

Royal Government of Cambodia

Nary Rattanak: Women Are Precious Gems

Five Year Strategic Plan

by

The Ministry of Women's and Veteran's Affairs

Foreword

It is my great pleasure to present a medium-term plan for the promotion of the socio-economic status of women and veterans. This plan demonstrates the Royal Government's commitment to improve the status of women, veterans and their families, who are vital human resource of Cambodia. The need for human resource development for women, veterans and their families is tremendous and cuts across all sectors, at all levels. Therefore, the Ministry of Women's and Veteran's Affairs would like to draw the attention of all actors within the Royal Government of Cambodia and active groups in civil society to ensure that the interests of women, veterans and their families are integrated into our planning and implementation processes.

Nearby Rattanak is a new image of Cambodian women, moving from a disadvantaged group to the nation's invaluable assets and its economic potential. The new strategy requires us to develop new programmes organized first around human resource development, both internal and external, and strong emphasis on strategic management. Fulfillment of our mandate will not be an easy process. Thorough assessment in priority areas and actions needs to be undertaken once this strategic plan is adopted. Mobilization of resources, both internal and external to MWVA, will be negotiated as we proceed to identify gaps. I trust that our vision for the promotion of the status of women and veterans will be shared with our partners within the Royal Government of Cambodia and our development partners in the near future.

I would like to express my sincere gratitude to a group of people who assisted this planning processes. MWVA preparatory committee (Ms. Hou Samith, Director-General, Ms. Chou Bun Eng, Inspector-General, Ms. Keth Sam Ath, Deputy-Director-General and Ms. Kasumi Nishigaya, JICA Advisor on Gender and Development) was formed and prepared the initial draft after discussing with all directors. Ms. Joanne Morrison of UNDP/CARERE and Ms. Thida Kus, Executive Director of Silaka provided their support as external facilitators during the planning workshop. The workshop outcome was finally compiled as the Five-Year Strategic Plan for MWVA by the MWVA team and Ms. Kasumi Nishigaya.



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Minister for
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25 February 1999

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Section I: Introduction

The Ministry of Women's and Veteran's Affairs is, by definition, the national machinery for the promotion of the status of women. It is envisaged to act as a catalyst for encouraging public institutions, groups in the civil society and private sector to integrate gender equality issues into their policies and programmes. The Ministry of Women's Affairs, a predecessor of MWVA, was established on 24 January 1996. It replaced the Secretariat of State for Women's Affairs (SSWA) which was established in 1993 immediately after the United Nations Transitional Authority for Cambodia (UNTAC) supervised elections. Prior to this, women's needs were primarily addressed by the Women's Association of Cambodia (WAC) in the State of Cambodia and the Khmer Women's Association (KWA) along the Thai-Cambodian border for exiled Cambodians.

WAC began to be involved in relief work when a small number of international NGOs, the United Nations Children's Fund (UNICEF) and the World Food Programme (WFP) started to operate in Cambodia. WAC acted as an executing agency for the UNICEF Women-in-Development projects as well as other relief projects of NGOs. These projects were emergency relief work and direct service delivery to women. After these projects were absorbed into the national programme of SSWA following the 1993 election, the SSWA was seen as an agency for direct service delivery to women rather than as the national machinery for the promotion of the status of women.

As the above historical background demonstrates, gender mainstreaming approach is a relatively new introduction and was not widely practiced in MOWA. Under its new mandate, it is envisaged that the MWVA will play a catalytic role within RGC to encourage all line ministries, local governments and public institutions to integrate gender equality concerns into their own mandates, policies and programmes.

MWVA is also expected to collaborate with non-governmental organizations (NGOs) especially national women NGOs, in order to ensure that women's agenda and gender equality issues are integrated into the public decision-making processes and to serve as a forum for women in Cambodia. Since the Paris Peace Accord of 1992, many national NGOs advocating for women's rights have been formed. Needs for coordinating their activities have become more acute.

MWVA is also expected to guide and coordinate all external assistance to WID and GAD areas, roles of which are clearly defined in the Royal Decree of 24 January 1996. However, since no law has been adopted to define roles and functions of NGO (both international and national) and their relation to the RGA development plans, valuable funds and technical assistance provided by external agencies have often bypassed MOWVA and were channeled

directly to NGOs without MOWA's knowledge. In addition, some donors have clear policies not to assist the structures of RGC. Therefore, MWVA's function of guiding and coordinating the external assistance has remained weak to date.

The Beijing Platform of Action for the Promotion of the Status of Women stipulated four keys to successful functioning of the national machinery as follows:

- ◊ High profile in the government;
- ◊ A comprehensive system enabling active support and participation of a broad and diverse range of other institutional actors for the promotion of the status of women including legislative bodies, academic and research institutions, professional associations, trade unions, cooperatives, local community groups, women NGOs, media, religious groups, youth organizations and private sector;
- ◊ Sufficient allocation of financial and human resource and;
- ◊ Opportunities to participate in all decision-making processes in the government.

In order to best address its mandate, MWVA considers that following are the highest priority areas:

- ◊ to develop first its human resource to equip itself as the national machinery for the promotion of the status of women;
- ◊ to proactively assess needs of women at the grass-roots, plan and implement multi-sector poverty alleviation programmes with women groups, NGOs and local governments by fully utilizing its extensive structure down to the district level;
- ◊ to establish and develop effective planning and coordination mechanism with focal point officers in line ministries, NGOs and the international community and;
- ◊ to collect and collate data and research papers on the situation of women in Cambodia and based on them, guide a national investment plan for the promotion of the status of women.

