

TITLE W+ Project Design Document (PDD) Template Version 2.0	ORIGINAL DATE April, 2015
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RICETECH PROJECT OF SMP CAMBODIA

Project Name	Measuring the impact of RiceTech Cambodia project on women’s livelihoods and adaptability to climate change.
W+ Project ID	
Project Start Date	01 February 2025
Project End Date	30 June 2027
Date of PDD	15 December 2025
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1. DESCRIPTION OF WOMEN’S EMPOWERMENT ACTIVITIES

1.1 Summary Description of the Women’s Empowerment Activities Implemented

RiceTech Cambodia Project is a public-private partnership designed to enhance the organic rice value chain in Cambodia, fostering inclusive growth for small-scale rice farmers. The initiative connects private actors with rural communities, focusing on smallholder farmers in the remote areas of Monduliri province. These farmers have historically faced a lack of incentives to professionalize their rice production due to the absence of a direct sales market and dependence on middlemen.

This project aims to improve the livelihoods of small-scale rice farmers by increasing their crop productivity and yield, and by ensuring the premium prices for their certified organic rice. It is targeted to reach a total of 2,400 households, by providing extensive training to women and men farmers on organic agriculture and good agricultural practices, contract farming, and quality assurance. Apart from technical training, the project has introduced land leveling technology to increase efficiency and productivity of rice farming. It also provided the farmers access to grain drying, storage, and milling facilities to improve rice quality and reduce cost of market transactions.

This 8-year project began in July 2019 and will end in June 2027. It is a collaboration between several partners, including market actors such as SanoRice and AMRU Rice companies, implementing NGOs such as Oxfam in Cambodia, Development and Partnership in Action (DPA), Samsom Mlup Prey (SMP), NatureLife Cambodia (NLC), and government agency- the Provincial Department of Agriculture, Forestry & Fisheries (PDAFF) of Monduliri. It is co-financed by the Netherlands Enterprise Agency (NEA) through the Sustainable Development Goals Partnership facility (SDGP).

By providing technical training and extension services, women farmers will gain new knowledge and skills to improve rice production and access to better markets which in turn will increase their income. Based on these project interventions, two W+ domains are selected for measuring the project impacts on women’s empowerment as following:

- (1) Education & Knowledge; and
- (2) Income & Assets

1.2 Project sector and type

The project sites which SMP has selected for operation, are located inside the protected area of Lomphat Wildlife Sanctuary where the local communities/farmers have been introduced

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to promote wildlife-friendly agriculture. RiceTech project supports this initiative by introducing market-oriented organic rice farming while ensuring biodiversity conservation and building climate resilience. In partnership with NatureLife (a natural resource conservation NGO), SMP has supported women and men farmers to produce organic rice and supply it to [IBIS Rice](#) company who commercialize the certified organic rice product with wildlife-friendly label. Therefore, this project focuses on organic agriculture production for market while contributing to wildlife and natural resource conservation.

1.3 Project implementers

Organization name	Sansom Mlup Prey (SMP)- meaning Save Forest Shadow
Contact person	Mr Keo Socheat
Title	Executive Director
Address of Home Office and Field Office	44 c. St. 456 Phnom Penh, Cambodia
Telephone	+855 78 548800
Email	socheat@smpcambodia.org

1.4 Other Entities Involved in the Project's and Women's Empowerment Activities

Organization name	Oxfam in Cambodia
Role in the project	Provision of project funds
Contact person	Oskar Haq
Title	Senior Program Manager, Inclusive Green Economy
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1.5 Project activities start date

The RiceTech project activities began implementation in February 2025, and training delivery to women farmers started in April 2025. However, these activities are continued from the previous SMP's projects under a funding support from NatureLife to promote wildlife conservation agriculture. The previous pilot project known as 'Ibis rice' was implemented by SMP in 2021 at two target villages, and later on expanded to other four villages from 2022 to 2025, where are now selected for the target area of RiceTech project.

