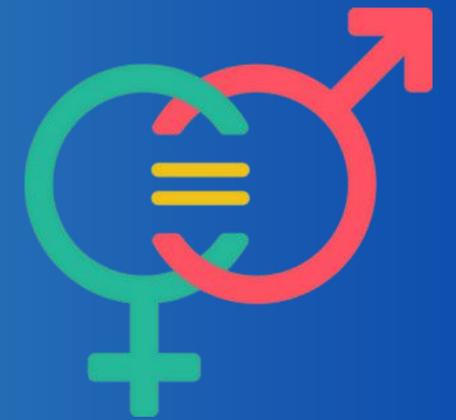


# Advancing Gender Equality for Women's Empowerment in Cambodia's Post-harvest Fisheries



CAPFISH-Capture: Post-harvest Fisheries Development Project under the Cambodia Programme for Sustainable and Inclusive Growth in the Fisheries Sector (2019-2025), co-funded by the EU.

9th Global Conference on Gender in Aquaculture & Fisheries  
1-3 October 2025 @ Asian Institute of Technology, Thailand

Meas Chanthavy (Gender Expert) and Ms. Tosoth Kong (M&E Expert), on behalf of the project team



## CAPFish CAPTURE



Co-funded by  
the European Union

# Post-harvest Fisheries in Cambodia: Challenges & Opportunities\*



- **Local consumption:** 52.4Kg/person/year; approx. 82% protein intake from fisheries
- **Workforce:** app. 33,000 persons, vast majority of retailers, wholesaler, processors and business owner are women:
  - Small and micro scale
  - Informal and unregistered businesses
  - Traditional and labor-intensive techniques
- **Limited exports:** lack of food safety knowledge/standards; markets; habitat destruction
- **Gaps in knowledge, skills and technologies**

# Gender-Sensitive Fish Value Chain Mapping



✓ **Women play key roles along the whole fish value chain:** from production, distribution, trading, processing and marketing;

✓ **Women's work is KEY for food security, sustainability and rural economies:** vast majority of the retailers, wholesalers, processors and collectors in the fishery value chains are female, and most MSMEs (62,5%) are owned by women (intergenerational transfer of knowledge and skills)

# Gender Inequalities in Cambodia's Post-harvest Fisheries\*

Women play key roles along the whole value chain: constituting up to 70% of the workforce in the post-harvest fisheries, with limited capacity to develop, sustain and secure their businesses. Women lead 62.5% of MSMEs, but they:

- Remain concentrated at the bottom of the value and supply chain
- Lack assets and opportunities to scale up their businesses
- Lack opportunities to enhance their skills and benefit from training
- Severely underrepresented in management and decision-making positions
- Face gender-based violence; more vulnerable to socio-economic crisis/climate change
- Have a higher illiteracy rate
- Face time poverty: higher work burden due to triple roles

\*Based on key findings from the Gender Analysis on Post-harvest Fisheries Sector (2021)



# CAPFISH CAPTURE

Enhancing a Fair, Safe, Healthy and Competitive Fisheries Food System in Cambodia

## OBJECTIVES

### Overall objective of the EU-financed CAPFISH programme

- Contribute to the achievement of the Royal Government of Cambodia's long-term vision of social and economic development, food security and poverty reduction.

### Specific objective of the project

- Contribute to the development of post-harvest fisheries through upgrading of the regulatory and institutional system, as well as the adoption of better practices and innovation by the private sector.



Strengthening institutional capacity of the official control systems for food safety



Upgrading value chains through investment support for market compliance



Promoting research and development and innovation by the Universities

# CAPFISH-Capture Approach: 2019-2024

By up-scaling the informal fishery sector, and linking to global value chains, while **not leaving women behind**, the project aims to contribute to:



- Food safety and security - access to safe fishery products
- Economic development through improved business competitiveness and market access