In this strategic plan, a review of activities by SSWA and MOWA between 1993-1998 will be presented. It will then be followed by a brief situation of Cambodian women by highlighting four sectors which are critical to Cambodian women: education, health, legal protection and economic empowerment. After that, the outcome of the strategic planning workshop will be presented, namely the vision of MWVA, the mission statement of MWVA and current issues of concern to MWVA. The final section will be made up of programmes which were formulated during this valuable workshop.

Section II: Review of Activities Between 1993-1998

In 1993, the Secretariat of State for Women's Affairs was created and given responsibilities for the promotion of women's status within the new Royal Government of Cambodia. It was later upgraded to a Ministry in 1996. The achievements of this new entity during the first five years are:

- Focal point officers for the promotion of the status of women were appointed in the relevant line ministries and public institutions;
- Altogether 11 Women's Development Centres were established as community-based forums for women's training courses and meetings;
- Some legislation to protect and promote women's rights has been adopted;
- Public information campaigns took place during the International Women's Day, World AIDS Day, May Day and so forth;
- The first woman Minister for Women and Veteran Affairs was appointed after the General Election of 1998 and;
- The Women's Forum, a national coordination forum between MWVA and NGOs, has been established and regular meetings are planned for strategic planning and advocacy for the promotion of the status of women.

The Ministry has also managed and gained work experience by implementing collaborative programmes with donors, United Nations agencies and international agencies:

- Technical Assistance Mission for Strengthening the Capacity of the Secretariat of State for Women's Affairs (ADB)
- Project Preparation Technical Assistance for Employment Generation Project (ADB)
- Strengthening MWVA's capacity in Birth-Spacing and Reproductive Health Education (UNFPA)
- Multi-Sectoral Responses to HIV/AIDS (UNAIDS)
- Literacy/Community-Based Child Care Programme (UNICEF)
- Micro-Credit Programme (UNICEF)
- Local Development Programme In Collaboration with NGOs (JICA)
- Capacity building (gender mainstreaming) of staff members of MWVA, Provincial Department of Women's Affairs and Women's Centres (CARERE/UN, APHEDA, JICA, GTZ)
- Management of NGO funded projects for the empowerment of women (GTZ, JICA and NGOs)

Key staff members of MWVA also participated in the training courses relevant to the mandate of MOWA offered by the following donors:

UNDP, UNDP/CARERE, JICA, ILO, Women's World Banking, UN/ESCAP, UNIFEM, UNFPA, Royal Government of Thailand DTEC, Malaysian Government, ASEAN Secretariat etc

Section III: An Overview of the Situation of Cambodian Women and Veterans

A. Women's Access to Education

1. Adult Literacy

Adult literacy rate is much higher for men than women in all geographical areas: Phnom Penh, other urban and rural.

Sex	Phnom Penh	Other Urban	Rural
Male	90.9	84.0	77.9
Female	74.8	63.7	54.7

Between 70% and 90% of adult women over 25 years old in Cambodia have not completed primary education. On the other hand, between about 40% and 72% of adult men over 25 years old in Cambodia have not completed primary education (Ministry of Planning National Institute of Statistics, Report on the Cambodian Socio-Economic Survey 1997, pp. 10-11).

2. Enrollment in Schools

Cambodian boys and girls start on an equal footing in primary education. They have roughly similar enrollment rates up to the age 10, then girls start falling behind boys (Ministry of Planning, Cambodian Human Development Report, 1998, p. v). This gap widens sharply from the age 13 and 14, the beginning of puberty. In the Grade 11, which is the last year of secondary education, the proportion of girls to boys is 36.6% in Phnom Penh, 22.8% in other urban areas and 12% in rural areas.

Low enrolment of girls at this level will make it difficult for girls to see many female role-models in upper level of education as well as in the society.

3. Universities and Technical and Vocational Education and Training

Girls are poorly represented in university education as well, and most are clustered in humanities and teacher training. They are also poorly represented in formal technical and vocational education and training.

3. Complementary Schools

While the Ministry of Education has set up complementary schools in six provinces, not a single woman is enrolled in these schools.

Lack of basic education, literacy and numeracy limits the absorption of knowledge and skills. Therefore, Cambodian women face more difficulties than men in enhancing their health and income earning ability. Their disadvantaged status in education impacts the social and economic development of Cambodian society negatively since it limits women's contribution not only in economic activities, but also in reproductive activities of the family, particularly care and education of children. Low enrolment rates of girls in schools also suggest that it is very likely that poverty will be repeated in the next generation unless serious interventions are undertaken in the immediate future.

The following actions are required:

- ◊ expanding of non-formal education and child/care for women and veterans
- ◊ providing merit-driven scholarships/boarding bursaries and establishing female-only dormitories for female students in secondary schools
- ◊ national campaigns for enrollment and literacy for all

B. Women's Reproductive and Sexual Health

The proportion of women who have knowledge of birth-spacing methods and practice them are low: 13% (National MCH Centre-Ministry of Health, 1995, p. 42). Further, only 7% use modern methods, be it IUDs, pills or injections. Due to the low level of knowledge on birth-spacing combined with low supply of contraceptives, women become pregnant too often and with too short an interval. Total fertility rate (TFR) in Cambodia is estimated to be around five and the rate is higher in rural areas.