1.6 W+ Domain and Crediting Period

<i>W+ Domain and title of related activities</i>	<i>Start Date</i>	<i>End Date</i>	<i>Crediting period: Total Years</i>	<i>Any Associated Standard</i>
Education & Knowledge	01 April 2025	28 February 2026	2 year	<ul style="list-style-type: none"> • IFOAM - Organics International standard. • Verified Carbon Standard (VCS)
Income & Assets	01 April 2025	28 February 2026	2 year	<ul style="list-style-type: none"> • IFOAM - Organics International standard. • Verified Carbon Standard (VCS)

1.7 Description of project activities

The overall objective of this project is to support smallholder farmers in developing community-based enterprises in rice farming which is implemented by SMP, a non-profit, local non-government organization (NGO). SMP is working with rice farmers in the Plateau and Mountainous area of Cambodia to improve agricultural practices, increase incomes, and protect natural forest through the application of wildlife friendly, organic rice standard. This organic rice is certified by a third party following the [IFOAM](#) – Organics International Standard, an internationally recognized organic standard for EU and US markets.

By introducing professional organic rice cultivation practices, it will increase farmers' knowledge and skills, improve rice quality and yield, and enable them to earn higher incomes through improving their access to premium market opportunities and natural resource management. The promotion of climate smart and conservation agriculture techniques, and

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creation of farmer groups and networks build their resilience to climate change and their negotiation power in the market. This will contribute to economic empowerment and skill development opportunities for women who have a vital role in rice sector.

Specific objectives of the project are to:

- 1) Support the development of wildlife-friendly organic rice scheme in the protected area of Lomphat Wildlife Sanctuary.
- 2) Provide climate-smart, organic agriculture training and market linkage for rice producer groups.
- 3) Promote Women’s Economic Empowerment (WEE) in the target villages to ensure equal participation and benefit sharing with women farmers.

1.8 Project’s activities boundary and scope

The project operation covers six villages located inside the boundary of Lomphat Wildlife Sanctuary that are under the administration of two provinces namely Mondulkiri and Ratanakiri.

The activities and beneficiaries are as follows:

- 400 households (1,599 people) will benefit directly from the project interventions
- 6 Village Market Networks (VMN) created to sustain activities beyond the project cycle.
- 13 Village Market Network (VMN) leaders (6 women and 7 men) trained on gender equality and women’s economic empowerment (WEE) concept.
- 14 VMN leaders (5 women and 9 men) trained on Internal Control System (ICS) for organic standard certification.
- 361 farmers (109 women and 252 men) trained on contract farming and sale agreement
- 155 farmers (94 women and 61 men) trained in climate smart agriculture and organic standard
- 306 farmers trained on ICS record-keeping
- 164 new farmers recruited and trained on wildlife-friendly IBIS rice standard.
- 13.4 ha of paddy field planted cover crops for demonstration plots
- 12 farmers applied land levelling for demonstration plots
- 70 farmers (34 women and 36 men) made compost fertilizer and natural pesticide for demonstration.

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1.9 Conditions Prior to the Project's Initiation of Activities

Households in the target villages are primarily engaged in small-scale farming for their livelihoods where both women and men equally contribute to the household production. The main crops produced by the households include rainy season rice, cassava, soybean and cashew. Rice as the primary crop production involved by 100% of the households, provides both staple food and cash income and significantly contributes to cover daily household expenses, while cassava, soybean and cashew nut are cash crops produced for market. The farmers also raise livestock (chickens, pigs, cows) for additional food supply and income. In these communities, farmers reported to have larger farm landholdings compared to that in the plain zone. However, they are currently cultivating crops on approximately half of their arable land due to limited investment capacity for land preparation. On average, one family cultivates rice on 2-3 ha and cash crops on a similar land size. Their organic rice produces much lower yield, approximately 2 tons compared to the national average of 3 tons per ha. Their chicken and pig raising are often affected by disease which cause high mortality of the animals. Soil degradation, lack of technical know-how and high cost of external inputs are the key factors that limit their production.

There are limited opportunities for the local women to generate alternative incomes because their villages are located in remote areas with difficult road access to markets (about 20-25 km away from the district centers). Apart from being engaged in their own production for livelihoods, some women are engaged in daily wage labor in off-farm activities, and in collection of non-timber forest products (NTFPs) to supplement their incomes and food supply.

Women participants in FGDs reported that they had received limited prior training on rice production techniques as well as trainings on livestock production for supply to markets. However, there are women's savings groups, an agricultural cooperative and rice producer groups that were established with the support of NGOs that were present in the area.

