

ROYAL GOVERNMENT OF CAMBODIA



Five Year Strategic Plan 2009 - 2013

Neary Rattanak III

Phnom Penh, September 2009

Foreword

Neary Rattanak III is the five-year strategic plan (2009 – 2013) for Gender Equality and the Empowerment of Women in Cambodia.

On behalf of MoWA, CNCW, TWG-Gender and all Cambodian women, I would like to inform that:

In accordance with the current situation in the country and the Phase II of the Rectangular Strategy for Growth, Employment, Equity and Efficiency, the Ministry of Women's Affairs in partnership with relevant ministries/institutions and other partners, has developed the strategic plan Neary Rattanak III to contribute to the government's continuous effort in promoting gender equality and the empowerment of women in Cambodia. The strategic plan has been prepared based on the results of the review of achievements of the former strategic plan, the Neary Rattanak II (2004–2008) and the findings and recommendations in the Cambodia Gender Assessment "A Fair Share for Women" 2008.

Neary Rattanak III contributes to gender mainstreaming in key government reform programs such as Decentralization and Deconcentration Reform, Public Administration Reform, Public Financial Management Reform, Legal and Judicial Reform, and Land Reform. It also reflects the contributions and linkages to the implementation of national plans and policies including the Cambodian Millennium Development Goals; the National Strategic Development Plan; the Education for All policy; the National Action Plan to Combat Violence Against Women; the National Program on the Promotion of Social Morality and Women's Value; the National Action Plan on the Suppression of Human Trafficking and Sexual Exploitation; the Social Security Policy; the Strategic Plan on Women, Girls and HIV/AIDS; and the sectoral Gender Mainstreaming Action Plans. Moreover, Neary Rattanak III responds to priority development issues in Cambodia, and incorporates regional and international cooperation and commitments.

In the process of developing this strategic plan, there was good discussion, cooperation, and partnership with line ministries/institutions and other stakeholders at both the national and sub-national levels, including development partners and NGOs. This has contributed to a comprehensive strategy which addresses the remaining challenges and gender inequalities in Cambodia.

It is my sincere hope that government ministries/institutions, NGOs/civil society and development partners will continue their support and close cooperation in making the implementation of Neary Rattanak III successful, for the benefit of Cambodian women and the nation as a whole.

Phnom Penh, September 2009
Minister of Women's Affairs

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INTRODUCTION



The Ministry of Women's Affairs (MOWA) and the Cambodia National Council for Women (CNCW) make up the National Machinery for the promotion of gender equality and the empowerment of women. The MOWA acts as a catalyst and advocate to encourage public institutions, civil society and the private sector to integrate gender equality into their policies and programs, and as a coordinator and facilitator. It is responsible for monitoring and evaluating policies and programs to assess their contributions to achieving the Government's goals in promoting gender equality and the empowerment of women.

In 1999, MoWA prepared and implemented its five year strategic plan, called "Neary Rattanak". In 2003, MoWA in partnership with line ministries/institutions at national and sub-national level reviewed the effectiveness and efficiency of the implementation of the strategic plan "Neary Rattanak I" and developed "Neary Rattanak II" which was considered an important part of the Rectangular Strategy of the Royal Government of Cambodia in its third mandate.

In 2008, in the fourth mandate of the Royal Government, and under the leadership of **Samdach Aka Moha Sena Padei Techo Hun Sen**, the Prime Minister of the Kingdom of Cambodia, the Rectangular Strategy for Growth, Employment, Equity and Efficiency, Phase II was established, which recognizes that *"women are the backbone of the economy and society"*. In this context, MoWA has developed its third 5-year strategic plan, the Neary Rattanak III. The strategy aims to ensure gender responsive national policies, legislation and reform programs; to support the economic empowerment of women; ensure legal protection from violence and sexual and labor exploitation; to promote change in attitude and behavior that discriminate against women; to develop the capacity of women; and address barriers in order for women to access and claim their right to fully participate and benefit from economic and social development, also as decision-makers.

SECTION I: PROGRESS ON PROMOTION OF GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN IN CAMBODIA

I. Achievements in Implementation of the Neary Rattanak II

In March 2008, the Ministry of Women's Affairs (MoWA) in partnership with its development partners organized a congress to review the implementation of its second Five Year Strategic Plan, *the Neary Rattanak II* (2004-2008), and to identify future directions for Neary Rattanak III (2009-2013).

In implementing the Five Year Strategy, the Royal Government of Cambodia, through MoWA and line ministries and relevant partners, had successfully contributed to promoting gender responsive national policy and legislation; increasing women's participation in decision-making at all levels; economic empowerment of women; combating violence against women, and the development of related laws and law enforcement; improved health of women and girls, HIV/AIDS prevention and nutrition for women and children; participation of girls in education, and adult women in literacy programs; and the promotion of social values.

There is a clear shift from agriculture to industry and services for both men and women; wage employment has increased and women's share of wage employment has achieved parity in agriculture and industry. Through the Women's Development Centers, women have received vocational training and counseling on entrepreneurship development to increase their employment opportunities and improve their livelihood options, with the overall aim of economic development.

Excellent progress has been achieved in higher enrollment rates and increased gender parity at the primary school level. Enrollment rates and gender parity has also improved at higher levels of education. Near gender equity in literacy rates and mean level of education among young people under 20 years of age has been achieved, a reflection of the significant improvements in the primary education system. Institutions responsible for education continue to consider gender concerns in education sector policy development.

Very good progress has also been achieved in strengthening the legal framework to protect women. Awareness and understanding of gender equality and women's rights have been raised and incorporated in the preparation and implementation of laws and training. In 2005, the Law on the Prevention of Domestic Violence and Protection of Victims was adopted by the National Assembly, and the related National Action Plan to Combat Violence against Women has been adopted by the Council of Ministers. The Law on Suppression of Humans Trafficking and Sexual Exploitation was adopted in 2008 and the National Action Plan is under preparation.

In the health sector, excellent progress has been achieved in advancing the health status of women and girls, in improved awareness of their rights, and in improved access to primary health care, use of vaccines and, as well as in information on HIV/AIDS and prevention of sexually transmitted diseases (STD) and malaria. The overall HIV adult prevalence rate was

reduced from 2.0 percent in 1998 to 0.9 percent in 2006 and the HIV prevalence among pregnant women attending antenatal clinics, from 2.1 percent to 1.1 percent.

Good progress has been achieved in the representation of women in directly elected bodies. The proportion of women elected to the Senate increased from 13 percent in 2003 to 14.8 percent in 2007. The proportion of women elected to the National Assembly increased significantly from 5.8 percent in 1993; 12.3 percent in 1998; 19.5 percent in 2003; to 21.1 percent in 2008. The proportion of women elected to commune/sangkat councils increased from 8 percent in 2002 to 14.6 percent in the 2007 elections. Women also hold 30 percent of village leadership positions. Furthermore, resulting from the indirect elections to elect capital, provincial, municipal, district, khan councils in 2009, women comprise 10.1 percent of the municipal, provincial council members and 12.7 percent of the municipal, district, khan council members. In the civil service, 197 women have been appointed as deputy governor of provinces and municipalities, districts and khan in the country. The State Secretariat for Civil Service developed a guideline with a quota for new recruits in the civil service, ranging from 20 to 50 percent. As a result, the proportion of women civil servants increased from 32 percent in 2007 to 34 percent in mid 2009.

Moreover, based on cooperation with relevant national and international institutions, the government has achieved remarkable progress in mainstreaming gender and including women's rights in key national policies such as the Cambodian Millennium Development Goals, the National Strategic Development Plan (NDSP) for 2006-2010, the Governance Action Plan II and joint government-donor monitoring indicators (JMI). In addition, gender is mainstreamed in important national government reform programs, such as Public Financial Management Reform, Public Administration Reform, the Organic Law on the administration and management of the capital, provincial, district, khan, commune/sangkat, and the 10 year national program for democratic development. Notable progress has also been achieved in strengthening the institutional mechanisms to support gender mainstreaming including the establishment of the Technical Working Group on Gender (TWG-G) as part of the Government-Donor Coordination Committee (GDCC); and formation of Gender Mainstreaming Action Groups (GMAGs) in nearly all line ministries. Gender Mainstreaming Action Plans (GMAPs) have been or are being prepared by many line ministries. 10 ministries have received national budget or donor support to implement activities in their plans.

II. Current Situation and Key Challenges

Although considerable progress has been achieved through the implementation of Neary Rattanak II, challenges remain in the promotion of gender equality and the empowerment of women in Cambodia.

Women's Economic Empowerment

There are significant wage differentials for women with upper secondary and university levels of education, suggesting an unmet demand for women with higher levels of education. Increased attention is being paid to the informal economy, a critical source of livelihood for women. Institutions responsible for the development and management of the economy are

beginning to pay more attention to gender concerns, as reflected in their gender mainstreaming action plans of these ministries. Gender disparities in employment remain extensive, primarily because of traditional attitudes about 'appropriate' occupations for women and men. Low levels of literacy and education of women currently in the work force are manifest in very limited livelihood alternatives for women workers and low representation of women in higher level occupations and decision-making positions. Moreover, changes in the structure of the economy and increased economic migration are contributing to increased vulnerability of women workers, further exacerbated by the economic crisis.