The spread of HIV/AIDS is also a serious concern to women and men in Cambodia. The predominant mode of transmission in Cambodia is heterosexual, i.e. by men who frequent commercial sex workers and pass it on to their permanent partners. Recent sentinel survey indicates that almost 50% of commercial sex workers are HIV positive, 7-8% of police and military personnel and 2% of ante-natal clinic clients, rates as high or higher than in Thailand. Lack of knowledge on the nature of the disease, transmission and prevention method among the general population contributes the spread of HIV.

Considering the disadvantaged status of Cambodian women in all spheres of their lives, it is difficult for them to negotiate or assert safe sex practices with their partners. No study has

been undertaken on women who are not commercial sex workers.

The following actions will be required:

- ◊ increasing the level of knowledge on women's reproductive and sexual health among women through community-based counseling and referral services
- ◊ media campaigns targeting general public, decision-makers and opinion leaders to increase awareness on women's health
- ◊ improving access to reproductive health services nation-wide, particularly in rural areas
- ◊ pilot activities related to Women and AIDS by closely collaborating with the National AIDS Authority and its multi-sectoral units
- ◊ MWVA Women and AIDS Committee initiating researches on Women and AIDS in order to develop policies and strategies

C. Legal Protection for Women

The Constitution of the Kingdom of Cambodia covers women's rights in almost all spheres of their life. During the last administration, the National Assembly either drafted or adopted laws protecting and promoting women's rights, i.e. the Law on Abortion, the Law on the Suppression of the Kidnapping, Trafficking and Exploitation of Human Persons and a draft law related to domestic violence. As the legal system in Cambodia is still very weak in terms of its human and financial resources, law enforcement has been weak.

Legal literacy among Cambodians is also low. Women, who are victims of violence, do not resort to litigation as the existing legal services charge them a lot. Moreover, there are few women-oriented legal service points. Awareness of the general public, decision-makers and opinion leaders about women's rights remains very low.

The following actions are therefore required:

- ◊ training of community-based legal counselors for counseling and referrals
- ◊ setting up a formal system of referral
- ◊ training women for legal literacy and collective actions
- ◊ production of information materials for women's rights
- ◊ upgrading facilities of legal services at the community-level
- ◊ development of advocacy strategies
- ◊ drafting legislation

D. Women's Participation into Economic Development

Cambodian women contribute much in economic activities, yet they do not fare equally to men. Larger proportions of women than men work in family-operated farms or businesses without pay. For example, in rural areas, only 15.4% of men work in family-operated farms or businesses without pay, while as high as 46.2% of women work in similar settings. In other urban areas, 9.3% of men work in family operated farms or businesses without pay, while as high as 30.7% of women work in similar settings. In Phnom Penh the rates are 2.4% of men and 10.1% for women respectively.

There is a higher unemployment rate for women in rural and urban areas. For example, 5.5% of female population, in contrast with 3.4% of male population, are not employed in other urban areas. In rural areas, 2.2% of female population, in contrast with 1.7% for male population, are not employed.

A large proportion of the female labour force in rural Cambodia is untapped and their income generating opportunities are limited since they face many constraints (e.g. lack of skills, opportunities and child-care) to participate in economic activities.

Cambodian women are known for their trading skills (The Siam Society, 1993). But they lack entrepreneurial skills to survive the 21st century liberal market. Their lack of entrepreneurial skills is manifested in the tireless production of goods which are to identical each other. Most of them are taught to produce goods through emulation rather than innovation, so the informal sector market has a tendency of saturation.

Many female entrepreneurs lack confidence and self-esteem as well as business, managerial and marketing skills. This makes it difficult for them to enhance their businesses particularly its growth in scale. There is no business association of Cambodian women. They are isolated and opportunities for information/know-how, exchange and collective action have never been explored.

Although many women are active in small businesses, capital is not easily available to them. The largest credit provider, ACLEDA, covers only 11 provinces in Cambodia. MWVA covers almost all provinces for its credit operation, but funds are low. In addition, business and management training is lacking.

Girls/women who enter the labour market are more likely to be less educated and skilled than boys/men. The garment manufacturing industry which is the largest foreign currency earner for Cambodian economy hires more than 60,000 Cambodian women, most of whom are young and single (Ministry of Commerce, Generalized System of Preference, 1998). Most

of them suffer from low wages, poor working conditions as well as sexual and physical abuse by employers and middle-management. They lack confidence, self-esteem, knowledge of the Labour Code and skills/determination for collective actions. Their opportunities for promotion are hampered by lack of training in higher skills in integrated apparel production such as computer-based designing, cutting and quality controlling.

The following actions are therefore required:

- income generating opportunities for women and families of demobilized soldiers (on-farm and off-farm)
- expanding integrated management programmes for women in business and farm household
- enhancing appropriate banking system for women in rural areas
- establishing a nation-wide network for women leaders in business and farm household
- other occupation-oriented technical and vocational training

E. Veterans and Their Families

MWVA is entrusted with special tasks to cater the needs of demobilized soldiers and their families at their last stage of reintegration. The total number of the primary target group is estimated to be 55,000 persons consisting of those who are from regular forces (37,700 persons) and special groups (17,300 persons: female soldiers, disabled, spouses and chronically ill). The entire target group is estimated to be approximately 290,000 persons given an average family size of 5.2 persons (Ministry of Planning, 1997, p. x).