Women identified the following key challenges that limit rice production:

- Low yield and productivity of rice cropping
- No access to labor-saving technology (e.g. seeding, planting, weeding and harvest equipment/machinery)
- Time poverty as a result of women assuming care work (e.g. cooking, cleaning, caring for children and elderly members, livestock management, etc.) combined with production activities.
- Limited knowledge of climate-smart agriculture and organic rice production techniques.
- Insecured land tenure right that discourage them from farm investment and expansion.

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1.10 Compliance with Laws, Statutes and Other Regulatory Frameworks

The project is in compliance with Cambodia laws

1.11 Project Implementer’s Right to Engage in the Project

As a legally registered NGO, SMP has the full right to engage in the project implementation. For organic standard certification, SMP through its buyer counterpart - Ibis Rice Conservation Co., Ltd, hire a certifying company - Ecocert to carry out quality inspection and issue an organic certificate that comply with Organic Agriculture Europ (EOS) and Organic Agriculture USA (USDA NOP).

1.12 Other Forms of Environmental or Social Credit

The target villages of RiceTech project were designated in the boundary of [Lomphat REDD+](#) project which was initiated by NatureLife and it is currently undergoing final validation phase. The project has applied the Verified Carbon Standard (VCS) and deployed SCS Global (an independent company) to carry out the validation and verification. Covering 127,270 hectares, the project has the potential to reduce emissions by approximately 12,354,279 tCO₂e for a duration of 40 years. However, this standard is not being applied to this Rice Tech project measured with the W+ Standard.

1.13 Additional Information Relevant to the Project

The communities in RiceTech project sites are forest dwellers whose settlements are situated in Lomphat Wildlife Sanctuary which is under the management of Ministry of Environment of Cambodia. These villagers are not allowed to expand land or encroach into the protected area. Because of that restriction, they don’t have access to tenure rights to secure their landholding particularly their farmland. They are members of various indigenous communities such as Bunong, Charay, Tompoun, Kreung, Khmer and Laos. Their livelihoods are largely dependent on natural resources.

Two villages (Srae Chrey and Roveak) are facing potential relocation in the near future because they are located in the planned reservoir of a hydropower dam construction site, which is downstream of the Srea Pok river.

The villagers are very concerned about displacement of their residence and farmland particularly, since they state that the new resettlement area has poor soil quality, is a significant reduction of land size from their present holdings, and compensation is inadequate.. The other four villages are situated along Srae Pok river which have been often affected by flood from the river during monsoon season, and it has caused crop damage (e.g.

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rice, cassava, home garden) and road destruction. The community livelihoods would be threatened by the hydropower project, exacerbating the existing impact of climate change on their livelihood¹.

With the existence of forest resources, these villagers are also involved in forest protection and co-management through the establishment of Community Protected Areas (CPAs) where they can access to NTFPs collection and benefit from the REDD+ project initiative. Women in the communities are engaged in forest management, such as forest patrolling, planting and maintenance together with men.

There are Economic Land Concession (ELC) projects that have developed agro-industry farms such as banana, coconut, mango and black pepper plantations where women are employed on daily wage basis when they are free from own farming.

2. GENDER AND STAKEHOLDER ANALYSIS

Community consultations

Community consultations were conducted by the Team members Chantheang Tong and Phay Cheth from 9-10 September 2025 to explore the overall socio-economic situation of women and men in the project target areas. Three focus group discussion (FGD) meetings were conducted:

- Two FGDs held in two villages, Srae Chrey and Roveak of Koh Nhaek district, Mondulkiri; and one FGD in Ratanakiri province.
- In Ratanakiri, it was supposed to conduct two FGDs at commune level but due to flood submerging the villages during the research period, only one FGD was held with women representatives from four villages: Srae Pokthom and Srae Poktoch villages of Kon Mom district, and Chhuk and Thmey villages of Lomphat district.
- A total of 32 women farmers participated in FGDs, including adult women and young women, and they represent community leaders, rice producer groups and saving groups in their respective villages/communities.

Results of Initial Stakeholder Consultations

Women's Contribution to Production and Care-work

¹ For instance, during the W+ baseline survey in September 2025, floods had submerged all of the six target villages, causing significant damage to rice crop.