Gender and Education

There are still fewer girls than boys in all levels of education. Improvements in enrollment and gender equity in higher levels of education have mostly been limited to higher income groups. Economic considerations are clearly a factor in school enrollment, retention and performance; however, boys continue to be given priority for education at all income levels. Increasing enrollment rates and gender parity at the lower secondary school level are essential for the overall quality of the future workforce and for achieving economic growth with equity. The overall mean level of education remains low for women. Forty percent of women age 25-44 are illiterate (vs. 22 percent of men). Although improving in younger age groups, 23 percent of young women age 15-24 are illiterate (vs. 16 percent of young men). An additional 35 percent of women age 25-44 and 33 percent of women age 15-24 have less than a primary school education. Addressing the very low levels of literacy and education among women of work and child-bearing age remains a significant concern.

Gender and Health

Infant and under-five mortality declined significantly between 2000 and 2005, but remained higher for boys than for girls. Nevertheless, maternal mortality remains unacceptably high at 472 deaths per 100,000 live births and has not improved since 2000. Although greatly improved, the proportion of deliveries at health facilities remains low at 22 percent. The percentage of women having had more than one abortion has increased from 5 percent to 8 percent. The proportion of women reporting at least one problem in accessing health care has decreased, but remains high. Seventy percent of young men 15-19 years of age report having engaged in high-risk intercourse (compared to 1.2 percent of young women) with very low levels of awareness of the risks of contracting or transmitting HIV. Women represent an increasing proportion of the number of people living with HIV (PLHIV) – increasing from 38 percent in 1997 to 52 percent in 2006. Women in relationships are being infected by their partners in growing numbers. The major modes of HIV transmission are now from husbands to wives (42 percent) and peri-natal transmission (35 percent). Women in sex work are still at risk of HIV transmission, particularly indirect sex workers. Cambodia's sizeable youth population remains highly vulnerable as there are minimum levels of comprehensive knowledge of HIV and AIDS among young people. Women continue to shoulder the burden of providing care and support to people with AIDS.

Violence against Women

Very good progress has also been achieved in strengthening the legal framework to address violence against women including: the Law on the Prevention of Domestic Violence and Protection of Victims; the related National Action Plan to Combat Violence Against Women; and the Law on Suppression of Trafficking in Humans and Sexual Exploitation, which is consistent with the UN Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children. However, violence against women remains widely prevalent in Cambodia with indications of increasing incidence of at least some forms of gender-based violence, particularly rape. Putting into place the administrative mechanisms and guidelines for effective implementation of new laws, and addressing the attitudes and behavior which underlie gender-based violence and the stigmatization of survivors and victims of violence remain a considerable challenge.

Women in Public Decision-making and Politics

Although there is considerable increase in women's participation in the legislative branch including the Senate, National Assembly, Capital, Provincial, Municipal, District, Khan, Commune/Sangkat Councils and Board of Governors, representation of women in the executive branch of government remains low, particularly in senior decision-making positions at the national level and in provincial and district administration. There are also very few women represented in the judicial branch – as judges, prosecutors or lawyers.

Key challenges remain to be addressed in the promotion of women's participation in decision-making; these include traditional beliefs and stereotyping, that women are not well suited for high positions and decision-making. The additional burden women face in their role as care-givers and household work remain considerable barriers for women to participate fully in decision-making. Moreover, many women lack experience in leadership and management in politics and public office. Capacity development specifically targeting women in this field is important.

Gender Mainstreaming

Although, there is good progress in mainstreaming gender in policies, programs and mechanisms to support gender mainstreaming at national and sub-national levels the capacity for gender analysis and evidence-based advocacy remains weak. Harmonizing gender mainstreaming plans with sector strategies and monitoring mechanisms, and mobilizing adequate resources for effective implementation, remains a challenge.

III. Laws and National Policies Responding to Women's Empowerment and Rights

To date, Cambodia has developed and adopted several laws and policies that protect the rights, freedoms, and welfare of Cambodian women and men.

The Constitution of Cambodia, adopted in 1993 clearly states that “men and women have equal rights before the law and enjoy equal participation in political, economic, social and cultural life; equality in marriage and family; employment and equal pay for the same work. It also includes measures to prevent and eliminate of all forms of discrimination and exploitation of women”.

The Rectangular Strategy for Growth, Employment, Equity and Efficiency, Phase II, recognizes that *“women are the backbone of the economy and society”*. The government continues to implement policies and make provisions for increasing the enrollment of girls in formal education through increased scholarships, dormitories, ensuring safety for girls and increase the number of women teachers; promote women in decision-making and provide training and skills for women at all levels; increasing women’s participation in civil service and public administration; capacity development of women to stand as candidates for commune council elections, increase job opportunities for women and protect their rights; continue to support entrepreneurship development and provide micro- and small credit for women; and continue to implement the law on prevention of domestic violence and protection of victims through provision of timely and effective protection and services to victims by cooperating with relevant institutions and development partners.

The National Strategic Development Plan and the Cambodia Millennium Development Goals highlight the government’s commitment to reduce gender disparities in all development sectors and the need to put in place effective measures to remove barriers that women face, and increase opportunities for women to fully participate and benefit from development. In addition, the third goal of the CMDG focuses on promotion of gender equality and the empowerment of women through reducing gender gaps in education at all levels, increasing women’s participation in government and ensuring equal wages between men and women.

Cambodia has signed and ratified the international **Convention on the Elimination of All Forms of Discrimination Against Women** (CEDAW) on September 22, 1992. This Convention includes recommendations to reduce exploitation and discrimination against women and to increase measures to promote women’s status and rights. CEDAW provides a basis for equality between men and women by ensuring equal opportunity in public and political life including participation in election, standing for election, access to education, health and employment. Moreover, the Convention stipulates that each member state must create appropriate measures, including laws and affirmative action, to ensure the rights and freedom of women.

SECTION II: VISION AND GOALS

Vision

The people of Cambodia enjoy peace, democracy, prosperity, justice and the rule of law, good governance and transparency, equality and well-being, which are shared equally by women and men. Respect for human rights, including women's rights, women's dignity and other key values are upheld by Cambodian society.

Mission

Women and girls enjoy equal access to services and control of resources, with equal opportunity to take part fully in national life and enjoy protection against all forms of discrimination and violations of their human rights.

The Neary Rattanak III focuses on five strategic areas, along with a gender mainstreaming program for national policies, reform programs and sectors. It also includes a cross-cutting area.

Strategic areas:

1. Economic Empowerment of Women
2. Education of Women and Girls, Attitudes and Behavior change
3. Legal Protection of Women and Girls
4. Health and Nutrition of Women and Girls, and HIV/AIDS
5. Women in Public Decision-making and Politics

Gender mainstreaming program:

Gender mainstreaming in national policies
Gender mainstreaming in government reform programs
Gender mainstreaming in priority sectors
CEDAW implementation

Cross-cutting area: Strategic Management (incl. finance/audit, planning, administration, information & communication), **Capacity Development and Aid Effectiveness.**

SECTION III: PRIORITY STRATEGIES IN NEARY RATTANAK III

STRATEGIC AREAS:

Strategic Area 1: Economic Empowerment of Women

The objective of strategic area 1 is to enhance socio-economic status of women through gender equitable poverty reduction and rural development programs, expansion of employment and business opportunities and protection of women workers' rights, in particular for the vulnerable, the poor, the unemployed, and the disabled girls and women.

Expected Output / Targets:

1. Employment opportunities expanded and improved for women, including the informal sector
2. Business development services for MSMEs established

Based on the above targets, including gender mainstreaming in the area of economy and finance, the strategic plan Neary Rattanak III will contribute to the following indicators:

Key Indicators and Targets				
Indicator	Actual		Target	
	Year	Value	Year	Value
Proportion of population below the national poverty line	2005	34.7%	2010	25%
			2015	19.5 %
Female share of wage employment in agriculture	2005	52.5 %	2015	50%
Female share of wage employment in industry	2005	53.5%	2015	50%
Female share of wage employment in services	2005	27%	2015	50%
Social safety net policy and program			2013	In place

Strategic Area 2: Education of women and girls, Attitudes and Behavior Change

The objective of the strategic area 2 is to increase participation of girls in formal education at all levels, promotion of literacy and skills development programs for women, and the promotion of social morality and family values.