The Royal Cambodian Armed Force soldiers are more disadvantaged than the nation's average. Only 10% of soldiers completed secondary school. Few have skills to generate income as well as other economic activities. Prior to their participation into RCAF, few reported to have experience in economic activities. 36% of them reported that they worked as farmers. More than half of the soldiers reported to possess some skills in a range of petty professions such as driving and masonry. 11% of them reported no skills at all.

RCAF soldiers are mostly from poor households. More than half of the soldiers have no house and other assets. Only 34% of them report that they have access to any land. Few have drought animals such as cows and water buffaloes which are considered to be "assets" in rural farm households. RCAF soldiers have slightly larger families than the national average, or 5.2 on average in comparison with the national average of 4.9.

The majority of soldiers are married, but the divorce rate is higher than the national average which may be an indication of stress and social dislocation due to this particular profession.

More than half of them report that their father is dead. 36.9% of them report that their mother is dead. Lack of familial ties may hamper the process of reintegration of veterans and their families (Cambodian Veterans Assistance Programme Secretariat, 1996).

Many are in poor health affecting their ability to work. Malaria is endemic among the soldiers. HIV/AIDS is said to spread fast among the military /police, too.

The following actions are therefore required:

- ◊ information, counseling and referral
- ◊ access to productive assets (land, equipment, drought animals)
- ◊ access to capital
- ◊ apprenticeships, skills and vocational training
- ◊ formal education
- ◊ job placement
- ◊ special support to the most vulnerable groups
- ◊ community services
- ◊ setting up veterans associations

MWVA is a member of the National Commission for Demobilization and Reintegration which was established in 1995 for the preparation and implementation of the Cambodia Veterans Assistance Programme (CVAP). MWVA will collaborate with all members in the Commission in order to implement national policies on demobilization.

Section IV: Vision

The Cambodian people, both women and men, are united and moving forward to build a prosperous and peaceful nation, upholding law and order through a just and transparent system with good governance which leads to social, economic and political stability.

Commitments and social change give women, veterans and vulnerable members of the society maximum access to services and control of resources at all level and opportunities to take part in decision-making with full protection against all forms of discrimination.

Section V: Mission Statement

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For the effective enforcement of the Platform of the Royal Government of Cambodia, the Ministry of Women and Veteran Affairs shall play a key role in promoting and protecting the welfare and rights of women, veterans and their families in collaboration with government institutions, then private sector, civil society and the international community. In order to

develop the full potential of human resources, especially women, veterans and their families, the Ministry of Women and Veteran Affairs shall contribute in the following areas:

- Major of*
- ◊ skills development and job creation in order to improve the living conditions and national economy;
 - ◊ improvement of their literacy;
 - ◊ improvement of health, especially by reducing maternal mortality rate and risks to HIV;
 - ◊ reduction of violence against women, especially domestic violence and trafficking for involuntary works;
 - ◊ reduction of discrimination in the family and society and;
 - ◊ effective promotion of legal literacy and law enforcement in relation to the rights of women and veterans.

Fulfillment of our mission shall contribute to the creation of dignity, equality, development, stability and real peace in our society.

Section VI: Issues for the Next Five Years

During the strategic planning workshop, MWVA management and staff undertook SWOT analysis. The following points were elucidated as issues critical to programme formulation.

Thematic Enhancing Women's Participation in Economic Development

- ◊ No donor assistance has been provided since UNICEF team departed.
- ◊ Transparency for credit management is required.
- ◊ Women entrepreneurs need empowerment training other than credit management.

Enhancing Women's Reproductive Health and Rights

- ◊ To date, a national mechanism to monitor the implementation of CEDAW remains weak. There is a strong need to strengthen the monitoring system which is participated by NGOs, community groups and focal points in line ministries.
- ◊ There is an urgent need for a coordinated advocacy for legislation to penalize violence against women, especially domestic violence.
- ◊ The department is dependent on UNFPA assistance. There is a need to diversify donor assistance.
- ◊ There are many issues in the promotion of women's reproductive health. It is important to prioritize them.
- ◊ Women and HIV/AIDS needs multi-sectoral responses. MWVA, as a member of the newly established National AIDS Authority, will work under this national umbrella and

contribute to the formulation of strategies to address these enormous tasks.

- ◊ Safe motherhood is a goal MWVA will try to reach in collaboration with the MOH.

Policy and Planning

- ◊ Research capacity of MWVA remains weak. Many studies have been undertaken on the situation of Cambodian women by various institutions. It is necessary to consolidate them into a comprehensive women's studies programme at the national level, ideally at the University of Law, Phnom Penh, so that research outcomes will be fully utilized into policy development as well as teaching curriculum.
- ◊ Many reports on Cambodian women have been published but MWVA does not know clearly how to utilize them for policy formulation. Research topics have not been prioritized, either.
- ◊ So far, there was no research work on reviewing the impact of policies on Cambodian women.
- ◊ It was pointed out that there is a strong need for concerted advocacy coordinated by MWVA and NGOs.
- ◊ Many gender training courses have been organized. But key concepts have not been understood correctly, for example, gender awareness-raising, gender analysis framework and gender planning methodology. Training curriculum has not been developed and tailored to the needs of each target group, either.
- ◊ There is a strong need for identifying the current situation of veterans as well as a plan for demobilization.

Finance and Administration

- ◊ There is no transparent system for procurement, budgeting and finance procedures. Staff capacity in finance and administration remains low.
- ◊ Many MWVA staff were trained overseas for special skills. But MWVA does not have an inventory of human resource and policies for personnel development.
- ◊ MWVA does not have a system of making inventories of non-expendable and expendable property and items.

