

# Civil Society Support Activity (CSS)

## Gender Equality, Disability and Social Inclusion (GEDSI) Plan

Associate Award under Strengthening Civil Society Globally (SCS  
Global) Program

Leader with Associate Award number AID-OAA-L-16-00005  
Associate Cooperative Agreement No. 72044221LA00002

June 1, 2021 to March 31, 2025



## PROJECT INFORMATION

<b>Activity Title</b>	Civil Society Support Activity (CSS)
<b>Contract/Agreement Number</b>	Associate Cooperative Agreement No. 72044221LA00002
<b>Name of Prime Implementing Partner</b>	FHI 360 – Family Health International
<b>Name(s) of Partner(s)</b>	International Center for Not-for-Profit Law (ICNL)
<b>Activity Start Date</b>	June 1, 2021
<b>Activity End Date</b>	March 31, 2025
<b>GEDSI Plan Period</b>	June 1, 2021 – March 31, 2025

## **ACRONYMS AND ABBREVIATIONS**

CBOs	Community-based organizations
CSO	Civil Society Organization
CSS	Civil Society Support Activity
DI	Disability Inclusion
DPs	Development Partners
GEDSI	Gender Equality, Disability and Social Inclusion
ICNL	International Center for Not-for-Profit Law
LGBTIQ+	Lesbian, gay, bisexual, transgender, intersex and queer
MEL	Monitoring, Evaluation and Learning
PWD	People with Disabilities
RGC	Royal Government of Cambodia
USAID	United States Agency for International Development

## **INTRODUCTION**

Civil Society Support Activity (CSS) is a three-year, ten-month, \$8.5 million, USAID-funded activity implemented by FHI 360 and its partner, the International Center for Not-for-Profit Law (ICNL). The CSS's vision is to support CSOs to have the required networks, improved legal environment, and advocacy tools and approaches to advocate more effectively for protected civic space that will strengthen democratic reforms and promote and protect human rights in Cambodia. The program will achieve this vision through the implementation of a collective action model to promote greater coordination, protection, and space for innovation. By mobilizing a diverse cross-section of society committed to a common agenda, common measurement metrics, and mutually reinforcing activities, we can better collectively address complex social challenges. This will be operationalized through a cluster and anchor approach. Cluster anchors are CSOs that demonstrate credibility, strong local connections, sectoral/thematic expertise, and a commitment to inclusivity, for the work within their impact areas. Cluster membership includes CSOs and community-based organizations (CBOs), as well as media organizations, private sector entities, and other groups contributing to understanding, planning, and advancing goals in each advocacy theme-based impact area.

## **PURPOSE OF THE GENDER EQUALITY, DISABILITY AND SOCIAL INCLUSION (GEDSI) PLAN**

This GEDSI Plan is developed to ensure GEDSI priorities are mainstreamed into all CSS's work, including grantees' scopes of work (both design and implementation) that advance the GEDSI priorities of each CSS project outcome. The plan will promote the participation and leadership of women; youth; people with disabilities (PWD); indigenous people; lesbian, gay, bisexual, transgender, intersex and queer people (LGBTIQ+); and other marginalized groups in project design, activity implementation, and monitoring and evaluation to enable a strong environment for inclusive policy and decision-making.

The Plan will also guide and inform all CSS team members, grantees, networks, alliances, and key stakeholders, including private sector representatives, about their roles and responsibilities in mainstreaming GEDSI into their scopes of work and activities. It will emphasize key strategies and processes that CSS will take in order to integrate GEDSI considerations in activity design following the CSS's Theory of Change, focus areas, and objectives.

## **CONTEXT**

### **Women**

According to 2019 Cambodia Census, 51% of the Cambodian population are women and girls. Women and girls are a majority of the population and must be given equal space and opportunity

in community and society. There are very few women who fully participate in the development sector, either within state or non-state institutions, especially at the decision-making level. Women's participation and leadership are very important and must be prioritized in all sectors as women need space and opportunity to bring their issues for positive responses from relevant duty bearers.

A recent study on the Leadership of Women and Youth in Cambodia conducted by the Transparency International Cambodia identified seven primary barriers to female leadership including 1)- family burden, 2)- lack of encouragement/support, 3)- male dominance of public sector, 4)-limited education/capacity/confidence of women, 5)- discrimination by men and other women, 6)- stereotypes – some teachings from the Women's Code of Conduct, and 7)- health (physical weakness and pregnancy prevent women from concentrating on decision-making/leadership).

[http://ticambodia.org/library/wp-content/files\\_mf/1616124489SummaryEnglishReducedSize.pdf](http://ticambodia.org/library/wp-content/files_mf/1616124489SummaryEnglishReducedSize.pdf)

The current trend of development has demonstrated evidence of commitment to gender equality and social inclusion from many institutions, including state and non-state agencies; however, these commitments and effort are still not fully visible and need to be strengthened.