Expected Output / Targets:

3. Responsible parenting and public awareness promoted of the importance of education, especially for girls
4. Community pre-schools and parenting education program expanded
5. Culture of non-violence and reduction of discrimination against women promoted in all sections of the community
6. Informal education and life skills development for women and girls who dropped out of school

7. Attention paid to factors enabling and supporting the participation and retention of girls in the formal education system

Based on the above targets, including gender mainstreaming in the area of education, the strategic plan Neary Rattanak III 2009-2013 will contribute to the following indicators:

Key Indicators and Targets				
Indicator	Actual		Target	
	Year	Value	Year	Value
Proportion of 6-14 year olds out of school	2005	12.3	2015	0
Ratio of girls to boys in primary education	2007	88.4	2015	100
Ratio of girls to boys in lower secondary school	2007	83.9	2015	100
Ratio of girls to boys in upper secondary school	2007	66.4	2015	100
Ratio of females to males in tertiary education	2006	47.9	2015	85
Ratio of literate females to males, 15-24 years old	2005	90	2015	100
Proportion of women teachers	2006	40.1	2010	50
Proportion of women principals	2005	7.7	2010	26
Proportion of women vice principals	2005	9.2	2015	100

Strategic Area 3: Legal Protection of Women and Girls

The objective of strategic area 3 is to ensure that women and girls gain equal access to legal protection, and to their human rights and that gender issues are taken into consideration in the preparation, and implementation of laws and legal training, that public awareness is developed and provision is made for care and rehabilitation for victims of gender-based violence.

Expected Output / Targets:

8. Legal protection improved against all forms of violence against women and children, including domestic violence, human trafficking, sexual and labor exploitation
9. Improved access and trust in judicial system for victims enhanced including domestic violence, rape, human trafficking, sexual and labor exploitation
10. Improved access to psychosocial and health-related services for victims of GBV, HT, rape, sexual harassment and exploitation
11. Bilateral, regional and international cooperation mechanisms strengthened to protect and combat trafficking and to assist victims

Based on the above targets, including gender mainstreaming in the area of legal protection, the strategic plan Neary Rattanak III 2009-2013 will contribute to the following indicators:

Key Indicators and Targets				
Indicator	Actual		Target	
	Year	Value	Year	Value
Proportion of the population aware of domestic violence as a crime			2010	50
Proportion of population aware that violence against	2005	4.5	2010	50

women is wrongful behavior and a criminal act			2015	100
Number of administrative decisions issued by commune /sangkat council on domestic violence			2010	40
			2013	100
Number of protection orders issued by courts			2010	60
			2013	180
Proportion of cases of domestic violence counseled by qualified personnel			2010	90
			2015	240
Annual statistics to monitor violence against women	2005	In place	2010	In process
			2013	In process
Number of human trafficking victims getting support services	2008	100	2010	150
			2013	300

Strategic Area 4: Health and Nutrition of Women and Girls, and HIV/AIDS

The objective of strategic area 4 is to ensure that women and girls exercise their rights to access primary health care, use HIV prevention methods, and improve their well-being especially in regard to reproductive health and their nutritional status.

Expected Output / Targets

12. Reproductive health information and services improved
13. Nutritional health of women and children improved
14. Coordinated response to address spousal transmission of HIV/AIDS
15. Women more aware of prevention of key communicable diseases and malaria

Based on the above targets, including gender mainstreaming in the area of Improved Health and Nutrition of Women and Girls, and HIV/AIDS , the strategic plan Neary Rattanak III 2009-2013 will contribute to the following indicators:

Key Indicators and Targets				
Indicator	Actual		Target	
	Year	Value	Year	Value
Maternal mortality ratio (per 100,000 live births)	2005	472	2010	243
			2015	140
Proportion of pregnant women with iron deficiency anemia	2005	57.1	2010	39
			2015	33
Rate of married women using modern birth spacing methods	2005	27	2010	44
			2015	60
HIV prevalence rate among pregnant women aged 15-49 visiting ANC	2006	1.1	2010	2
			2015	1.5
Proportion of condom use reported by women who identified themselves at risk	2000	1	2010	5
			2015	10
Percentage of pregnant women attending ANC who are tested for HIV	2005	53.1	2010	80
Malaria case (percentage of death)	2005	0.36	2010	0.2
			2015	0.1

Strategic Area 5: Women in Public Decision-making and Politics

The objective of strategic area 5 is to develop and implement measures for equal representation of women in politics and public decision-making, and to develop the skills and confidence of women to take on decision-making at all levels of governance.

Expected Output / Targets

16. Fair representation and active participation of women at national level
17. Fair representation and active participation of women in elected and appointed office at sub-national level
18. Increased participation of women in decision making in civil service at all levels

Based on the above targets, including gender mainstreaming in government reform programs, the strategic plan Neary Rattanak III 2009-2013 will contribute to the following indicators:

Key Indicators and Targets				
Indicator	Actual		Target	
	Year	Value	Year	Value
Proportion of seats held by women in National Assembly	2008	22	2013	30
Proportion of seats held by women in Senate	2007	14.8	2015	30
Proportion of female Ministers	2008	7.7	2013	15
Proportion of female Judges	2008	7.7	2013	15
Proportion of civil servants that are women	2008	34	2013	38
Proportion of female Provincial Governors	2008	0	2013	10
Proportion of women members of Board of Provincial Governors	2008	16.8	2013	28
Proportion of women members of Capital, Provincial Council	2009	9.89	2015	Tbd
Proportion of women members of Municipal, District, Khan Council	2009	12.65	2015	Tbd
Proportion of women members of Commune Council	2007	15	2015	25
Proportion of women Chief of Commune/Sangkat Council	2007	4	2013	10

THE GENDER MAINSTREAMING PROGRAM

The Gender Mainstreaming Program in Neary Rattanak III contributes to achieve the objectives of the five strategic areas above and requires the participation, collaboration and partnership with line ministries, institutions and development partners at all levels.

The objective of the Gender Mainstreaming Program is for gender equality and the empowerment of women to be mainstreamed in national and sector policies and plans, and government reform programs including the sub-national level.

Expected Output / Targets

Gender Mainstreaming in National policies

- 19. Gender mainstreamed in the process of national policy formulation, monitoring and evaluation

Gender Mainstreaming at Sector level

- 20. Strengthened national and sub-national gender mechanisms
- 21. Gender mainstreamed in macro-economic policy
- 22. Gender responsive poverty reduction, agricultural and rural development policies and services, including land and natural resources management
- 23. Protection of women workers' rights and welfare including the informal sector
- 24. Gender mainstreamed in the Education for All Policies and the Education Sector Strategic Plan.
- 25. Gender concerns in legal protection addressed in mainstream legislation and policies
- 26. Health services, water, sanitation and hygiene promoted, especially targeting women and children.
- 27. Information and access to modern methods of family planning and birth control/birth spacing widely available
- 28. Gender responsive HIV/AIDS prevention and awareness integrated in all programs and activities

Gender Mainstreaming in Government Reform Programs

- 29. National program for legal and judicial reform is gender responsive
- 30. National program for sub-national democratic development is gender responsive
- 31. National program for Public Administrative Reform is gender responsive
- 32. National program for Public Financial Management Reform is gender responsive

CEDAW Implimentation

- 33. CEDAW is implemented and concluding comments are addressed and monitored

Based on the above targets, the strategic plan Neary Rattanak III 2009-2013 will contribute to the following indicators:

Key Indicators and Targets				
Indicator	Actual		Target	
	Year	Value	Year	Value

Number of ministries/institutions with gender mainstreaming action plans	2007	15	2013	27
GMAPs are being implemented	2007	5	2010	15
New Cambodia Gender Assessment prepared and disseminated	2008	Achieved	2013	Achieved
Gender mainstreamed in NSDP with gender responsive indicators	2007	Achieved	2013	Achieved
CEDAW periodic report developed, consulted on, and officially submitted	2008	draft	2010	Submitted

N.B. The indicators and targets under the strategic areas complement these, as do indicators defined by the sector strategies and national reform programs.

CROSS-CUTTING AREA: Strategic Management, Capacity Development and Aid Effectiveness.

The objective of this cross-cutting area is to ensure effective implementation of Neary Rattanak 3 through the implementation of government policies related to good governance, public administrative reform, public financial management reform and aid effectiveness. These areas relate mainly to internal MOWA and CNCW work to improve capacity and internal efficiency and effectiveness, but also to effective partnerships with development partners.

Expected Output / Targets

34. Effective and efficient internal and external information and communication
35. Results based management principles and practices introduced and developed
36. Quality and timely reporting on international and regional commitments
37. MOWA effectively engaging in CDCF-GDCC dialogue and through the TWG-Gender effectively promoting enhanced partnerships and coordination around gender equality and women's empowerment

SECTION IV: MONITORING AND EVALUATION

Annual action plan

Based on the Neary Rattanak III, MoWA will develop an annual action plan in accordance with its mandate and duties as defined by law. This will be done in partnership with the Technical Working Group on Gender (TWG-G), the CNCW, and other relevant partners, including the department of planning and statistics at the MoWA as secretariat. The review and preparation of the annual action plan will be done at the end of each year during the 5 years of implementation of the Neary Rattanak III, in accordance with existing policies and programs and based on the current situation. In addition, the MoWA will play a role as facilitator throughout this process, and organize the Annual Congress for reviewing implementation and planning for the coming year.