Human Resource Development

- ◊ Cambodian women and girls are at a significant disadvantage relative to men and boys in education. Narrowing the gender gap by incentives (e.g. dormitories, scholarships, free textbooks and uniforms) and advocacy targeting at decision-makers, parents and girls themselves will be urgently required.
- ◊ Since MWVA moves towards the goal of gender equality and adopts gender

mainstreaming approach, more specialized training courses such as research, information and advocacy will be required.

- ◊ MWVA has not had clear human resource development policies. Some staff left MWVA as soon as they completed training courses.
- ◊ There is no curriculum for legal literacy which is one of the critical programme for Cambodian women.
- ◊ MWVA staff do not have a trade union. Therefore, motivation for mutual help and encouragement remains low.
- ◊ MWVA needs to formulate integrated social services for veterans.
- ◊ MWVA should have human resources to provide support to its gender focal points in other ministries.

Information and Communication

- ◊ MWVA needs to upgrade its IC programme to catalyze women's agenda so that it is integrated into the public decision-making processes. But its staff lacks specialized skills and techniques to utilize research outcome.
- ◊ Alternative media, i.e. community radio, needs to be developed in order to change attitudes and behaviour of general public and build self-esteem and confidence among women themselves.
- ◊ In general, mainstream media seems to discriminate against women and vulnerable groups by stereo-typing roles and functions of women and vulnerable groups.
- ◊ Media downgrades the value of women

Strategic Management

- ◊ There is a need for establishing MWVA wide monitoring and evaluation system.
- ◊ There is a need for developing strategies and guidelines for gender mainstreaming in line ministries, public institutions and NGOs. Many line ministries do not consider women's issues and gender equality as their concerns. MWVA needs to start prioritizing line ministries programmes for mainstreaming and trend-setting a system of collaboration between itself and a model line ministry programme. The department of Women's Health pointed out that it already has a Memorandum of Understanding for Cooperation with the National Centre for Maternal and Child Health. The Department of Education, Training and Information also pointed out that it collaborates with Department of Non-Formal Education of the Ministry of Education. It was recommended that the collaboration of the latter be formalized.
- ◊ There is an urgent need to develop strategies for Women and HIV/AIDS issues. MWVA already established an inter-departmental committee for Women and HIV/AIDS. The committee needs to initiate the process and ensure the strategies will be adopted in the

First National Conference on AIDS in Cambodia.

- There is a need to establish a system to monitor all legislation which affect women and veterans rights.
- MWVA needs to create a transparent governance and management structure.
- There is an urgent need to develop a National Policy Against Trafficking of Women. MWVA should be the focal point to initiate and coordinate the tasks.

Programme 1: Strategic Management

Goal: Development of institutional framework in the Ministry and the Royal Government of Cambodia in order to promote the status of women, veteran and their families

Outputs:

- ◊ Strategies and system for implementing, monitoring and evaluating gender mainstreaming within MWVA will be developed and enforced.
- ◊ Strategies and system for implementing, monitoring and evaluating gender mainstreaming within the Royal Government of Cambodia will be developed and enforced.
- ◊ Policies, strategies and institutional framework for implementation of Women and AIDS will be developed and enforced.
- ◊ Legislation affecting the rights of women and veterans will be closely monitored for future planning purposes.
- ◊ Capacity of MWVA will be developed and collaboration with external agencies will be strengthened.
- ◊ Management and decision-making processes within MWVA will be strengthened and become transparent.
- ◊ The National Women's Centre will be established and function as the centre-of-the-centre for Women's Centres in provinces.
- ◊ Women's Forum will be strengthened.
- ◊ Incentive and promotion system for MWVA staff will be strengthened.
- ◊ Women and AIDS policies and strategies will be developed and operationalized by MWVA Women and AIDS Committee.

Activity	Implementation	Location	Year	Inputs	Risks
development of strategies and system for implementing, monitoring and evaluating gender mainstreaming within MWVA	MWVA management	Phnom Penh	1999	TA grant	
development of strategies and system for implementing, monitoring and evaluating gender mainstreaming within the Royal Government of Cambodia	as above	as above	1999	TA grant	
monitoring legislation affecting the rights of women and veterans	as above	as above	1999	TA grant	
development of internal strengths of MWVA and partnership with external agencies	as above	as above	1999	TA grant	
strengthening the transparency in management and decision-making	as above	as above	1999	TA grant	
The National Women's Centre will be established and will function as the centre of Women's Centres in provinces.	as above	as above	1999	TA grant	
strengthening the Women's Forum	as above	as above	1999	TA grant	
strengthening the incentive and promotion system for MWVA staff	as above	as above	1999	TA grant	

Programme 2: Policy and Planning

Goal: Development of policies and plans for the promotion of the status of women, veterans and their families

Outputs:

- ◊ A report on the current status of women and veteran's research will be compiled.
- ◊ Key institutions which will implement gender's studies will be identified and researches will be undertaken.
- ◊ Research outcome and legislation will be disseminated widely within the Ministry and the Royal Government of Cambodia and be utilized by the decision-makers, opinion leaders and women groups for their planning purposes.
- ◊ Annual plan and five-year plan will be developed.
- ◊ An institutional framework for inter-departmental collaboration within MWVA and external relation with donors will be established and strengthened.
- ◊ Advocacy issues and strategies will be identified and developed.
- ◊ A system for monitoring and evaluation will be established.

