
	<p>What are roles of women in decision making on the existing natural resource in the river basins?</p> <p>Are women given rights and raised voice in decision making on the existing natural resource in the river basins?</p>
<p>Climate change impacts, both positive and negative, of resource use patterns of men and women in the river basins</p>	<p>Are you familiar with climate change?</p> <p>How is climate change affecting your ability to secure water, food and fuel? Is it resulting in tension or conflict among community members?</p> <p>Are there vulnerable or marginalized groups that are more affected?</p> <p>How is climate change affecting your and your family's health?</p> <p>How is climate change affecting your family income and economy?</p> <p>How do men and women deal with climate change impacts?</p> <p>Are men and women familiar with climate change adaptation mechanisms?</p>
<p>Enabling and hindering factors on level of access to and control of men and women on existing natural resources in the river basins</p>	<p>What are enabling factors for women? Hindering?</p> <p>What are enabling factors for men? Hindering?</p> <p>Are there legal, cultural or religious constraints on men and women's access to and control of natural resources? What about constraints to vulnerable or marginalized groups such as the elderly, youth, persons with disability, or indigenous peoples?</p> <p>Is there traditional knowledge or practices on natural resource use known/done by women? By men?</p>
<p>Types and scale of benefits (including livelihood) derived by men and women from use of existing natural resources</p>	<p>What are economic/livelihood activities of the community? Are these pursued by individuals (women, men, both) or organizations?</p> <ul style="list-style-type: none"> • Agriculture/fishery/forestry • Urban development • Tourism • Services
<p>Level of access of men and women to financing, training and information to gain optimal benefits from use of natural resources</p>	<p>Is extension service available? From where/who? Is the service useful? To women? To men? To vulnerable groups?</p> <p>Is financing, credit and insurance available? Are women and marginalized groups able to access? Are they useful?</p> <p>Is there enough information on prices? Markets?</p> <p>What else do women/men need to optimize socio-economic benefits from natural resources?</p>

Area of Discussion	Discussion Questions
Environmental degradation, threats and protection	<p>Are you familiar with environmental degradation and pollution?</p> <p>What environmental degradation is observed in the river basins (due to agriculture/urban development, tourism, etc.)?</p> <p>How is this impacting the environment?</p> <p>How is this impacting the well-being (physical and mental) of women and men? How is it impacting marginalized groups?</p> <p>What are health practices of women and men that make them more vulnerable?</p> <p>What environmental threats are observed by women and men in the river basins?</p> <p>What environmental protection work/efforts are done by women and men in the river basins? Are marginalized groups engaged as well?</p>
Water use and solid waste management	<p>Access to potable water and water resources: type, quality, quantity and distance from household</p> <ul style="list-style-type: none"> • What kind of water sources do you rely on for drinking water? • What is the quality of drinking water? • How far is the water source from your house? • Whose responsibility is it to secure sufficient drinking water? <p>Main health problems</p> <ul style="list-style-type: none"> • What are the main health problems? • What may be the causes? <p>Sanitation habits and facilities: type, quality, quantity and distance from household</p> <ul style="list-style-type: none"> • How is human waste treated? • What is the quality of treatment? • How far is the toilet from the house? From a water source? • Who cleans the toilet? • Are there any hazards associated with using the toilets? <p>Solid waste disposal: type, quality, quantity and distance from household</p> <ul style="list-style-type: none"> • How is solid waste treated? • What is the quality of treatment? • How far is the final disposal site from the house? From a water source?

Information on FGD Session

Venue of FGD:

Date of FGD:

Time Started:

Time Ended:

Name of Facilitator:

Name of Documenter:

Annex B

Summary of Community Stakeholders Consulted

Country	River Basin	Total No.	Women	Men	Description
Cambodia	Kampong Bay River	20	9	11	Members of the Kampong Samaki Community Fishery and Traeuy Kho Fishing Associations: fishers, farmers, tour boat driver, teacher, trader, small business owner, housewife
Lao PDR	Nam Tha River	271*	139	132	Provincial, district and village level representatives of the Natural Resource and Environment, Lao Women's Union, and People Revolutionary Union, village leaders and private sector
Philippines	Imus Ylang-Ylang River	17	11	6	Local government employees, Gawad Kalinga village representatives/ residents, farmers, street sweepers
	Pasac-Guagua River	20	8	12	Fishers, farmers, local government employees (including gender and development or GAD focal point), community representatives for senior citizens, persons with disabilities, and solo parents, transportation cooperative, waste workers/ segregators
Total		328	167	161	

* The Nam Tha River Basin project covers 11 districts across three provinces. FGDs were conducted at the provincial level, then proceeded to the district level, and lastly at the village or community level. At the village level, two villages from each district were selected.