Monitoring and Follow-up

The MoWA in partnership with various ministries and institutions concerned will be following up on short and medium-term progress using the indicators from this strategic plan, along with the annual action plan and annual report.

The MoWA, the CNCW and the TWG-G will regularly facilitate the preparation of progress reports on gender equality and on gender mainstreaming in order to share with line ministries, relevant institutions and local and international development partners. Therefore, monitoring and follow-up of the progress on implementing the strategic plan Neary Rattanak III will be integrated in the report.

Evaluation

To monitor the effectiveness and efficiency of the implementation of the Neary Rattanak III, the MoWA and its partners will carry out a mid-term evaluation and a National Congress.

The mid-term evaluation will be carried out half way through the implementation period of the strategic plan. All relevant stakeholders will participate in evaluating the achievements and propose future directions for the remaining period.

A national congress to evaluate the overall achievements and impact of the plan will be held at the end of the 5 years with all key stakeholders. By updating the Cambodia Gender Assessment key achievements in the different areas can be verified, and other targets will be reviewed against the national indicators related to gender equality and the empowerment of women.

SECTION V: MECHANISMS FOR PROMOTION OF GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN

Success and effective implementation require partnerships and cooperation, and support from management teams at all levels of government institutions, in cooperation with NGOs and development partners.

The MoWA, the CNCW, and the Provincial and District Departments of Women's Affairs make up the National Machinery for the promotion of gender equality and the empowerment of women and also play a major role in implementing the Neary Rattanak III, by facilitating, advocating, communicating and monitoring as defined in this strategic plan and by law.

The Ministry of Women's Affairs (MOWA)

MoWA's mission is to contribute to gender responsive policies and programs. This includes work to increase the number of women in decision-making at all levels, to promote economic empowerment of women, to support CNCW in promoting the implementation of the CEDAW, and legal protection of women through the development and enforcement laws and legislation. MOWA also works to promote women's health, in particular reproductive health and their nutritional status, combating AIDS/HIV, and works to promote gender parity in education and promote literacy program. Furthermore MOWA carries out campaigns and awareness raising on the status of women to combat discriminatory attitudes and gender based violence including promoting positive social values and the value of women.

The Cambodia National Council for Women (CNCW)

The CNCW is the national inter-ministerial council made up secretaries of state of line ministries and relevant institutions, who have responsibilities to support the royal government by facilitating, following-up, and evaluating the implementation of national policies, laws, and other regulations in relation to the promotion of women's status, roles and Cambodian women's welfare. CNCW also has another role in follow-up and evaluating the implementation of international conventions related to women's rights, in order to provide recommendations to the royal government with the aim of improving women's status. At the same time, CNCW also has an important role in preparing the national report on the implementation of CEDAW.

The Technical Working Group on Gender (TWG-G)

Within the framework of the Government-Donor Consultative Committee (GDCC) Technical Working Groups (TWG) have been established for most key sectors and also on cross-cutting issues including gender equality, partnership & harmonization, planning and poverty reduction, and decentralization & deconcentration. The TWGs were established as part of the government and donor commitment to the Paris Declaration and to implement the Harmonization and Results Action Plan with the overall aim of improving aid effectiveness and to strengthen government ownership and leadership of the development agenda. In

2004, the Technical Working Group on Gender (TWG-G) was established. The TWG-G is chaired by the Minister of Women's Affairs with UNDP and JICA as co-donor facilitators. Civil society organizations also participate in the TWG-G. Joint Monitoring Indicators (JMI) are identified annually by the TWGs and endorsed by the GDCC. In accordance with the JMI principles identified by the CDC, they relate to the NSDP and require continued high-level support and attention.

The Women's and Children's Consultative Committees (WCCC)

As part of the decentralization and deconcentration reform, and provided for in the Organic Law, (the Law on the Administration and Management of the Capital, Provinces, Municipalities, Districts and Khans) Women's and Children's Consultative Committees (WCCCs) have been established as a sub-national mechanism to promote gender equality and the empowerment of women and children under the jurisdiction of the Provincial and District Councils. The WCCCs have the authority and duty to provide suggestions and recommendations to the Council, Board of Governors, Governors, and other committees of the Councils on issues related to gender equity and women's and children's issues within the authority, function and duties of the Council.

The Gender Mainstreaming Action Groups in Line Ministries (GMAGs)

Gender Mainstreaming Action Groups have been established in nearly all line ministries and these groups have prepared Action Plans (GMAPs) for their sector. The priority task of the GMAGs is to prepare GMAPs to provide a mechanism for implementation and monitoring of gender equality policy commitments made by the RGC in a given sector, in accordance with the Neary Rattanak II, and to harmonize the inputs of different stakeholders.

Annex:
5-Year Strategic Plan “Neary Rattanak III”
Implementation Matrix

5-YEAR STRATEGIC PLAN (NEARY RATTANAK III) IMPLEMENTATION MATRIX

Strategic Area 1: Economic Empowerment of Women

Strategic Objective:

Enhanced socio-economic status of women through gender equitable poverty reduction and rural development programs, expansion of employment and business opportunities and protection of women workers' rights, in particular for the vulnerable, the poor, the unemployed, and the disabled girls and women.

Expected Output / Targets	Activities	Performance indicators	Responsible dep. at MOWA ¹ /CNCW	Time Frame					Source of Budget
				2009	2010	2011	2012	2013	
1. Employment opportunities expanded and improved for women, including the informal sector	1.1 Research the needs and opportunities to improve economic conditions of women, and research occupation needs, in the context of the global economic crisis.	Research results available and disseminated.	MOWA: DED, DGE Cooperate with MOLVT, MOC, MRD, MIME Research institutes	✓	✓	✓	✓	✓	National budget and ODA
	1.2 Facilitate enhanced partnership between government agencies, and with other civil society actors and the private sector to develop mechanisms	Mechanism to promote female entrepreneurs was established and implemented.	MOWA: DED, Cooperate with MOC, MIME, private sector, civil society	✓	✓	✓	✓	✓	National budget and ODA

¹ Acronyms for Responsible department within MOWA or CNCW

DED- Dep Economic Development, DGE, Dep of Gender Equality, DI – Dep of Information, DIR- Dep of international Relations, DPS- Dep of Planning and Statistics, DA-Dep of Administration, DLP- Dep of Legal Protection, DH-Dep of Health, DE-Dep of Education, DFL-Dep of Finance and Logistics

Five Year Strategic Plan 2009 – 2013 “Neary Rattanak III”

	for promoting women's entrepreneurship								
	1.3 Cooperate with relevant LM to ensure training (technical, vocational and literacy) and scholarship programs meet the needs of women	Programs on capacity development, vocational skills and appropriate scholarships respond to the needs of women.	MOWA: DED Cooperate with MOLVT, MAFF, MoEYS	✓	✓	✓	✓	✓	National budget and ODA
	1.4 Facilitate development of mechanisms to support employment opportunities for vulnerable women, including illiterate women, ethnic minority and indigenous women, and women with disabilities	Mechanism to provide appropriate employment to vulnerable groups, including illiterate and ethnic minority women established and implemented.	MOWA: DED Cooperate with MOLVT, MOC, MoEYS, MIME, MOSAVY, Civil Society	✓	✓	✓	✓	✓	National budget and ODA
	1.5 Set up a Women's (Information/Resource) Centre targeting young women, to promote informed choice through support in personal development and career opportunities,	Center set up for employment counseling and relevant information to young women.	MoWA: DED Cooperate with MoLVT, MoEYS, MoInfo, Civil Society and others		✓	✓	✓	✓	National budget and ODA

	access to education and vocational training, and to provide reference docs, referrals, workshops, forums ect								
2 Business development services for MSMEs established for women	2.1 Transform WID Centres to WDCs -- from supply driven vocational training centres to demand driven enterprise development centres providing technical training, enterprise development services, life skills and empowerment support	WDCs developed to provide vocational skills, enterprise development services and life skills and empowerment support.	MOWA: DED with WDCs Cooperate with MOLVT, MOC, MAFF, MIME and local authorities,	✓	✓	✓	✓	✓	National budget and ODA
	2.2 Pilot community based activities to promote employment opportunities for women in urban and rural areas.	Increased job opportunities for women through pilot initiatives	MOWA: DED and WDCs Cooperate with MRD, MAFF, MOLVT, local authorities and private sector	✓	✓	✓	✓	✓	National budget and ODA
	2.3 Facilitate formation of MSME producer groups and networks of women	MSME producer groups and networks formed and linkages strengthened with	MOWA: DED and WDCs Cooperate with	✓	✓	✓	✓	✓	National budget and ODA

	entrepreneurs and linkages with financial service providers	financial service providers	MFIs, private sector and local authorities						
	2.4 Strengthen information dissemination on MFI and micro-credit among female entrepreneurs	Level of awareness and understanding of female entrepreneurs increased on MFI and micro-credit	MOWA: DED and WDCs Cooperate with MFIs	✓	✓	✓	✓	✓	

Strategic Area 2: Education of Women and Girls, Attitudes and Behaviour Change

Strategic Objective:

Increase participation of girls in formal education at all levels, promotion of literacy and skills development programs for women, and the promotion of social morality and the value of women and the family.