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Women in the target villages significantly contribute to household production through growing crops and livestock for food consumption and income generation. They are engaged through out the production process, from seed selection, sowing, planting, weeding, maintenance to harvest and selling of the produce on market which they spend significant amount of time and labor in the field equally to men do. Typically, in the household women are primary persons doing care work such as cooking, washing, and other numerous activities performed around the household. They also keep chickens, pigs and cows, and grow vegetables in homestead while taking care of household chores, while men are more engaged in daily wage labor outside village. As small-scale production and low productivity, their farming doesn't provide sufficient income to sustain livelihoods.

Addressing livelihood difficulty, the households have diversified income generation. Some women are also engaged in daily wage labor for other farmers or industrial farms both inside and outside their village. Although working on the same job, women are paid less than men due to differently gendered responsibility. Men usually do heavily physical work such carrying and loading a bulky basket of fruits, while women perform light work such as spreading fertilizer, weeding or picking fruits. Daily wage is about 35,000 Riel for men and 30,000 Riel for women working at the industrial farms. In wet season, women go to forest with their husband or men companion to collect wild vegetables for food consumption and sale. In general, women earn less income than men do because their production primarily supply food to the household.

Activity Profile

Activities	Women/Girls	Men/Boys	Time period
Rice cultivation			May – December
- Land preparation/ploughing	x	xx	
- Sowing seeds	xx	x	
- Transplanting	x	x	
- Weeding and applying fertilizer	x	x	
- Harvesting	x	x	
- Transporting from the field	x	xx	
- Selling	xx	x	
Cash crop production	x	x	Nov.-May
Chicken and pig raising	x		
Large livestock (cows) care	x	xx	
Home gardening	x		
NTFP collection (vegetables, mushroom)	x	x	
Wage labor at industrial farms	x	xx	
Wage labor inside village	x	x	

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Cooking	XX		
Taking care of children and old people	XX		
Washing and cleaning	XX	X	
Teaching children at home	XX	X	
Patrolling forest	X	XX	
Attending community meetings /training outside village	X	XX	
Attending training in villages	XX	X	

Note: x is moderately engaged, and xx is significantly engaged

Women's Time Poverty

The women spend longer hours (8 hours a day) from dawn to night on routine chores although men share some tasks in household care activities. The burden of care work limits opportunities for women to participate in training and economic activities, particularly young women who have small children that necessarily need caretakers. During the peak season of planting and harvesting rice, women and men spend about 45 full days working in the field and they find hard time to participate in any other activities.

When trainings targeting women participants were conducted, women have more chances to attend, otherwise they opt to send their husband (men) to join in stead, unless men are working away from home.

Time line

Time	Activities
5:00	Getup and cooking breakfast (and prepare meal for going to the field)
6:00	Eating breakfast
7:00	Taking children to school and go shopping
8:00	Feeding chicken, ducks, pigs, and taking cows to graze in the field
9:00	Cleaning house
10:00	Working in home garden
11:00	Cooking and having lunch
12:00	Taking a short rest after lunch
13:00	Feeding livestock
14:00	Washing clothes
15:00	Home garden care
16:00	Taking cows back from the field and feeding pigs
17:00	Cooking and having dinner

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18:00	Washing
19:00	Taking care and teaching small children at home
20:00	Taking rest for leisure –social media communication
21:00	Go to bed (sleep)

Women’s Access to Resources and Services

When land is a joint asset acquired by a married couple, both women and men have equal access to and control over land. In the community practice, women have more access to and control over land when they are married since most land properties are inherited from their parents, while men move to live with wife’s family and bring in mainly material assets such as machine, cattle/cow, and motobike. Men have more access to and control over these productive assets when they are considered as big items and required skilled users. Women and men make joint decision on what crops to plant and sell. Women can control over her own production such as vegetables and small livestock, and make decision on buying household items with small expenses. However, when it comes to big items such as selling cows or buying motobike or machine, decision making is dominant by men.

The community women have limited access to education, technology and extension services which could not help them reduce intensive time and labor in production and household chores. This is due to a lack of school and transportation, poor livelihood and absence of women targeted programs. As labor-saving technology inaccessible for women, they use intensive labor in rice cultivation such planting, weeding and harvest by manual which limit their production capacity and income earnings. The women farmers can easily access to small credits but they are not confident to borrow money for farm investment due to unreliable income to pay back loans.