Private sector  
development



Contribution to  
GDP-exports

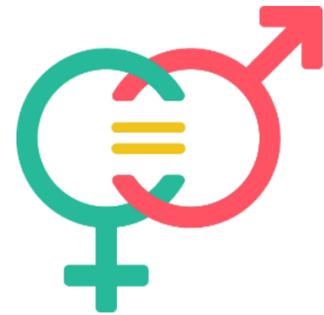


Job creation  
and income  
generation



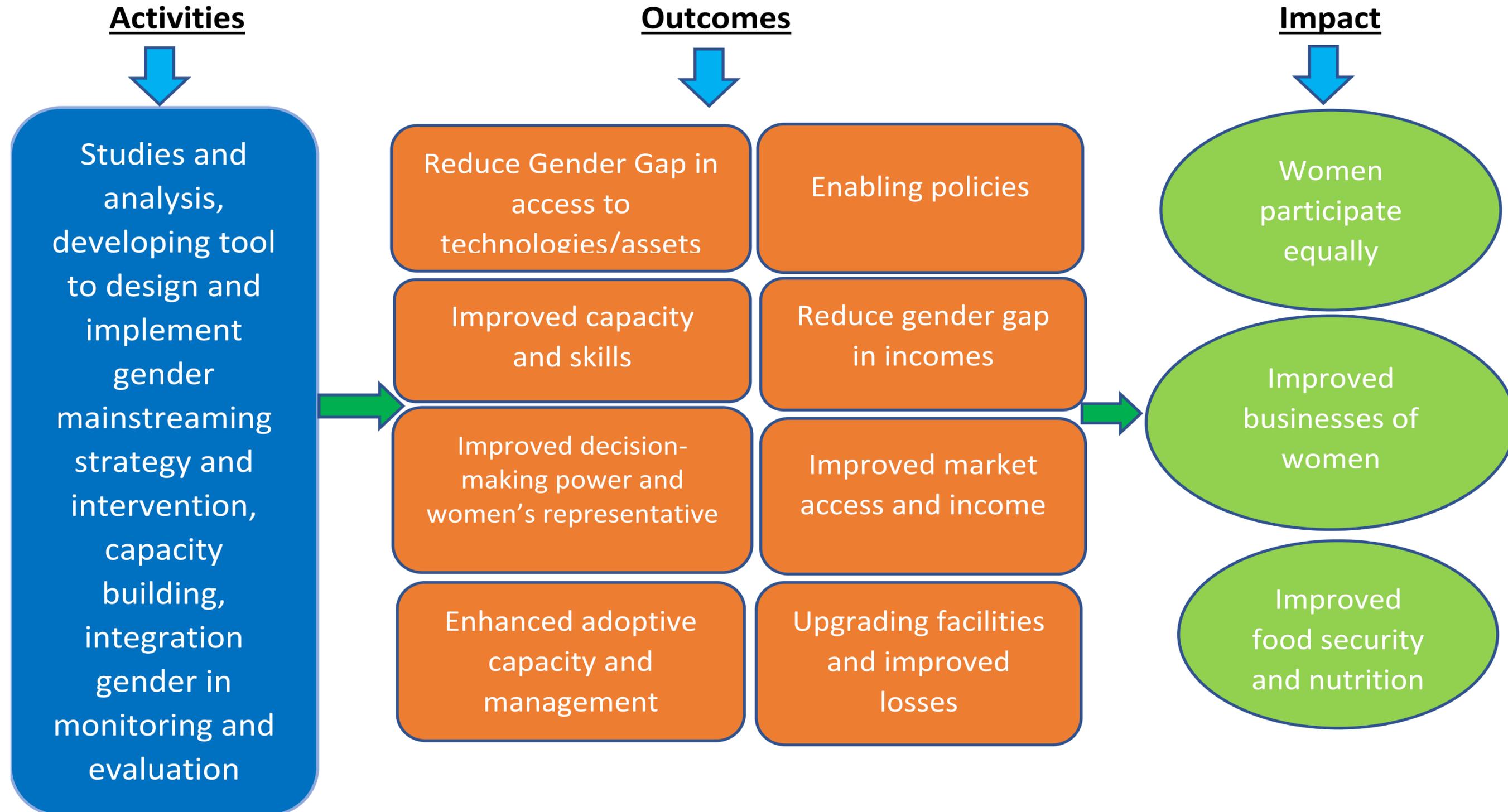
R&D and  
innovation

## Objective:

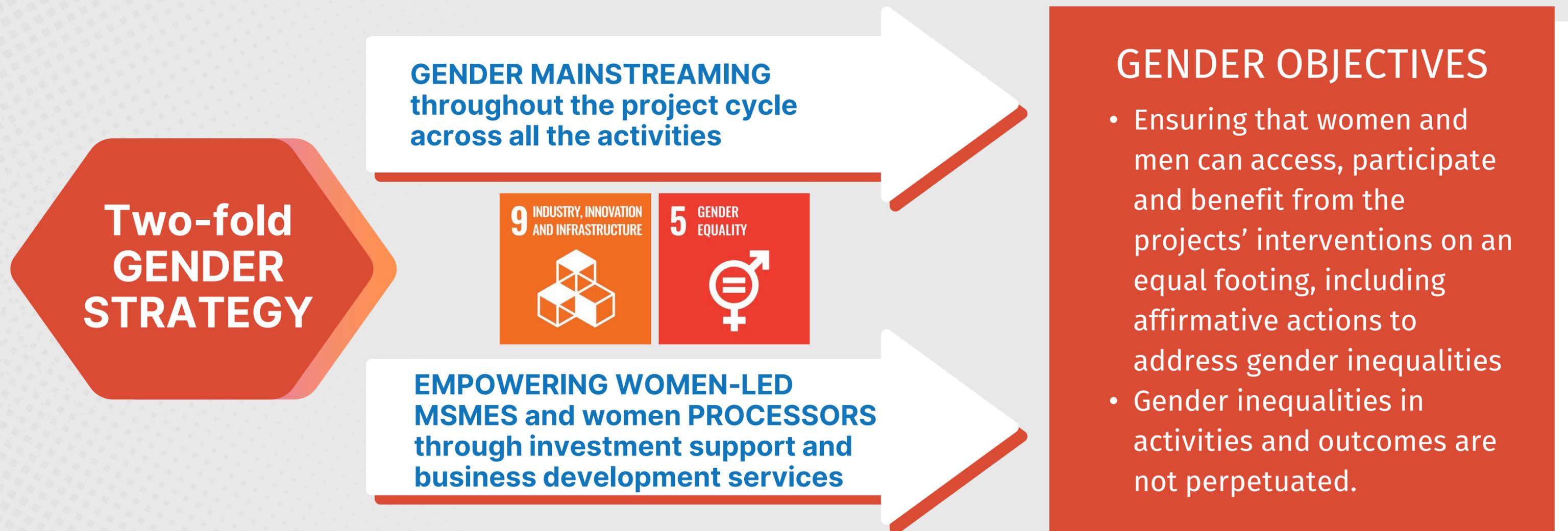


- CAPFish-capture: Post-harvest Development program categorized as Gender Marker 1A.
- The project aims to reach a target of 40% of women as beneficiaries at all levels to ensure that women and men can access, participate, and benefit equally from the project interventions.

## Gender Roadmap for CAPFish – Capture: Post-harvest development



## CAPFISH-Capture Gender Equality Approach: Strategy and Action Plan (2020-2025)



## Key achievements of Gender Equality and Women's Empowerment



## CAPACITY BUILDING ENHANCEMENT, POLICY AND GOVERNANCE

- **Capacity development** on GEWE for stakeholders (trainings to more than 100 governmental staff (F=45) from the FiA and FiAC, including exchange of good practices of 163 processors/101 F; and more than 100 key stakeholders and UNIDO project team);
- Integrated **social requirements on gender equality in the food safety certification system**: 13 out of 20 receiving CQS certification are women-led MSMEs.
- **Auditing System**: 27 (10F) inspectors trained on social requirements for food safety, Cambodia Quality Seal (CQS) inspections.
- **Social Safeguards on GEWE** in Environmental and Social Management Plans: 60 enterprises committed to ESMP;
- **Collaboration** on **Policy** Update: Fisheries Administration, MAFF gender mainstreaming strategy 2022-2026, and FiA Gender Equality Promotion and Child Labor Elimination Policy and Strategic Framework 2024-2030.