Expected Output / Targets	Activities	Performance indicators	Responsible dep. at MOWA/CNCW	Time Frame					Source of Budget
				2009	2010	2011	2012	2013	
3 Responsible parenting and public awareness promoted on the importance of education, especially for girls	3.1 Include awareness raising on importance of girls' education in community dialogue and advocacy programs	Community dialogue and advocacy includes awareness on value and benefit of girls' education	MOWA: DE and DI Cooperate with MoEYS, local authorities	✓	✓	✓	✓	✓	National budget and ODA
4 Community pre-schools and parenting education program expanded	4.1 Cooperate with and support development of community childcare program, including community pre-schools, especially	Community childcare programs and pre-schools developed	MOWA: DE Cooperate with MOEYS MOI CCs	✓	✓	✓	✓	✓	National budget and ODA

	in remote areas								
	4.2 Participate in the implementation of parenting education program	Awareness raising on parenting implemented	MOWA: DE Cooperate with MOEYS, local authorities	✓	✓	✓	✓	✓	National budget and ODA
5 Culture of non-violence and reduction of discrimination against women promoted in all segments of society	5.1 Support implementation of the national program on social morality, value of women and family	National program effectively supports the reduction of discrimination and promotes the value of women and family	Secretariat of the National Program and partners. Cooperate with MOWA: DE, DI	✓	✓	✓	✓	✓	National budget and ODA
	5.2 Public awareness raising at national and community level to promote culture of non-violence and reduce discrimination against women	Increased public awareness of discrimination and the value of women and family	MOWA: DE, DI Cooperate with national program partners	✓	✓	✓	✓	✓	National budget and ODA
	5.3 Cooperate and advocate for abolishing sexually explicit media and pornography degrading to women and girls	Enhanced measures in place to prevent sexually explicit media and pornography	MOWA: DE Cooperate with MoCFA, MoInf, MoJ and local authorities	✓	✓	✓	✓	✓	National budget and ODA
6 Informal education and life skills	6.1 Advocate for and monitor the expansion of informal education,	Informal education program established including literacy and life	MOWA: DE (DED) Cooperate with	✓	✓	✓	✓	✓	National budget and ODA

	development for women and girls who dropped out of school.	including literacy and life skills for women and girls who have dropped out of school	skills for women and girls who have dropped out of school	MoEYS, MOLVT						
7	Attention paid to factors enabling and supporting the participation and retention of girls in the formal education system.	7.1 Advocate for safe transport for female students in remote areas and for separate sanitation facilities and dormitories for girls	Increased access to transport for female students in remote areas and for separate sanitation facilities and dormitories for girls	MOWA: DE and DGE Cooperate with MOEYS GMAG	✓	✓	✓	✓	✓	National budget and ODA
		7.2 Advocate for expansion of scholarship program at high school and university level for poor female students	Increased number of poor female students benefit from high school and university level scholarship program	MOWA: DE, DGE Cooperate with MOEYS GMAG	✓	✓	✓	✓	✓	National budget and ODA

Strategic Area 3: Legal Protection of Women and Girls

Strategic Objective:

To ensure that women and girls gain equal access to legal protection, and their human rights are protected, and that gender issues are taken into consideration in the preparation and implementation of laws and legal training, and public awareness is promoted and provision is made for care and rehabilitation for victims of gender-based crimes, rape and human trafficking.

Expected Output / Targets	Activities	Performance indicators	Responsible dep. at MOWA/CNCW	Time Frame					Source of Budget
				2009	2010	2011	2012	2013	
8 Legal protection improved against all forms of violence against women and children,	8.1 Work with relevant institutions to integrate legal protection of women and girls in legislation and policy according to national	Legal protection of women and girls in legislation and policies according to national and international standards.	MOWA: DLP, CNCW Cooperate with MOI, MoJ, MOLVT, MOSAVY,	✓	✓	✓	✓	✓	National budget and ODA

including domestic violence, human trafficking, sexual and labour exploitation.	and international standards (CEDAW, CRC, Palermo Protocol).		MOEYS and others						
	8.2 Promote the coordination the implementation and monitoring of the NAP on VAW and the NAP on HT.	The National Action Plan on VAW and the NAP on Human Trafficking adopted and implemented.	MOWA: DLP High Level Working Group on HT Cooperate with MOI, MoJ, and others named in the NAPs	✓	✓	✓	✓	✓	National budget and ODA
	8.3 Set up and/or cooperate on databases and information systems related to all forms of VAW and children, and HT and include into national statistical system.	Databases and information systems related to all forms of VAW and children and HT set up and implemented and included into national statistical system.	MOWA DLP National Task Force Cooperate with MOI, MoJ, MOSAVY and NIS	✓	✓	✓	✓	✓	National budget and ODA
	8.4 Promote public awareness on laws, regulations and services related to VAW and children, including DV, rape, sexual harassment and exploitation, human trafficking and labour exploitation.	Level of public awareness raised on laws, regulations and services related to VAW and children, including DV, rape, sexual harassment and exploitation, human trafficking and labour exploitation.	MOWA DLP, DI CNCW Cooperate with MOI, MoJ, MOSAVY, MOLVT	✓	✓	✓	✓	✓	National budget and ODA
	8.5 Facilitate and promote understanding of and response to VAW and	Understanding of and response to VAW and Children increased.	MOWA: DLP Cooperate with	✓	✓	✓	✓	✓	National budget and ODA

	Children through for example community committees		MOI, MoJ, MOSAVY, local authorities						
9 Access and trust in judicial system for women enhanced	9.1 Raise awareness and understanding on VAW and HT among relevant authorities, for example training programs with judicial officials, local authorities, police, prisons etc	Public awareness and understanding increased on VAW and HT among relevant authorities such as judicial officials, local authorities, police, and prisons	MOWA: DLP High Level Working Group on HT Cooperate with MOI, MoJ, local authorities	✓	✓	✓	✓	✓	National budget and ODA
	9.2 Promote implementation of the laws relating to VAW to eliminate out of court settlements and solutions especially in relation to DV, rape and sexual exploitation, and raise awareness that this is a crime against the state and individual	Increased awareness among the population and reduction in out of court settlements of crimes related to DV, rape and sexual exploitation	MOWA DLP, High Level Working Group on HT Cooperate with MOI, MoJ	✓	✓	✓	✓	✓	National budget and ODA
	9.3 Network with police, courts and health services to respond to VAW, sexual exploitation and HT cases, including effective rehabilitation and reintegration where appropriate	Effective network in place between police, court and health services to respond to VAW, sexual exploitation and HT cases, including effective rehabilitation and reintegration	MOWA DLP, High Level Working Group on HT Cooperate with MOI, MoJ, MOH	✓	✓	✓	✓	✓	National budget and ODA
	9.4 Work with dept of	Percentage increase in	MOWA DLP,	✓	✓	✓	✓	✓	National

	prisons and police to increase the number of female police and prison guards	number of women police and prison guards	Cooperate with MOI						budget and ODA
	9.5 Capacity development of judicial police of MOWA	Capacity developed of officials designated as judicial police	MOWA DLP Cooperate with MOI	✓	✓	✓	✓	✓	National budget and ODA
	9.6 Cooperate in development and enforcement of legal instruments and secondary legal documents such as administrative decisions, protection orders, Guidelines, and explanatory notes to serve the interests of the DV and HT victims	Legal instrument and secondary legal documents such as administrative decisions and protection orders for victims issued and implemented	MOWA DLP, Cooperate with MOI, MoJ	✓	✓	✓	✓	✓	National budget and ODA
10 Access to psychosocial and health-related services to victims of GBV, HT, rape, sexual harassment and exploitation.	10.1 Cooperate with relevant institutions to increase the number of safe houses and shelters for victims of violence and trafficking	Increase in number of safe houses and shelters for victims of violence and trafficking	MOWA DLP, Cooperate with MOSAVY, MOI, MoJ, NGOs	✓	✓	✓	✓	✓	National budget and ODA
	10.2 Facilitate adoption and implementation of National Minimum Standards for Protection of Victims including victims of sexual and labour exploitation, GBV	National Minimum Standards for Protection of Victims of sexual and labour exploitation, GBV and for social services and care for victims adopted and	MOWA: DLP Cooperate with MOSAVY, MOI, MoJ, social service NGOs	✓	✓	✓	✓	✓	National budget and ODA