Activity	Implementation	Location	Year	Inputs	Risks
to update the existing researches/statistics on Cambodian women and veterans and identify the research needs in the future	MWVA	Phnom Penh	1999-2003	TA grant	Assistance from donors may not be secured. Members of the Women's Forum may not cooperate with MWVA for advocacy.
To identify suitable research institutions which are able to undertake researches for MWVA	MWVA	Phnom Penh	1999-2000	TA grant	
To disseminate legislation affecting the status of women, veterans and their families	MWVA	Phnom Penh provinces	1999-2003	TA grant	
To review and appraise MWVA activities, initiate strategic planning workshop and compile plans	MWVA	Phnom Penh provinces	1999-2003	TA grant	
to develop and monitor MWVA internal and external collaboration	MWVA	Phnom Penh	1999-2003	TA grant	
to identify issues and strategies for advocacy	MWVA Members of the Women's Forum	Phnom Penh	1999-2003	TA grant	
to monitor and evaluate the extent of gender mainstreaming in MWVA and the institutions in RGC	MWVA	Phnom Penh	1999-2003	TA grant	

Programme 3: Reproductive and Sexual Health

Goal: Promotion of Women's Reproductive Health

Sub-Programme 1: Strengthening the Capacity of MWVA for Integrating Gender Issues into the Promotion of Women's Reproductive Health

Outputs: *indicators*

- ◊ Capacity of MWVA staff in the promotion of women's reproductive and sexual health will be increased.
- ◊ Women's knowledge on the promotion of reproductive health will be increased.
- ◊ Access to contraceptives will be increased through community-based distribution system in target areas.
- ◊ Information on the promotion of reproductive health will be available through the distribution of IEC materials.
- ◊ More decision-makers, opinion leaders and women group will be aware of and support for the promotion of reproductive health.
- ◊ Relationship between MWVA and the National Centre for Maternal and Child Health, MOH will be increased.

Activity <i>Formular</i>	Implementation	Location	Year	Inputs	Risks
capacity-development of MWVA staff	MWVA/UNFPA/MSI	Phnom Penh Overseas Provinces	1999-2003	TA	Support from RGC may not be secured.
to increase the knowledge level of clients on the promotion of reproductive health	MWVA/UNFPA/other donors	Phnom Penh Communities Villages	1999-2003	local trainers	Cooperation with the following actors may not be secured (MWVA, provinces, NGOs and other donors)
to increase the availability of contraceptives at the community level	MWVA/volunteers	Provinces Communities Villages	1999-2003	TA/local trainers	
to increase the amount of information on the promotion of reproductive health among the general population, women and decision-makers	MWVA/UNFPA/MSI	Phnom Penh Target provinces	2000	TA (communication expert)	Participation from the communities may become low.
to sensitize decision-makers on the promotion of reproductive health and advocate for their support	MWVA/MOH	Phnom Penh Provinces	1999	TA High level seminars and workshops targeting at the decision-makers	
monitoring and evaluation	MWVA	Phnom Penh	1999-2003	TA grant	

Sub-Programme 2: Reduction of Violence Against Women and Children

Outputs:

- ◊ Capacity of MWVA staff and focal point officers in line ministries and provinces will be upgraded.
- ◊ Reports on the current situation of women and children victims of violence will be reduced.
- ◊ Legislation, policies and strategies to penalize trafficking in and violence against women and children are adopted and enforced.
- ◊ Legal literacy rate will be increased.
- ◊ The number of women and children victims of violence is reduced.
- ◊ The number of women and children victims of violence who receive effective counseling, referral and empowerment training will be increased.

Activity	Implementation	Location	Year	Inputs	Risks
capacity development of MWVA staff		central and provincial	1999-2003	TA grant	Draft legislation may not become agenda of the Council of Ministers. Donors assistance may not be secured. Members of the Women's Forum may not collaborate with MWVA.
setting-up a sub-committee of legal protection in the Women's Forum, developing and adopting joint strategies between MWVA and NGOs	all partners in the Women's Forum and MWVA	central	1999-2003	TA grant	
collection of quantitative and qualitative data on violence against women	MWVA and NGOs	central and provincial	1999-2003	TA grant	
legal literacy training	MWVA, focal point officers in line ministries and provincial governments, NGOs	central and provincial	1999-2003	TA grant	
advocacy for legislation: domestic violence is the highest priority for 1999	MWVA and NGOs	Council of Ministers	1999	TA grant	
TOT/trend-setting counseling, referral and empowerment training of women and children victims of violence	MWVA, PWVA and NGOs	Phnom Penh and provinces	1999-2003	TA grant	
monitoring and evaluation	MWVA	MWVA	1999-2003	TA grant	

Programme 4: Information and Communication

Goal: Increase the awareness of gender equality issues among the general public
Increase the positive portrayal of women in media
Increase the public awareness of the causes of women and veterans

Outputs:

- ♦ Capacity of staff-members of MWVA will be increased.
- ♦ Media and advocacy strategy will be developed and implemented.
- ♦ Electronic and print media programmes will be developed in collaboration with NGOs and private sector.
- ♦ Awareness of gender equality among the general public will be increased.