### **Persons with Disabilities**

The World Health Organization defines disability with three dimensions; 1)- **Impairment** in a person's body structure or function, or mental functioning; examples of impairments include loss of a limb, loss of vision or memory loss; 2)- **Activity limitation**, such as difficulty seeing, hearing, walking, or problem solving; and 3)- **Participation restrictions** in normal daily activities, such as working, engaging in social and recreational activities, and obtaining health care and preventive services.

According to the Cambodian General Population Census (2019), 4.9% of the total population aged 5 years and above have a disability. The report also showed that the rate of disability was found to be higher for females as compared to males (5.5% versus 4.2%). PWD, especially women and children, have been discriminated against and excluded from major decision making at the family, community, and societal levels. PWD are often denied their basic human rights and equal space and opportunities as citizens. The CSS team's recent discussions with CSOs during the CSO mapping exercise identified the following challenges related to PWD inclusion in development:

- Very few CSOs implement direct programs focused on Disability Inclusion (DI), and even those CSOs have limited knowledge, plans, and strategies to realize DI across their work.
- There is limited critical understanding among many CSOs regarding disability issues including causes, vulnerabilities, and barriers; this lack of understanding undermines full DI in their program/project priorities.
- Disability issues are recognized as cross cutting themes that many CSOs, Development Partners (DPs), and Government Agencies claim to support and advance, yet DI is still not fully visible in practice.

### **Social Inclusion**

Ethnic minorities, elderly people, indigenous people, youth, LGBTIQ+, and other marginalized groups in Cambodia are recognized as vulnerable groups who are denied their basic human rights and lack full opportunities to participate in development work. These vulnerable groups usually face multiple forms of discrimination and exclusion due to their identities, belief, location, economic status, and gender. They have reduced access to social protections and services such as health services, quality education, nutritious food, access and control over resources, and employment opportunities.

The recent CSOs mapping exercise conducted by CSS found that marginalized groups including women, indigenous people, youth, PWD and LGBTIQ+ are being ignored from major decision-making process and their resources are being exploited. They are not made accessible to certain social services and supports. Youth group in particular is being targeted and politicized due to their active and dynamic engagement in social gathering and advocacy.

## CSS GEDSI APPROACHES

Women, Indigenous People, PWD, youth, LGBTIQ+ and other marginalized groups are often excluded from policy engagement and decision-making process due to social norms, stereotypes, and their social and economic status. CSS GEDSI's approaches promote social equality and participation of women and marginalized groups through integrating a GEDSI lens into all CSS activities to increase the voice, representation, and participation of women, PWD, youth, LGBTIQ+, and marginalized groups in civic engagement and policy decision-making process.

A few approaches below are suggested for advancing GEDSI in the CSS project:

- **Enhance understanding of GEDSI concept, approaches and practices** among CSS project team members, local partners, grantees, and relevant stakeholders to ensure their commitments to GEDSI across all of their work;
- **Designate GEDSI focal points for CSS team, all CSS local partners and grantees** to ensure the full implementation of the GEDSI plan in all project activities;
- **Integrate GEDSI priorities** into the overall project management cycle of the CSS project, including the activities of local partners and grantees;
- **Introduce and train local partners and grantees on appropriate GEDSI tools and methodologies** to support the integration and mainstreaming of GEDSI across all CSS activities;
- **Document and communicate lessons learned and best practices** of GEDSI challenges and outcomes for both internal and external learning and replication. Ensure that these lessons learned and best practices are featured on the CSS Online Learning Platform that will be coordinated and led by CSS's Learning Platform grantee.

## CSS GEDSI IMPLEMENTATION PLAN

CSS will address barriers to gender equality and social inclusion by integrating GEDSI into all CSS activities, including partners and grantees' work at both operational and programmatic levels.