	and for social services and care for victims	implemented							
	10.3 Advocate and monitor support for capacity development for those providing care and counselling services to victims of VAW and HT and sexual exploitation at national and sub-national level	Capacity developed of care providers and counselling staff	MOWA: DLP Cooperate with MOSAVY, MOI, NGOs	✓	✓	✓	✓	✓	National budget and ODA
11 Bilateral, regional and international cooperation mechanisms strengthened to protect and combat trafficking and to assist victims.	11.1 Support the high level working group on HT and sexual exploitation and facilitate the work of the Secretariat to implement the activities of the NAP and to monitor the implementation	The National Action Plan on Anti trafficking and Sexual Exploitation adopted and implemented	MOWA: DLP High Level Working Group on HT Cooperate with MOI, MoJ, NGOs	✓	✓	✓	✓	✓	National budget and ODA
	11.2 Coordinate and promote the implementation of international agreements and action plans on HT such as MOUs, ASEAN and COMMIT, as well as regional action plans	International agreements and action plan on HT such as MOUs, ASEAN and COMMIT, as well as regional action plan implemented effectively	MOWA: DLP High Level Working Group on HT Cooperate with MOI, MoJ, MFA, NGOs	✓	✓	✓	✓	✓	National budget and ODA
	11.3 Coordinate and prepare national reports	National reports on VAW and HT for the	MOWA DLP, DIR, DGE	✓	✓	✓	✓	✓	National budget

	on VAW and support the reporting on HT and sexual exploitation to regional and international bodies	United Nation and regional commitments prepared and submitted	High Level Working Group on HT cooperate with MOI, MoJ						and ODA
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Strategic Area 4: Health and Nutrition of Women and Girls, and HIV/AIDS

Strategic Objective:

To ensure that women and girls exercise their rights to access primary health care, use HIV prevention methods, and improve their well being especially reproductive health and their nutritional status.

Expected Output / Targets	Activities	Performance indicators	Responsible dep. at MOWA/CNCW	Time Frame					Source of Budget
				2009	2010	2011	2012	2013	
12 Reproductive health information and services improved	12.1 Awareness raising on reproductive health to communities, especially pregnant women	Increased awareness of community, especially pregnant women on reproductive health	MOWA: DH Cooperate with MOH and local authorities	✓	✓	✓	✓	✓	National budget and ODA
13 Nutritional health of women and children improved	13.1 Food and nutrition programs to communities through community, IEC and media	Level of awareness of communities raised on food safety and nutrition	MOWA: DH, DI Cooperate with MAFF, MRD, MOH and MoInf	✓	✓	✓	✓	✓	National budget and ODA
14 Coordinated response to address spousal transmission of HIV/AIDS	14.1 Coordinate and facilitate the implementation of the Strategic Plan for Women, Girls and HIV/AIDS	Strategic plan for women, girls and HIV/AIDS in Cambodia implemented.	MOWA: DH Cooperate with NAA, NCHADS and stakeholders according to the strategic plan	✓	✓	✓	✓	✓	National budget and ODA
	14.2 Awareness raising for women and girls on	Increased awareness among women and girls	MOWA: DH, DI	✓	✓	✓	✓	✓	National budget

	HIV/AIDS transmission and risk, through community volunteers, other institutions and media	on risk and prevention of HIV/AIDS transmission	Cooperate with NAA, NCHADS and stakeholders according to the strategic plan						and ODA
15 Women more aware of prevention of key communicable diseases and malaria	15.1 Awareness program with communities to combat malaria and key communicable diseases, through training and basic information	Awareness programs with communities to combat malaria and key communicable diseases through trainings and basic information implemented effectively	MOWA: DH Cooperate with NAA, MOH and stakeholders according to the strategic plan	✓	✓	✓	✓	✓	National budget and ODA

Strategic Area 5: Women in Public Decision-making and Politics

Strategic Objective:

To develop and implement measures for equal representation of women in politics and public decision-making, and to develop the skills and confidence of women for decision-making at all levels of governance.

Expected Output / Targets	Activities	Performance indicators	Responsible dep. at MOWA/CNCW	Time Frame					Source of Budget
				2009	2010	2011	2012	2013	
16 Fair representation and active participation of women at national level	16.1 Advocate with political parties and relevant institutions to include female candidates in top positions on party lists for national elections and in appointments to the Senate	Proportion of female candidates in top position on party list for national election and in appointments to Senate increased	CNCW MOWA: DGE Cooperate with NA and Senate		✓	✓	✓	✓	National budget and ODA
	16.2 Support policy	Appropriate forms of	CNCW	✓	✓	✓	✓	✓	National

	dialogue and develop advocacy materials/messages on appropriate forms of affirmative action and quotas for all levels	affirmative action and quotas for all levels identified	MOWA: DGE, DI Cooperate with MoInf, SSCS, NA and Senate						budget and ODA
17 Fair representation and active participation of women in elected and appointed office at sub-national level	17.1 Lobby political parties and relevant institutions to include female candidates in top positions on party lists for sub-national level bodies	Proportion of female candidates in top position on party list for sub-national level bodies	CNCW MOWA: DGE Cooperate with MOI and political parties	✓			✓	✓	National budget and ODA
	17.2 Raise awareness of the public on the importance and benefit of women's participation as people's representatives	Increase in number of women as people's representatives	MOWA DGE, DI, CNCW Cooperate with MOI, and MoInfo	✓	✓	✓	✓	✓	National budget and ODA
	17.3 Lobby for recognition and support for equal (fair) representation of women on Board of Governors of municipality/province and district/khan	Number of women on Board of Governors in municipalities/provinces , districts/khans increased	MOWA DGE, DI, CNCW Cooperate with MOI, and MoInfo	✓	✓	✓	✓	✓	National budget and ODA
	17.4 Capacity development and coaching of women to carry out their work effectively on Board of	Capacity strengthened of women on Board of Governor in municipalities/provinces and district/khan	MOWA: DGE CNCW Cooperate with	✓	✓	✓	✓	✓	National budget and ODA

	Governors in municipalities/provinces , districts/khans		MOI						
	17.5 Capacity development of women elected and appointed to government office at national and sub-national levels	Capacity developed of women elected and appointed to government office at national and sub-national levels	MOWA: DGE, CNCW Cooperate with MOI	✓	✓	✓	✓	✓	National budget and ODA
	17.6 Support capacity development of female candidates in the 2012 commune council elections	Female candidates in the 2012 commune council election have increased capacity	MOWA: DGE, CNCW Cooperate with MOI				✓	✓	National budget and ODA
18 Representation of women in civil service at all levels improved, including in senior positions	18.1 Cooperate and advocate to develop and implement the policies and procedures on promotion and recruitment of civil servants are gender responsive	Policies and procedures on promotion and recruitment of civil servants are gender responsive	MOWA DGE, CNCW Cooperate with CAR and SSCS	✓	✓	✓	✓	✓	National budget and ODA
	18.2 Work with the Royal School of Administration in gender responsive curriculum and increase enrolment of female students	Programs at RSA are gender responsive Number of female students at RSA	MOWA: DGE Cooperate with RSA	✓	✓	✓	✓	✓	National budget and ODA
	18.3 Cooperate with Women Civil Servants' Association (WSCA) in safeguarding the rights	Rights and welfare of female civil servants addressed and monitored	MOWA: DGE Cooperate with WSCA, MOI and	✓	✓	✓	✓	✓	National budget and ODA

	and welfare of women civil servants		SSCS						
	18.4 Support leadership and management skills development of women civil servants	Leadership and management skills strengthened of women civil servants	MOWA DGE Cooperate with training institutes and universities	✓	✓	✓	✓	✓	National budget and ODA
Gender Mainstreaming Program									
Strategic Objective: Gender equality and the empowerment of women to be mainstreamed in national and sector policies and plans, and government reform programs including the sub-national level.									
Expected Output / Targets	Activities	Performance indicators	Responsible dep. at MOWA/CNCW	Time Frame					Source of Budget
				2009	2010	2011	2012	2013	
Gender Mainstreaming in National policies									
19 Gender Mainstreamed in the process of national formulation and monitoring	19.1 Engage in NSDP update formulation process to advocate for mainstreaming of gender-responsive measures	Gender responsive policy and indicators incorporated in NSDP Update	MOWA: DPS, DGE Cooperate with MOP, LM GMAGs, other TWGs	✓	✓			✓	National budget and ODA
	19.2 Engage with line ministries and MOP in CMDG reporting	CMDG monitoring and reporting is gender responsive	MOWA: DPS, DGE Cooperate with MOP, LM GMAGs, other TWGs	✓	✓	✓	✓	✓	National budget and ODA
Gender Mainstreaming at Sector level									
20 Strengthened	20.1 Build capacity for	Capacity building for	MOWA: DGE, DPS	✓	✓	✓	✓	✓	National

national and sub national gender mechanism	gender mainstreaming including gender analysis and advocacy for all ministries/institutions at national level, especially the GMAGs	gender mainstreaming including gender analysis and advocacy for all ministries at national and sub-national level	CNCW Cooperate with LM GMAGs						budget and ODA
	20.2 Advocacy with LM to support and prioritize gender issues in sector planning and reporting	All sector plans and reports are gender responsive	MOWA: DGE, DPS CNCW Cooperate with LM GMAGs, sector TWGs	✓	✓	✓	✓	✓	National budget and ODA
	20.3 Support preparation and implementation of GMAPs at national and sub national level	GMAPs at national and sub-national level have been established and implemented effectively	MOWA: DGE CNCW Cooperate with LM GMAGs, sector TWGs	✓	✓	✓	✓	✓	National budget and ODA
	20.4 Engendering the national statistical and survey system	Gender responsive national statistical system and surveys	MOWA: DPS, DGE Cooperate with MOP/NIS, TWG-PPR, relevant LMs and TWGs	✓	✓	✓	✓	✓	National budget and ODA
	20.5 Update and disseminate CGA “A Fare Share for Women” and other gender related information in Cambodia	The CGA ‘A Fare Share for Women’ and other gender related information have been updated and disseminated	MOWA: DGE, DI Cooperate with LMs, other TWGs	✓	✓	✓	✓	✓	National budget and ODA