# Sustainable and Inclusive Value Chain Development

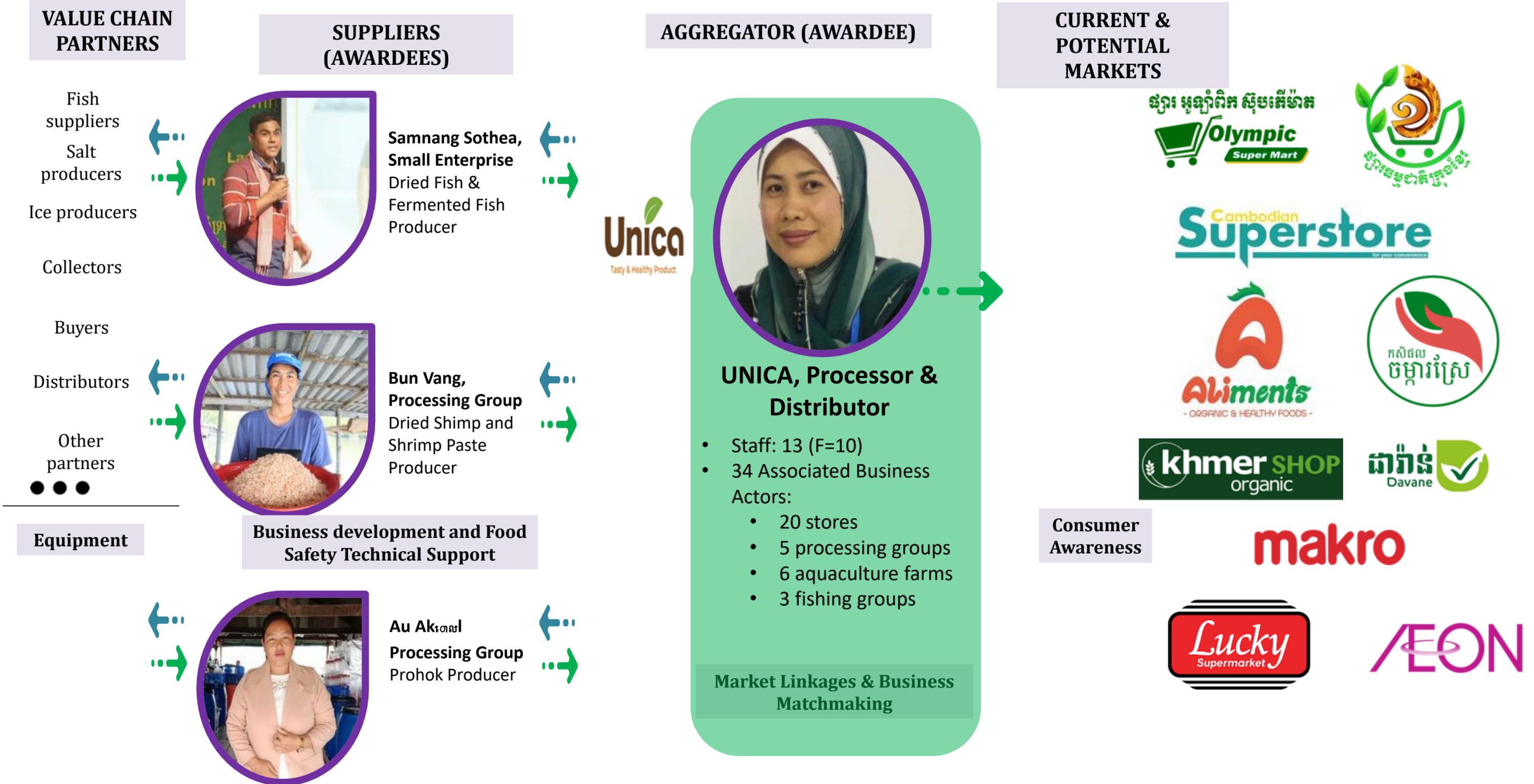
To date: 71% women-led MSMEs, incl. 05 women producer groups with 141 members



Address gender gaps in the transformation from informal to formal businesses by:

- Strengthening women's entrepreneurial and technical skills;
- 351 out of 568 value chain actors received training and support in business plan development;
- 46 out of 64 are women-led businesses that received both financial and technical support, including business plan development and food safety training;
- Access to technologies, equipment, training, business support services, and networks among women producer groups and women-led businesses; e.g., [Step-step guide: fish-shrimp-drying-process-solar-dryer-dome](#)
- 17,811 jobs retained and created at the enterprise level and value chain actors, with 52 % being women;
- Two women-led businesses are food safety certified and officially exported fisheries products to Australia and New Zealand.

# Sustainable and Inclusive Value Chain Approach



# Promoting Gender-responsive Research, Development and Innovation by Universities

- Product development responding to women's needs and constraints; incl. gender equality commitments;
- Encouraging female researchers to access research and development support (gender targets); to date, supported 13 women-led teams, out of 30 research proposals; R&D responding to women's needs, women make up 70% of the interns (60 out of 86).
- Linking seven women-led enterprises with new partners' R&D services;
- Gender-sensitive online food safety awareness-raising campaign, over 2 million viewers



## Human Interest Stories



### STORY 1

Sisters in Business: How a Women Fisheries Processing Group Is Helping Build Gender Equality

### STORY 2

Tipping the Scales for Gender Equality: The Inspiring Journey of Sophorn Someng Fish Processing Enterprise



# Recognition and Key Lesson Learned

- CAPFish team received the 2023 Gender Equality Mobilization Award at the UNIDO 20th General Conference in HQ, Vienna, in November 2023.
- Performed gender analysis and gender studies as a baseline survey.
- This ensured that the design interventions are not only gender responsive but also promoted gender mainstreaming throughout the entire project cycle.



## Key Lesson Learned (Con't)

- Enhancing the capabilities of the project team and stakeholders regarding gender equality and equity will facilitate more effective gender mainstreaming throughout the project lifecycle.
- Strong commitment from the project management and teams toward gender equality is essential to ensuring gender integration across all project activities.
- Effective communication and capacity building across the value chain actors.



## THANK YOU



### CONTACT

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