### **Actions for the CSS team (FHI 360 and ICNL)**

- The Civic Engagement Coordinator will act as the overall GEDSI focal point for the CSS project. She will ensure the implementation of the CSS GEDSI plan by CSS team members, partners, and grantees. She will also facilitate and provide GEDSI training, technical assistance, and capacity building to the CSS staff, partners, and grantees.
- Integrate GEDSI priorities in CSS activities by incorporating GEDSI principles and practices into all CSS project documents such as annual work plans, the Activity Monitoring, Evaluation, and Learning Plan (AMELP), the Communications Plan, and the planning of all CSS events, including the project launch, trainings/workshops, and quarterly cluster meetings.
- Integrate GEDSI into all stages of the CSS program cycle including design, planning, implementation, monitoring, evaluation, and learning.
- Introduce GEDSI tools such as Feminist Participatory Action Research (FPAR) <https://apwld.org/feminist-participatory-action-research-fpar/>, the USAID gender analysis tool [https://pdf.usaid.gov/pdf\\_docs/PA00TBDZ.pdf](https://pdf.usaid.gov/pdf_docs/PA00TBDZ.pdf) and the USAID Suggested Approaches for Integrating Inclusive Development Across the Program Cycle and in Mission Operations [https://usaidlearninglab.org/sites/default/files/resource/files/additional\\_help\\_for\\_ads\\_201\\_inclusive\\_development\\_180726\\_final\\_r.pdf](https://usaidlearninglab.org/sites/default/files/resource/files/additional_help_for_ads_201_inclusive_development_180726_final_r.pdf) to grantees and partners so that they are capable of applying them to their work.
- Make GEDSI a priority both for CSS finance and human resource considerations. This includes prioritizing the recruitment of women and members of other marginalized populations and ensuring sufficient funding to mainstream GEDSI in CSS activities.
- Encourage and provide support to grantees and partners to develop plans and/policies that guide the integration of GEDSI priorities in their program and operations.
- Prioritize and promote the engagement and participation of CSOs led by marginalized groups including women, youth, PWD and indigenous people.
- Ensure that the CSS team members and partners use the CSS GEDSI checklist when designing plan and selecting grantees.
- Disaggregate all individual-level indicators by sex, disability, ethnicity, LGBTQI+ and age group when appropriate and monitor changing levels of participation among female and marginalized groups.
- Disseminate the outcomes and impact of specific actions taken to increase participation of women and marginalized groups through success stories, case studies, or other qualitative measures.
- Ensure the GEDSI outcomes and impact incorporated in the CSS quarterly and annual reports.

### **Actions for CSS grantees and relevant stakeholders**

- Assign one project staff as a GEDSI focal point to be oriented and trained by CSS GEDSI focal point. She/he will play a key role in promoting GEDSI priorities in both program and operation in their organizations.
- Ensure staff and project stakeholders receive orientation and training on GEDSI concept and tools jointly conducted by grantees and CSS GEDSI focal points.
- Use GEDSI tools such as Feminist Participatory Action Research (FPAR) <https://apwld.org/feminist-participatory-action-research-fpar/>, and the USAID gender analysis tool [https://pdf.usaid.gov/pdf\\_docs/PA00TBDZ.pdf](https://pdf.usaid.gov/pdf_docs/PA00TBDZ.pdf) to integrate GEDSI considerations into the project.
- Use CSS GEDSI checklist for designing and implementing activities and incorporate specific indicators toward GEDSI based on the specific object and planned interventions.
- Disaggregate all individual-level indicators by sex, disability, ethnicity, LGBTQI+ and age group when appropriate and monitor changing levels of participation among female and marginalized groups.
- Disseminate the outcomes and impact of specific actions taken to increase participation of women and marginalized groups through success stories, case studies or other qualitative measures.
- Incorporate GEDSI outcomes and impact in the project quarterly and annual reports to FHI360.

## **CSS GEDSI COMMUNICATIONS**

The GEDSI plan will guide the development of a CSS Communications Plan, ensuring the integration of GEDSI priorities in all CSS communications-related activities. CSS Communications Plan will consider accessibility of information along various dimensions (ie information available to deaf and blind communities, as well as ensuring that social media content is equally accessible to women as well as men) by exploring the possibility of using sign language and appropriate visual in our media products and online meetings/workshop.

CSS GEDSI best practices, lessons learned, and case studies will be developed throughout the project implementation using outcome harvesting methods, WhatsApp surveys, or other qualitative measures to collect beneficiary feedback. CSS will use its Learning Platform as the main platform to share these examples and cultivate the GEDSI awareness among CSS partners, grantees, and across CSOs networks and alliances. GEDSI progress, challenges, and lessons learned will also be shared, discussed, and documented during regular meetings of CSS Cluster Anchors and other partners/grantees, thereby ensuring that GEDSI outcomes are captured and collected.



## CSS GEDSI MONITORING, EVALUATION AND LEARNING (MEL)

CSS MEL activities will measure the outcomes and participation of an inclusive set of project beneficiaries. CSS will collect, disaggregate, and analyze individual level data by gender, social group, and age range to monitor participation of marginalized people such as women, youth, PWD, LGBTQI+ and minority groups.

CSS will track the outcomes and impact of specific actions taken to increase participation of women and marginalized beneficiaries such as civic engagement activities, media, and legal capacity trainings through CSS' internal MEL system, case studies, or other qualitative methods. GEDSI priorities will be integrated in the CSS outcome harvesting methods and process of the CSS MEL plan. In addition, the GEDSI checklist and key questions will also be used to guide the GEDSI progress and outcome reflected in the regular CSS Cluster Anchor meetings and CSS annual reflection in order to measure and assess the progress of GEDSI integration in the CSS activities.