Women’s Access to and Control over Resources

Resources	Access		Control	
	Women	Men	Women	Men
Land holding	xx	x	xx	x
Agriculture equipment and transport vehicle (machine, hand-tractor, motobike)	x	xx	x	xx
Selling agriculture produce	x	x	x	x
Selling vegetables and small livestock	x		x	
Selling large livestock	x	x	x	x
Buying big items (motobike, house building)	x	xx	x	xx
Children education	x	x	x	x

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Community meetings/activities	x	xx	x	xx
Agriculture extension services /information	x	x	x	x
Cash earning, savings and credits	x	x	x	x

Note: x is moderately engaged, and xx is significantly engaged

Limits to Women’s mobility

Household care burden combined with lack of gender-responsive infrastructure in these remote communities inhibit women to participate in economic and skill development opportunities. Safety and risk concerns, and lack of transportation are among the constraints faced by women to travel for attending training and other business activities outside their village. For instance, it found less number of women participating in project’s training or meetings when delivering at the district center.

3. SELECTION OF W+ DOMAINS

The selection of the two W+ Domains of Knowledge & Education and Income & Assets is based on the stated aims of the project intervention and the anticipated benefits as in Table below.

W+ Domain	Benefits	Challenges/ Risks
<i>Knowledge & Education</i>	<p>The benefits of applying this domain to the project are:</p> <ul style="list-style-type: none"> • The provision of climate-smart agriculture training to build rice producer skills will enhance women’s knowledge of climate smart and organic agriculture. • The application of on-farm trials/ demonstration (cover crop, land levelling) will enhance women’s confidence in new technology adoption. • The application of the Women’s Economic Empowerment (WEE) framework will enhance women’s knowledge related to economic 	<p>Women’s time poverty and care-work burden will make it difficult for them to effectively engage in project training and activities.</p>

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	<p>growth, market development and women's agency.</p>	
<p><i>Income & Assets</i></p>	<ul style="list-style-type: none"> • The introduction of improved rice farming techniques and quality seeds to increase rice yields for market, will enhance women's income. • The application of organic rice standard certification combined with wildlife conservation label (Ibis Rice) to increase price in premium market, will enhance income of women. • The formation of women's producer groups, in addition to already existing saving groups or agricultural cooperatives, will enhance women's collective strength and negotiation power to access better market and draw down resources and services from private and public organizations. 	<ul style="list-style-type: none"> • Limited pre-investment capacity of women to improve land productivity, will pose a challenge to increase rice yield and production. • Labor-saving technologies unavailable to women, will compound women's work loads and exacerbate existing time poverty

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4. WOMEN'S EMPOWERMENT PLAN (WEP)

Knowledge & Education domain

Outcomes	Indicator	Challenges Addressed / Assumptions	Means of Verification (MoV)
End Outcome: Increased women's knowledge lead to perceptible shift of women from the domestic to public spaces	<ul style="list-style-type: none"> • % of women sharing feedbacks with extension workers on their services and methods, enhanced from baseline • % of women seeking agriculture information and extension services from other sources, enhanced from baseline. 	<ul style="list-style-type: none"> • Good collaboration between women's producer groups and extension service providers. • Various extension services available to women 	<ul style="list-style-type: none"> • Baseline and endline survey • Case study
Intermediate Outcome: Increased organizational capacity of women's producer groups.	<ul style="list-style-type: none"> • % of women actively sharing the gained knowledge with family and neighbors, enhanced from baseline. • % of women using the gained knowledge to generate additional income, enhanced from baseline 	Women's producer groups actively meet and share knowledge, experiences and information related farming and market	<ul style="list-style-type: none"> • Baseline and endline survey • Case study
Immediate Outcome: Women's application of learned farming techniques lead to improved rice yield and production	% of women applying climate smart and organic farming techniques, increased rice yield and production by % (kg) from baseline	<ul style="list-style-type: none"> • Ongoing follow-up support by project staff is made to women farmers • Good weather condition for rice growing 	<ul style="list-style-type: none"> • Baseline and endline survey • Project progress report
Outputs: Improved women's knowledge of climate smart and organic farming	Women's <u>Recall and Comprehension</u> ability enhanced from baseline	<ul style="list-style-type: none"> • Active participation of women in training activities • Training contents and methods designed appropriate for women's knowledge 	<ul style="list-style-type: none"> • Baseline and endline survey
Inputs: Improved women's access to agriculture training and extension services	% of women accessing to agriculture training and services, increased from baseline	<ul style="list-style-type: none"> • Tailored-training target women • Household members share women's care-work 	<ul style="list-style-type: none"> • Baseline and endline survey • Project progress report