21 Gender mainstreamed in macro economic policy	21.1 Cooperate and advocate with relevant stakeholders to research the needs and opportunities to improve the economic conditions of women in the context of the global economic crisis.	Needs and opportunities to improve the economic conditions of women researched	MOWA: DGE, DED Cooperate with MEF/SNEC, research institutes	✓	✓	✓	✓	✓	National budget and ODA
	21.2 Work with relevant LMs and partners on the development and implementation of a gender-responsive trade policy	Gender responsive trade policy developed and implemented	MOWA: DGE, DED Cooperate with MoC, research institutes	✓	✓	✓	✓	✓	National budget and ODA
	21.3 Recommend appropriate measures for economic development that meet the needs of women and especially the poorest and most vulnerable women	Appropriate measures identified for economic development that meet the need of women, especially the poorest and most vulnerable women	MOWA: DGE, DED Cooperate with MEF/SNEC, MOC, research institutes	✓	✓	✓	✓	✓	National budget and ODA
	21.4 Advocate for a National Policy or amendments to the Labour Law to recognise, organise and empower the 'informal sector' (enhance understanding, agree on minimum	Policy on 'informal sector' developed (enhancing understanding and agreement on appropriate protection on social protection	MOWA DGE, DED, Cooperate with MEF/SNEC, MOC, MIME, MOLVT	✓	✓	✓	✓	✓	National budget and ODA

	protection, social protection, economic security, voice and governance)								
	21.5 Advocate for incorporation of micro-enterprise holders in national policy discussion	Micro enterprise holders participate in national policy discussion	MOWA: DGE, DED, Cooperate with MEF/SNEC, MIME, MOC,	✓	✓	✓	✓	✓	National budget and ODA
22 Gender responsive poverty reduction, agricultural and rural development policies and services, including land and natural resources management	22.1 Support implementation of GMAP of MLMUPC and cooperate (with council of land reform) on gender responsive land policy	Land policies and reforms include key gender considerations. GMAP of land sector established and implemented	MOWA: DED, DGE Cooperate with MRD, MAFF, MOLMUPC, MOWRAM	✓	✓	✓	✓	✓	National budget and ODA
	22.2 Ensure women are equally represented in decision making bodies at sub-national levels responsible for natural resources management, including water and forest management committees at different levels	Improved gender parity in decision making at sub-national level for natural resources management	MOWA: DGE Cooperate with MRD, MAFF, MOWRAM	✓	✓	✓	✓	✓	National budget and ODA
	22.3 Research women's role in natural resource management, their needs and	Research results available and disseminated on women in natural resource management	MOWA DGE, DED Cooperate with MOE, MAFF,	✓	✓	✓	✓	✓	National budget and ODA

	opportunities to improve natural resource management and livelihoods; and promote awareness of their role	and livelihoods	MOWRAM, MRD						
	22.4 Research women's energy needs and promote policies and programs for energy that are pro-poor and gender sensitive	Research results on women's energy needs available and inform policies and programs	MOWA DGE, DED Cooperate with MOE, MAFF, MOWRAM, MRD	✓	✓	✓	✓	✓	National budget and ODA
	22.5 Mainstream gender considerations in national climate change adaptation and mitigation, policies, strategies, and dialogue.	Gender mainstreamed in policies and national programs on climate change.	MOWA DGE, DED Cooperate with MOE, MAFF, MOWRAM, MRD	✓	✓	✓	✓	✓	National budget and ODA
	22.6 Support improved access by women to extension services and resources for rural development	Increased access by women to services and resources for agricultural extension.	MOWA DGE, DED Cooperate with MAFF, MOWRAM, MRD	✓	✓	✓	✓	✓	National budget and ODA
23 Protection of women workers' rights and welfare including the informal sector	23.1 Ensure the full implementation of the labour code, especially in economic sectors important to women.	Labor code implemented effectively, especially in economic sectors important to women.	MOWA: DLP, DED, DGE and CNCW Cooperate with MOLVT, MOJ	✓	✓	✓	✓	✓	National budget and ODA
	23.2 Support the development of a safe	Gender responsive migration policy or	MOWA: DLP, DGE and DED	✓	✓	✓	✓	✓	National budget

	migration policy and/or development of a gender responsive migration law.	migration legislation.	Cooperate with MOLVT, MOC, MOI and MOJ						and ODA
	23.3 Support the development of a gender-responsive national strategy on social safety nets.	Policies and programs on social safety nets adopted and implemented.	MOWA: DLP, DGE and DED Cooperate with CARD	✓	✓	✓	✓	✓	National budget and ODA
	23.4 Advocate for/monitor gender responsive HR management policies and safe work environment in the private sector.	HR management policy and working environment in private sector increasingly gender responsive.	MOWA: DGE, DED Cooperate with MOLVT, MOC	✓	✓	✓	✓	✓	National budget and ODA
24 Gender Mainstreamed in Education for All Policies and Education Sector Strategic Plan.	24.1 Cooperate with MOEYS on gender responsive educational services and education management.	The 'Education for All' policy implemented effectively and gender responsive.	MOWA: DE, DGE Cooperate with MOEYS including MoEYS GMAG	✓	✓	✓	✓	✓	National budget and ODA
	24.2 Advocate for an increase in number of qualified female teachers and their continued capacity development and promotion, including an incentive program for female teachers.	Proportion and capacity of women teachers increased Incentive program set up	MOWA: DE and DGE Cooperate with MOEYS GMAG	✓	✓	✓	✓	✓	National budget and ODA
	24.3 Monitor girls' retention rates in	Regular monitoring and advocacy to address girls'	MOWA: DGE and DE	✓	✓	✓	✓	✓	National budget

	schools, especially up to grade 9	retention rate in school, particularly to grade 9	Cooperate with MOEYS GMAG						and ODA
	24.4 Advocate for attention to gender issues in education, especially focusing on the vulnerable, including disabled children, indigenous and minority ethnic groups	Gender issues including disabled children and indigenous and ethnic minority women have been incorporated in formal and informal education policies and programs	MOWA: DGE and DE Cooperate with MOEYS GMAG, NCDP, MoSAVY	✓	✓	✓	✓	✓	National budget and ODA
25 Gender concerns in legal protection addressed in mainstream legislation and policies.	25.1 Cooperation and advocacy on preparation of draft laws and regulations, and amendments of laws to be gender responsive.	Legislation and policies reviewed to respond to key gender considerations.	MOWA: DLP, (DGE) and CNCW Cooperate with CLJR, MOJ, CoM and sector ministries drafting laws.		✓	✓	✓	✓	National budget and ODA
	25.2 Advocacy and briefings for the National Assembly for gender responsive review of legislation	National Assembly takes gender considerations into account when reviewing legislation	CNCW and MOWA: DLP, (DGE) Cooperate with NA and Senate		✓	✓	✓	✓	National budget and ODA
	25.3 Research and engage in policy dialogue on ethnic minority women's access to legal services	Policy is informed by research findings on needs of minority women for legal services	CNCW or MOWA DGE/DLP Cooperate with MOJ and MOI		✓	✓	✓	✓	National budget and ODA
26 Health services,	26.1 Advocate for and	Level of access to health	MOWA: DH,	✓	✓	✓	✓	✓	National