CSS key indicators that measure GEDSI progress include:

No	Indicator	Indicator type	Remarks
1	<ul style="list-style-type: none"> <li>Number of persons trained with USG assistance to advance outcomes consistent with gender equality or female empowerment through their roles in public or private sector institutions or organizations.</li> </ul>	Standard	
2	<ul style="list-style-type: none"> <li>Number of marginalized groups representatives participate in consensus forums held with USG assistance.</li> </ul>	Standard	
3	<ul style="list-style-type: none"> <li>Percentage of CSO members (disaggregated by sex, age range and minority) trained that demonstrate improved knowledge on securely, safely, and intentionally using technology sand/or social media to build support for reforms.</li> </ul>	Custom	
4	<ul style="list-style-type: none"> <li>Number of marginalized groups representatives received mentoring or coaching services on new approaches developed under the Innovation Lab.</li> </ul>	Custom	

5	<ul style="list-style-type: none"> <li>Number of marginalized groups representatives accessing innovations supported through USG assistance.</li> </ul>	Custom	
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## ANNEXES

### 1. CSS GEDSI CHECKLIST

The CSS GEDSI Checklist is developed as a guide for CSS team members, partners and grantees, CSS has developed a CSS GEDSI checklist to guide all relevant actions at different stages of CSS activity design, planning, implementation, monitoring, and evaluation.

#### Operational Level:

- Does the organization have GEDSI focal point? Does she/he receive proper GEDSI orientation or training?
- Do all staff of CSS project, partners, and grantees have understanding about GEDSI concept?
- Do all staff receive orientation about the CSS GEDSI Plan? Are they engaged and discussed how to implement the GEDSI Plan in their assigned tasks/roles?
- Are GEDSI Plan and priorities integrated in the CSS and grantees' work plan?

#### Program Level:

- “Do nothing about them without them” Consult with marginalized groups to understand their needs and priorities.
- Have women and other marginalized groups been engaged and prioritized when designing project activities?
- What tools used for stakeholders/beneficiary analysis? Any gender analysis tool used? What and how? Here is the USAID Gender Analysis tool [https://pdf.usaid.gov/pdf\\_docs/PA00TBDZ.pdf](https://pdf.usaid.gov/pdf_docs/PA00TBDZ.pdf) and the USAID Suggested Approaches for Integrating Inclusive Development Across the Program Cycle and in Mission Operations [https://usaidlearninglab.org/sites/default/files/resource/files/additional\\_help\\_for\\_ads\\_201\\_inclusive\\_development\\_180726\\_final\\_r.pdf](https://usaidlearninglab.org/sites/default/files/resource/files/additional_help_for_ads_201_inclusive_development_180726_final_r.pdf).
- Is there a likelihood that the proposed activities will bring the positive change of the life of women and marginalized groups?
- Are GEDSI priorities well integrated in both activity and MEL plan?
- Ensure GEDSI priorities and indicators are measured and part of deliverables and reporting, hence data collection method, tools, questionnaires and processes have to cover the GEDSI aspects.

- Ensure GEDSI priorities are reflected in regular Cluster meetings and reflection.
- GEDSI outcomes and impact are highlighted in program reports.

## 2. KEY TERMS

- **Inclusion:** Involves ensuring equal access to social, political, and economic opportunities for all people, regardless of differences in personal characteristics or identities.
- **Social Inclusion:** Defined as the process of improving the terms of participation in society, particularly for people who are disadvantaged, through enhancing opportunities, access to resources, voice, and respect for rights.
- **Marginalized groups:** People who are typically denied full access to legal protection or social and economic participation and programs (such as police protection; political participation; access to healthcare, education, or employment) in practice and/or in principle, for historical, cultural, political, or other contextual reasons.
- **Gender:** Refers to the socially constructed characteristics of women and men – such as norms, roles, and relationships of and between groups of women and men. It varies from society to society and can be changed. While most people are born either male or female, they are taught appropriate norms and behaviors – including how they should interact with others of the same or opposite sex within households, communities, and workplaces.
- **Disability:** Covering impairments, activity limitations, and participation restrictions. An impairment is a problem in body function or structure; an activity limitation is a difficulty encountered by an individual in executing a task or action; while a participation restriction is a problem experienced by an individual in involvement in life situations.
- **Gender Equality:** Refers to equal chances or opportunities for groups of women and men to access and control social, economic, and political resources, including protection under the law (such as health services, education, and voting rights). It is also known as equality of opportunity – or formal equality.
- **Civil Society Organizations (CSOs):** Covers a range of different types of organizations, including NGOs, Academic and Research Institutions.