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Income & Assets domain

Result Level	Indicator	Challenges Addressed / Assumptions	Means of Verification (MoV)
End Outcome: Increased women's income and assets lead to perceptible shift in gender-based deference in decision making.	<ul style="list-style-type: none"> • % of women increased inputs into household decision making • % of women increased access to community decision making 	Empowered women acknowledged by household and community	<ul style="list-style-type: none"> • Baseline and endline survey • Case study
Intermediate Outcome: Increased women's income from rice production lead to increased assets of women	<ul style="list-style-type: none"> • % of women increased assets from increased rice production/income. • % of women shift from short-term to longer-term asset building 	<ul style="list-style-type: none"> • Women's household have no shock dealing with emergent financial need. • Women and family are interested in long-term asset investment. 	<ul style="list-style-type: none"> • Baseline and endline survey • Case study
Immediate Outcome: Increased women's income from improved production and premium market access	<ul style="list-style-type: none"> • % of women increased overall rice production and rice sale by % from baseline • % of women increased income from rice sale by % from baseline. 	<ul style="list-style-type: none"> • Good weather condition for rice cropping • Stable market for organic rice 	<ul style="list-style-type: none"> • Baseline and endline survey • Project progress report • ICS record keeping
Outputs: <ul style="list-style-type: none"> • Increased rice yield of women producer from using quality seed and improved technique • Increased price of women's certified organic rice sold in premium market 	<ul style="list-style-type: none"> • Number of women using quality rice seed, increased yield by % from baseline • % of price increase for women's certified organic rice, increased from baseline. 	<ul style="list-style-type: none"> • Good weather condition for rice cropping • Good collaboration between women's producer groups and buyers (company). 	<ul style="list-style-type: none"> • Baseline and endline survey • Project progress report • ICS record keeping
Inputs: Improved women's access to quality agriculture inputs and premium market	<ul style="list-style-type: none"> • Number of women accessing quality seed increased from baseline • Number of women selling organic rice to premium market increased from baseline 	<ul style="list-style-type: none"> • Quality rice seed made available to women at affordable price. • Ongoing support from project to women farmers 	<ul style="list-style-type: none"> • Baseline and endline survey • Project progress report • ICS record keeping

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Project's intentionality

Policy for gender /women's empowerment	Budget targeted for women's empowerment	M&E plan for women's empowerment	Internal capacities for gender analysis and women's empowerment	Project's selection criteria of beneficiaries
Yes	Not specific	Yes	Yes	Yes
There is no dedicated women's empowerment policy, but SMP has a gender equality policy which has been applied at both organizational and community levels.	The budget is allocated for Village Market Network (VMN) activities that focus on building capacity of VMN leaders (6 women and 7 men), which is part of women's empowerment.	A specific M&E framework for women's empowerment has not been developed, but the project is committed to at least 30% of women's participation monitored through project activities.	Internal capacity is limited; however, SMP staff and VMNs in the project have basic training on gender-sensitive approaches. In addition, Oxfam as a project partner has provided gender related training to SMP staff.	Selection criteria are designed to promote women's participation for VMNs in IBIS rice producer groups and ensure equal opportunity for community people without any social-group discrimination.

5. MONITORING AND EVALUATION PLAN

W+ Domain	Means of Verification/ Data	Measurement Activities	Total number of women beneficiary	Required sample size	Expected Timeline of Measurement Activities	Responsible for Measurement Activities
<i>Knowledge & Education</i>	Survey/ Interviews	Monitoring survey	100	80	2 weeks between Jan-Feb 2026	Chantheang Tong
<i>Income & Assets</i>	Survey/ Interviews	Monitoring survey	100	80	2 weeks between Jan-Feb 2026	Chantheang Tong

6. DO NO HARM

According to community consultation, there was no significant harm presently caused by the RiceTech project implementation, though it should be noted that the existing time constraints and care-work burden on women are exacerbated with their engagement in intensive rice production particularly by following organic standard principles.