	water, sanitation and hygiene promoted, especially targeting women and children	monitor improved access to health services, sanitation and implement/integrate attention to hygiene as part of training programs	services and sanitation including dissemination programs improved for women and children	DGE Cooperate with MOH, MRD						budget and ODA
27	Information and access to modern methods of family planning and birth control/birth spacing widely available	27.1 Advocacy and monitoring of increased access to modern methods of birth control/birth spacing	Increased access to information and modern birth control/spacing methods	MOWA: DH, DI, DGE Cooperate with MOH	✓	✓	✓	✓	✓	National budget and ODA
28	Gender responsive HIV/AIDS prevention and awareness integrated in all programs and activities.	28.1 Cooperate in integration of gender in raising awareness program on HIV/AIDS and mainstream HIV/AIDS prevention and awareness in all programs and activities	Program on HIV/AIDS prevention with gender included. Projects, programs and activities on awareness and intervention of the HIV/AIDS prevention.	MOWA: DH, DI Cooperate with NAA, NCHADS and actors named in Strategic Plan for women, girls and HIV/AIDS	✓	✓	✓	✓	✓	National budget and ODA
Gender Mainstreaming in National Government Reform Programs										
29	National program for legal and judicial reform is gender	29.1 Cooperate in gender mainstreaming of national program, including the development of gender	Gender responsive indicators for legal and judicial reform	MOWA: DLP, DGE, DPS and CNCW Cooperate with	✓	✓	✓	✓	✓	National budget and ODA

responsive	responsive indicators for the Legal and Judicial Reform Indicator and Monitoring System Project		CLGR						
30 National program for sub-national democratic development is gender responsive	30.1 Mainstream gender into guidelines, regulations and procedures related to organic laws on the Administrative Management of the Capital, Provincial, Municipalities, District, Khan, Communes and Sangkat and M&E the implementation	Gender responsive guidelines, regulations and procedures related to the Organic Law	MOWA: DGE Cooperate with NCDD	✓	✓	✓	✓	✓	National budget and ODA
	30.2 Develop and implement the strategies, guidelines, regulations and procedures for gender mainstreaming at sub national based on national program on D&D	Strategies, guidelines, regulations and procedures developed for gender mainstreaming at sub-national level.	MOWA: DGE Cooperate with NCDD and NCDD ministries	✓	✓	✓	✓	✓	National budget and ODA
	30.3 Support capacity development and effective functioning of the women and children consultative	WCCCs, CWCC and WCFPs effectively able to carry out their work	MOWA: DGE Cooperate with NCDD	✓	✓	✓	✓	✓	National budget and ODA

		committees (WCCCs) at provincial and district levels and commune council women and children committees (CWCCs), and commune women and children focal points (WCFPs)								
31	National program for Public Administrative Reform is gender responsive	31.1 Advocate for and monitor gender responsive policy, programs and guidelines related to recruitment, promotion and capacity development	Gender responsive policies, programs and guidelines related to recruitment, promotion and capacity development	MOWA: DGE, DA (PAR working group) Cooperate with CAR SSCS	✓	✓	✓	✓	✓	National budget and ODA
32	National program for Public Financial Management Reform is gender responsive	32.1 Advocate and monitor the integration of gender responsive budgeting, through gender responsive budget planning and reporting, and the monitoring of Gender Implication Statements, and promotion of women in decision making in the finance sector	Gender responsive budget allocation Gender implication statements prepared Proportion of women as decision makers in financial sector increased	MOWA: DGE. PFM working group) Cooperate with MEF PFM-RP	✓	✓	✓	✓	✓	National budget and ODA

CEDAW implementation										
33	CEDAW is implemented and concluding comments are addressed and monitored	33.1 Implement the CNCW action plan to promote and follow up on the implementation of CEDAW and the dissemination of the concluding comments, and meet State obligations in regard to reporting	CNCW action plan implemented. CEDAW and concluding comments disseminated and implemented Report to CEDAW committee submitted	CNCW Support from TWG-G	✓	✓	✓	✓	✓	National budget and ODA
Cross-cutting Area: Strategic Management, Capacity Development and Aid Effectiveness										
Strategic Objective:										
To ensure effective implementation of Neary Rattanak 3 through the implementation of government policies related to good governance, public administrative reform, public financial management reform and aid effectiveness.										
Expected Output / Targets	Activities	Performance indicators	Responsible dep. at MOWA/CNCW	Time Frame					Source of Budget	
				2009	2010	2011	2012	2013		
34 Effective and efficient internal and external information and communication	34.1 Development of national network of media practitioners reporting on GE issues, including providing training on gender equality	National network of media practitioners established with increased capacity to report on gender issues	MOWA: DGE, DI CNCW	✓	✓	✓	✓	✓	National budget and ODA	
	34.2 Revise/update and implement the communication and advocacy strategy,	Communication and advocacy strategy developed.	MOWA: DA, DI, DGE CNCW	✓	✓	✓	✓	✓	National budget and ODA	

	both for internal and external communication and for advocacy								
	34.3 Increase the scope and quality of information and communication	Quality and scope of information and communication increased	MOWA: DI, DA, Cabinet, DIR CNCW	✓	✓	✓	✓	✓	National budget and ODA
	34.4 Increase dissemination and information, including the NR3	Information dissemination improved, including the dissemination of NR3	MOWA: DI, CNCW	✓	✓	✓	✓	✓	National budget and ODA
35 Results based management principles and practices introduced and developed	35.1 Functional review of MOWA and CNCW according to mandate and strategic plan(s)	Functional review completed.	MOWA: DA (PFM working group) and relevant departments CNCW	✓	✓	✓	✓	✓	National budget and ODA
	35.2 Carry out capacity assessment and develop capacity development strategy in support of improved monitoring, administration and finance, and joint programming and management of ODA	Capacity assessed and strategies in place to improve management and practices in relation to finance and administration of budget and ODA	MOWA: DA, relevant departments CNCW	✓	✓	✓	✓	✓	National budget and ODA
	35.3 Implement Human Resource Management practices according to	HR management program implemented according to guidelines.	MOWA: DA, DFL (PAR working	✓	✓	✓	✓	✓	National budget and ODA

	PAR "guidelines", including capacity development of administration and personnel and Performance Assessments	Capacity developed of administration and personnel staff for implementation of PAR	group) CNCW						
	35.4 Develop accountability and transparency in financial management and efficient logistics handling and supply by implementing PFMRP at MOWA and CNCW	PFMRP implemented and monitored	MOWA: DFL, DA, DPS, DIA (PFM working group) relevant departments CNCW	✓	✓	✓	✓	✓	National budget and ODA
	35.5 Comprehensive planning and monitoring system in place for implementation and monitoring of results against work plans and strategy including capacity development in results based planning and reporting.	Planning and monitoring system in place. Strengthened capacity for results based planning and reporting.	MOWA: DPS, DA CNCW	✓	✓	✓	✓	✓	National budget and ODA
	35.6 Strengthen collection and analysis of evidence-based data and statistics, and setting up of data systems including	Systematic collection of reports Information and data effectively catalogued and capacity developed for analysis and	MOWA: DPS, DGE, DI CNCW						National budget and ODA

	collection and compilation /cataloguing of reports and studies	interpretation of data.							
	35.7 Develop and expand access to management information system database to serve the needs of the MOWA and CNCW management both for planning and reporting, and monitor implementation of annual work plans for Neary Rattanak III	Management information system database developed and effectively used	MOWA: DPS, DA CNCW	✓	✓	✓	✓	✓	National budget and ODA
36 Quality and timely reporting on international and regional commitments	36.1 Facilitate consultation and drafting of/ contribution to reports for international and regional commitments and treaties (CEDAW, BPfA, CRC, WfC, ASEAN declarations, etc.)	Reports for international and regional commitments (CEDAW, BPfA, CRC, WfC, ASEAN declaration etc) developed and submitted.	MOWA: DIR, DGE, DPS CNCW	✓	✓	✓	✓	✓	National budget and ODA
37 MOWA effectively engaging in CDCF-GCDD dialogue through the TWG-Gender	37.1 Advocate with CDC for inclusion of strategic gender equality issues on the agenda and on aid effectiveness reviews and reports, surveys,	CDC meetings, reports and reviews incorporate key gender equality considerations	TWG-Gender secretariat/DGE/ DIR	✓	✓	✓	✓	✓	National budget and ODA

and effectively promoting enhanced partnerships and coordination around gender equality and women's empowerment.	etc.								
	37.2 Facilitate, implement and monitor the TWG-G action plan and relevant JMIs, including gap analysis and resource mobilisation for implementation	TWG-Gender action plan and relevant JMIs implemented and monitored	TWG-Gender secretariat /DGE/DPS/DIR	✓	✓	✓	✓	✓	National budget and ODA
	37.3 Develop a Program Based Approach to Gender Mainstreaming, including management of ODA, tracking pipeline projects, and updating the CRDB ODA database.	PBA on gender mainstreaming, including management of ODA, tracking pipeline projects and updated CRDB ODA database.	TWG-G secretariat MOWA: DPS, DIR, DGE, , DA, DFL, sector departments CNCW	✓	✓	✓	✓	✓	National budget and ODA
	37.4 Facilitate and coordinate international relations and regional cooperation, including protocol with MFA	International and regional cooperation and communication and protocol with Ministry of Foreign Affairs and International Cooperation well managed	MOWA DIR, CNCW	✓	✓	✓	✓	✓	National budget and ODA

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