Activity	Implementation	Location	Year	Inputs	Risks
terms of reference for the programme will be development	MWVA	Phnom Penh	1999	TA grant	Collaboration with donors may not be secured. Collaboration with actors in RGC may not be secured. Situation of the country may not remain stable.
capacity-development of MWVA staff	MWVA	Phnom Penh	1999-2003	TA grant	
development of print and electronic media programmes to disseminate activities in MWVA, RGC and women groups	MWVA and NGOs	Phnom Penh	1999-2003	TA grant	
preparation of policies on information and communication	MWVA	Phnom Penh	1999-2003	TA grant	
establishing a network for information collection and dissemination	MWVA, provinces and NGOs	Phnom Penh Provinces	1999	TA grant	
monitoring and evaluation	MWVA	Phnom Penh	1999	TA grant	

Programme 5: Family and Economic Development

Goal: Enhancing the capacity of women, veterans and their families for family and economic development

Sub-Programme 1: Strengthening the Current Credit Programme

Outputs: indicators

- ◊ An external evaluation report on the credit programme will be compiled and needs for areas which warrant external assistance will be identified.
- ◊ Key staff of MWVA will be trained in credit management through TOT.
- ◊ Training on credit management for credit service providers will be undertaken in programme provinces.
- ◊ Increased devolution of the programme will be observed.

Activity	Implementation	Location	Year	Inputs	Risks
evaluation of the existing credit programme of MWVA	MWVA	Phnom Penh	1999	TA grant	Upgrading the capacity of credit service providers may progress slowly. Devolution processes may be understood correctly.
TOT of credit management for MWVA staff	MWVA	Phnom Penh	1999-2000	TA grant	
training of credit management for credit service providers	MWVA provinces	Phnom Penh	1999-2000	TA grant	
plan of action for devolution of the credit programme	MWVA provinces	Phnom Penh provinces	1999	TA grant	
monitoring and evaluation	MWVA	Phnom Penh provinces	1999-2003	TA grant	

Sub-Programme 2: Enhancing the Capacity of Women Entrepreneurs (New Programme)

Outputs:

- ◊ A report analyzing the current situation of women entrepreneurs will be published.
- ◊ TOT on business management, marketing, skills training and strengthening group activities will be undertaken.
- ◊ Facilitating the establishment of a network of professional business women where above training will take place.
- ◊ Capacity of MWVA staff as well as women entrepreneurs who participated in the training will be increased.

Activity	Implementation	Location	Year	Inputs	Risks
compile a report on the current situation of women entrepreneurs (urban and rural context)	MWVA	Phnom Penh provinces	1999	TA grant	Donor assistance may not be secured.
needs identification and development of a plan of action for training and networking activities for this sector	MWVA	Phnom Penh provinces	1999	TA grant	Women feel reluctant for group activities.
training activities for the target groups	MWVA	Phnom Penh provinces	1999-2003	TA grant	Political situation may hamper activities.
facilitation of networks of women in businesses	MWVA	Phnom Penh provinces	1999-2003	TA grant	
capacity development of MWVA staff	MWVA	Phnom Penh	1999-2003	TA grant	
monitoring and evaluation	MWVA	Phnom Penh provinces	1999-2003	TA grant	

Programme 6: Human Resource Development

Goal: Increasing the capacity of women, veterans and their families

Sub-Programme 1: Non-Formal Education for Women and Veterans

Outputs:

- ❖ Literacy rate of women and veterans will be increased.
- ❖ Skills level of women and veterans will be increased.
- ❖ Women will be more aware of gender issues and develop skills to overcome obstacles.
- ❖ Women will be able to participate in life-improving activities and the welfare of children will be increased.
- ❖ Policies on Non-Formal Education will be developed.

Activity	Implementation	Location	Year	Inputs	Risks
preparation of policies on non-formal education	MWVA/MOEYS	Phnom Penh	1999	TA grant	
curriculum development	MWVA/MOEYS/NGOs	Phnom Penh	1999-2003	TA grant	
production of teaching materials	MWVA/MOEYS/NGOs	Phnom Penh	1999-2003	TA grant	
capacity-development of MWVA staff	MWVA	Phnom Penh	1999-2003	TA grant	
TOT	MWVA/MOEYS/NGOs	Phnom Penh Provinces	1999-2003	TA grant	
monitoring and evaluation	MWVA/MOEYS/NGOs	Phnom Penh Provinces	1999-2003	TA grant	

Sub-Programme 2: Community-Based Child-Care

Outputs:

- ◊ Policies on community-based child care will be developed and enforced.
- ◊ Teaching curriculum of community-based child care workers will be developed.
- ◊ Teaching materials of community-based child care will be developed.
- ◊ Capacity of community-based child care workers will be developed.
- ◊ Trainers will be trained.
- ◊ Children will benefit from classes.
- ◊ Child-care workers skill will be enhanced.

Activity	Implementation	Location	Year	Inputs	Risks
preparation of child-care policies	MWVA/MOEYS	Phnom Penh	1999	TA grant	Collaboration with all implementing partners may not be secured. Donor assistance may not be secured for the whole period. Security in the provinces may deteriorate.
curriculum development for training child-care workers	MWVA/MOEYS	Phnom Penh	1999-2003	TA grant	
production of teaching materials for training child-care workers	MWVA/MOEYS	Phnom Penh	1999-2003	TA grant	
capacity development of MWVA staff	MWVA/MOEYS	Phnom Penh	1999-2003	TA grant	
TOT	MWVA/MOEYS	Phnom Penh	1999-2003	TA grant	
Organizing child-care classes	MWVA provinces	provinces	1999-2003	grant	
monitoring and evaluation	MWVA	Phnom Penh provinces	1999-2003	TA grant	
study-tours and exposure trips	MWVA	Phnom Penh	1999-2003	grant	

Sub-Programme 3: Gender and Development Training Programme

Outputs:

- ◊ Curriculum of gender and development training programme will be made.
- ◊ Focal point officers in all line ministries and provinces will be trained in the planning methods integrating gender equality issues.
- ◊ Capacity of gender trainers will be enhanced.
- ◊ Guidelines for gender planning will be developed.
- ◊ Capacity of MWVA gender and development team will be developed.
- ◊ Focal point officers of line ministries and provinces will be able to make plans by integrating gender equality concerns and such plans will be implemented by all stakeholders.