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Mitigation measures could be the introduction of time- and labor-saving technology such as rice planting and harvest machines/equipment that are relatively low cost and could be shared through the women’s producer groups.

7. BENEFIT SHARING MECHANISM

There are two functioning rice producer groups for women in each target province that were established at inter-village level. These groups were previously established by SMP and each group has a collective bank account which is mainly used for receiving payment for their rice sale. The producer groups can be considered as a local structures for the benefit sharing mechanism required by the W+ Standard. However, the main leadership positions of these groups are currently assumed by men who may be dominant in decision making over W+ benefit sharing process.

Alternatively, there are functioning Saving Groups for women that exist in the four target villages of Ratanakiri province. The saving groups’ membership, management and leadership roles are dominant by women. Although these women’s saving groups have a small number of membership, it can be potentially acceptable for W+ benefit sharing mechanism.

But in Srae Chrey and Roveak villages of Mondulkiri, the existing saving groups were not functioning due to the failure of loan repayment from some borrowers, and they are now inactive operation. In this regard, SMP shall coordinate with the producer group to set up a structure that can be used for channelling fund from W+ credit sale to women farmers.

Producer Groups

The producer groups are led and managed by a Committee assigned from Village Market Networks (VMN), and the Committee members are elected by the VMN membership in each target village. VMN is an organizational structure of organic rice producers created in each target village where women and men farmers were organized into a group by SMP’s previous projects to improve their access to agriculture extension services and market. The group management and operation follow the group statute (by-laws) which was endorsed by group membership and (local) commune authorities. The name, organizational structure and leadership roles of the groups are presented as below.

- 1) *Wildlife-friendly Organic Rice Producer Group of Chey Mongkol, Ratanakiri province*

The Management Committee comprises governance team and executive team.

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- Governance Team consists of five members: one Chair person, one Vice Chair person, and three Representatives of Village Market Network (VMN).
 - Excutive Team consists of four members: Admin, Financial treasurer/Accountant, Marketing/Production and Internal Control.
- The Executive Team in this group are dominant by women, while the Governance Team has two women in postions of Vice Chair and VMN Representative.

2) *Wildlife-friendly Organic Rice Producer Group of Roya-Nangkhelik Samaki, Mondulkiri province*

Similarly, this group has the same structure but more members in the Governance Team.

- Governance Team consists of seven members: one Chair person, one Vice Chair person, and five Representatives of Village Market Network (VMN).
- Excutive Team consists of four members: Admin, Financial treasurer/Accountant, Marketing/Production and Internal Control.

The Governance Team is prominently dominant by men, the Excutive Team has two women in postions of Admin and Accountant.

Saving Groups

In the target villages of Ratanakiri, there are one to two saving groups per village, which were established by another NGO (Live & Learn Cambodia). Currently, each saving group has about 10-15 household members and majority of them are women. The saving groups are led and managed by a Committee of 3-5 members and their roles include: Chair person, Vice Chair person, Financial treasurer, Secretary and Monitor. The Committee members were nominated from outstanding members and elected by the group membership. Women have main roles in the saving group leadership, and women are dominant in the committee composition. For instance, in Srae Pokthom and Srae Poktoch villages, all committee members of the saving groups are women.

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8. DECLARATION OF NON-INVOLVEMENT IN ANY FORM OF DISCRIMINATION, SEXUAL EXPLOITATION, ABUSE OR HARASSMENT (SEAH)

Hereby declare that, to the best of my knowledge, neither (name of project implementer) or any other entity involved in project design or implementation has not been involved in or will be involved in any form of discrimination, sexual exploitation, abuse, or harassment (SEAH).


This signed declaration is made in good faith and with my full consent, without pressure or coercion. I understand that any breach thereof may/will result in the termination of the W+ Application.

This signed declaration forms part of the requirements of the application of the W+ Standard.

Signature of authorized representative submitting this Project Design Document

Name: Chantheant Tong

Title: WOCAN Consultant

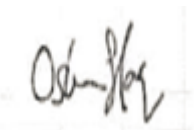
Signature: 

Date: 15/12/2025

Name : Oskar Haq

Title : PM – IG Program / Oxfam in Cambodia

Signature :



15/1/2026

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