

since the sector mainly has women employees; an ILO study suggests that one potential impact of climate change could be workers facing increased risk of exposure to violence and harassment, particularly gender-based violence and harassment, due to falling levels of productivity²⁵. A GTF sector gender analysis, which was recently conducted to provide useful insights on women's experiences and challenges linked to working conditions and working environment in the garment factories, will be used to strategically guide the gender mainstreaming strategy of Output 2 during implementation, as well as to drive gender sensitivity across all outputs. For instance, this means that the capacity development and training programmes for government staff and private sector will need to integrate modules/topics on how to promote gender equalities, and to ensure do-no-harm approaches are duly integrated in operation. Furthermore, gender considerations will be included in the investment and financing decision-making of factories to support operationalisation of MGFP.

Human Rights

Human rights-based approach and its key principles (applying all human rights for all; meaningful and inclusive participation and access to decision-making; non-discrimination and equality; accountability and rule of law for all; and transparency and access to information supported by disaggregated data) and the do-no-harm approach will be integrated throughout the action. Specific focus will be on the principles of meaningful and inclusive participation, and non-discrimination and equality.

This action supports decent work and safeguards rights for safe and healthy working environment for the workers, the majority of whom are women. Analysis of labour conditions, social and gender dimensions covered in the scoping study, and a separate gender analysis will be used to guide detailed activities during implementation.

Disability

As per OECD Disability DAC codes identified in section 1.1, this action is labelled as D0. This implies that the inclusion of persons with disability is not a target of the action. However, the action will take into consideration the needs of people with disabilities to the extent possible when designing concrete activities related to improving the working environment. Specific measures will be taken to enable the participation of people with disabilities in the activities and trainings. The Action will ensure that rights of persons with disabilities will be respected, and the planned activities, evaluations and others are disability inclusive. The Action will encourage partners and programme participants to take initiatives to protect persons with disabilities and invite organisations representing people with disabilities.

Reduction of inequalities

Cambodia's GTF sector is the backbone of the economy, accounting for over 70% of total export for the past decade, and providing the biggest source of formal employment, particularly for women from rural Cambodia (82% of the industry's 800,000 workers are women). The GFT strategy recognised the sector's key role in supporting the livelihood of at least 2.5 to 3 million people, and as a result contributing significantly to the country's impressive growth of 7% annually during 2000-2018 and socio-economic development.

The industry's key role in job creation for women has enabled them and their families to escape poverty²⁶. However, challenges remain that prevent women from benefitting equally from the sector and overall economic growth. This include, for instance, the trade-off between employment in the sector and education as most female workers are likely to have interrupted their primary school education to work in the factories to support their families²⁷. As a result, they are confined to low-skill, low-pay employment, and lack many necessary skills (particularly financial literacy) to mitigate risks and optimise their living conditions. Given their major role in the industry, especially production line, women are also affected the most by changes/ shocks in the industry such as Covid-19 pandemic, and unhealthy work environment, particularly heat stress.

This action will address heat stress to provide a healthier/ safer work environment from the energy angle, and ultimately contribute to strengthening the industry's competitiveness to result in stability of export to provide stable job and incomes for the workers. The action is complemented by a separate intervention from the EU

²⁵ [ILO working paper \(2021\): Turning up the heat: Exploring potential links between climate change and gender-based violence and harassment in the garment sector](#)

²⁶ World Bank (2012) [Sewing Success? Employment, Wages, and Poverty following the End of the Multi Fibre Agreement](#)

²⁷ UNSECO (2018) Educational and Social Development of Garment Factory Workers, Cambodia