Activity	Implementation	Location	Year	Inputs	Risks
preparation of gender planning guidelines within MWVA, line ministries and provinces and present them at the management meeting	MWVA	Phnom Penh	1999	TA grant	Advantages of gender integrated planning may not be understood sufficiently by line ministries and provinces. Cooperation with line ministries and provinces may remain to be insufficient. Political situation may hamper gender mainstreaming in RGC and provinces.
Capacity development of MWVA Team	MWVA	Phnom Penh Overseas	1999-2000	TA grant	
Appointment of focal point in line ministries and provinces	management of MWVA, line ministries and provinces	Phnom Penh provinces	1999-2000	TA grant	
Development of training curriculum for all sectors	MWVA	Phnom Penh	1999-2000	TA grant	
TOT	MWVA	Phnom Penh	1999-2003	TA grant	
Provision of technical support to focal point in line ministries and provinces	MWVA	Phnom Penh provinces	1999-2003	TA grant	
Monitoring and evaluation	MWVA	Phnom Penh provinces	1999-2003	TA grant	

Programme 7: Administration and Finance

Goal: Effective management and implementation of MWVA activities

Outputs:

- ◇ Capacity of MWVA support staff will be enhanced.
- ◇ Materials and consumables will be in place on time for MWVA activities.
- ◇ Staff salaries are paid on time.
- ◇ Current building will be repaired.
- ◇ Needs assessment for project activities will be undertaken with donors inputs.

Activity	Implementation	Location	Year	Inputs	Risks
Training MWVA staff in administration, finance and languages	MWVA	Phnom Penh	1999-2003	TA grant	
Purchasing consumables for MWVA offices	MWVA	Phnom Penh	1999-2003	national budget	
Staff salaries	MWVA	Phnom Penh	1999-2003	national budget	
Contingencies	MWVA	Phnom Penh	1999-2003	national budget	
Capacity development of MWVA staff	MWVA	Phnom Penh	1999-2003	national budget	
Computer training	MWVA	Phnom Penh	1999-2003	TA grant	
Needs assessment for upgrading facilities for WID programmes	MWVA	Phnom Penh	1999-2003	TA donors	

Programme 8: Reintegration and Development of Veterans

Goal: Reintegration and Achievement of Social and Economic Self-Reliance of Veterans in the Civil Society

Outputs:

- ◊ Pension will be disbursed in time for veterans.

Activity	Implementation	Location	Year	Inputs	Risks
collection and collation of data and information available on the current situation of demobilized soldiers	MWVA in collaboration with Ministry of National Defence	Phnom Penh provinces	1999-2003	from national budget	Inter-ministerial cash transfer may be delayed. De-mobilization processes may be delayed or changed. External assistance cannot be secured.
training of staff-members in programme management including finance, administration and social service principles	MWVA	Phnom Penh	as above	TA	
management of pension disbursement	as above	as above	as above	165,258,791,155 riel	
review of family composition of veterans and adjust the amount of pension disbursed	as above	as above	as above	1,080,947,255 riel 18,750,000 riel	
support fund ◦ for reintegration of veterans ◦ for compensation for deceased soldiers and policemen	as above	as above	as above	9,000,000,000 riel	
printing booklets and tickets for pension disbursement	as above	as above	as above	20,000,000 riel	
Total Requirement				173,216,593,900 riel	

Sub-Programme 2: Development of Full Potential of Veterans

Outputs:

- ◇ Positive images of veterans will be widely disseminated on the Cambodia Handicap Sports Day.
- ◇ Veterans will start organizing themselves into self-support groups.
- ◇ In the above self-support groups, veterans will start mutual help fund scheme for life-improvement reasons.
- ◇ In the above self-support groups, veterans will start credit services for employment creation activities.
- ◇ In the above self-support group, veterans will be retrained in agriculture, especially one which can be organized around the household.
- ◇ A skills training centre specialized for veterans will be established and delivery integrated social services to the veterans.
- ◇ In the skills training centre, job placement services will be provided to those who completed the course successfully.

Activity	Implementation	Location	Year	Inputs	Risks
Cambodia Handicap Sports Day	MWVA	Phnom Penh provinces	1999-2003	cash contribution from private sector and the international community national budget 380,000,000 riel/year	
Trend-setter project for veterans Trend-setting the establishment of self-support groups by veterans	MWVA Kampot	provinces	as above	TA grant	
Trend-setting the establishment of social fund by veterans	MWVA NGOs	Phnom Penh provinces	as above	TA grant	
Trend-setting the establishment of credit services for veterans	as above	as above	as above	TA grant	
Trend-setting the establishment of agriculture development centre for veterans	as above	as above	as above	TA grant	
Trend-setting the establishment of skills training centre for veterans	as above	as above	as above	TA grant	
Trend-setting job placement services for veterans	as above	as above	as above	TA grant	