

OUTCOME 3 – Gender equality

By 2015, all women, men, girls and boys are experiencing a reduction in gender disparities and progressively enjoying and exercising equal rights

Introduction

The UN supports Cambodia's commitment to gender equality, and is working to support a harmonised aid environment that promotes gender equality and the empowerment of women; strengthened gender mainstreaming mechanisms; the progressive empowerment of women to exercise their rights to full and productive employment; the enhanced participation of women in the public sphere; and preventive and holistic responses to gender based violence. The UN is co-facilitator of the Technical Working Group on Gender (TWGG) and the Sub-Working Groups on Gender Based Violence and Women's Economic Empowerment. It is supporting the development of a Programme Based Approach (PBA) for gender equality.

2012 - 2013 Results

The UN continued to support the Ministry of Women's Affairs (MoWA) with the Programme Based Approach on Gender Equality. Key results include the mid-term review of Neary Rattanak III and preparation for Neary Rattanak IV; the capacity assessment of MoWA and preparation of the Capacity Development Strategy; the establishment of the PBA Working Group; and the development of the Roadmap for a PBA on gender.

UN support contributed to strengthened MoWA leadership in supporting and coordinating gender mainstreaming and in leading national policy dialogue on gender equality issues. Key results include the development of Joint Monitoring Indicators on Gender (2012-2013) and including consultations led by MoWA with line ministries on the NSDP and PBA. In the efforts to combat trafficking, technical and financial assistance was provided to MoWA as a chair of the Coordinated Mekong Ministerial Initiative against trafficking. Support was also provided to MoWA to lead annual review workshops with Gender Mainstreaming Action Groups (GMAGs) and to provide capacity building for line ministry GMAG focal points. A national report "Monitoring aid effectiveness from a gender perspective" was released with UN support, presenting analysis on the aid effectiveness structures in Cambodia and how gender is addressed in support to civil society.

UN assistance contributed to strengthening the capacity of the GMAGs 18 line ministries, including through (i) the establishment of GMAGs at national and sub-national levels with clear Terms of Reference; (ii) Gender Mainstreaming Action Plans (GMAPs) development (MoC, MOH, MoInfo, MLVT, MRD) and updates (MoCFA, MOI, MoR); (iii) the development of gender responsive policies and plans (MoH and MoP); (iv) conducting gender analyses of sectors; and (v) capacity development, including support to gender specific trainings (e.g. gender mainstreaming, gender responsive budgeting, CEDAW, gender and HIV/AIDS) and to strengthening institutional capacity for gender mainstreaming (e.g. planning, costing and monitoring; gender responsive recruitment; guideline development and advocacy on gender issues). Examples of results achieved by national gender mainstreaming efforts supported by the UN include the finalisation and integration of a gender curriculum within the Royal School of Administration, and an increase in female participation in teaching positions in the education sector from 44.6% in 2010-11 to 46.5% in 2012-13, as well as the elimination of gender disparities in primary and lower secondary education enrolment as indicated by the Education Management Information System (EMIS) 2012/13.

UN support contributed to strengthened capacities of female leaders and decision-makers, including members of the Commune Committees for Women and Children (CCWC) and district and provincial Women and Children Consultative Committees (WCCCs); female government officials; women involved in the commune investment programme process; female candidates in the elections; and representatives of Women living with HIV (WLHIV) and young women's networks. This support resulted in increased capacities in women's human rights, including sexual and reproductive health rights; CEDAW; child rights; gender-responsive policy review and formulation, and work planning; and in advocacy skills on gender equality issues, including the need to ensure the participation of women in decision-making and leadership, and the need for services to ensure greater access of women and girls to quality health, nutrition, water, sanitation and education. The UN also

supported capacity development of women living with HIV and key affected women in gaining knowledge and advocacy skills for accessing reproductive health services without discrimination.

Gender equality advocates, including government and civil society representatives, were supported to participate in national and intergovernmental policy dialogue processes, such as the annual sessions of the Commission on the Status of Women in 2012 and 2013, and the CEDAW Session 56 in 2013.

With support from Government, the UN and other partners, MoWA developed a MDG Acceleration Framework action plan (2014-2015) aiming at improving the economic status and empowerment of women. Four studies on the theme of gender equality in the work place were released with UN support, strengthening the evidence base for policy dialogue and program formulation. UN assistance to rural female entrepreneurs contributed to strengthened business development, and support to WLHIV helped beneficiaries to establish livelihood activities and small businesses. The capacity of the Cambodian Women's Entrepreneur Association was strengthened, including through support to the generation of data on the situation of female entrepreneurs.

With UN support, a TWG-Gender Sub-Working Group on Women's Economic Empowerment was created in 2013. Support from the UN contributed to increased protection for migrant workers, strengthened capacity of Government officials to integrate gender perspectives into economic and labour migration policy, including through the establishment in 2012 of an inter-ministerial mechanism, the Migration Working Group, to ensure safe migration and support the national response to migration issues. The UN assisted the Ministry of Labour and Vocational Training to develop Cambodia's submission to the bilateral negotiation process between Cambodia and Malaysia to agree a Memorandum of Understanding on the Sending of Domestic Workers to Malaysia, and supported the development of a number of regulations designed to increase regulation of the recruitment of migrant workers.

A TWG-Gender Sub-Working Group on Gender Based Violence was created in 2012. The UN supported MoWA to develop a comprehensive multi-sectoral National Action Plan to end violence against Women 2013-2017 through a consultative process involving diverse groups of stakeholders at different levels. Key activities supported also included interventions aimed towards engaging men in prevention efforts, and public awareness raising of the Law Against Domestic Violence. Other UN-supported activities in 2012 and 2013 included the 16-Day Campaign to End Violence Against Women and support to advocacy efforts for International Women's Day. UN support to the government has contributed to strengthening the evidence base for programme planning and advocacy against gender based violence, including through support to a national prevalence study on violence against children, assessment of Gender issues in accessing HIV services, and a regional study on male perpetration of violence against women.

Challenges

Gender-based violence (GBV) remains a significant issue in Cambodia. The UN together with its partners has made a concerted effort to change attitudes, raise understanding of the criminality of violence, and support community awareness and involvement in the promotion and protection of gender rights and equality.

The lack of a common, harmonized approach to the Program Based Approach for Gender Equality and Women's Empowerment presents a challenge to its roll-out.

Slow progress in updating the Cambodia Gender Assessment has resulted in delays to the Neary Rattanak IV formulation.

Fragmentation/projectisation of gender mainstreaming interventions, limiting their focus to internal issues and sensitisation, rather than the incorporation of gender issues within broader structures, strategies and programmes, in part due to limited understanding of gender mainstreaming concepts and limited gender analysis.

Volatile funding situation and the need to increase national budget allocations to gender equality and women's empowerment interventions in line with gender equality policy commitments based on the NSDP, the Neary Rattanak III, as well as sectoral Gender Mainstreaming Action Plans.

Increasing the ratio of women in leadership positions and ensuring the substantive participation of women in decision-making at all levels and in both the public and private spheres of life is challenged by limited support for affirmative action and persistent, structural gender inequalities and social norms.

Priorities for 2014 and 2015

Support upstream policy work, assisting MoWA to finalize the PBA on Gender Equality, the Neary Rattanak IV and the Cambodia Gender Assessment 2014; and facilitating dialogue on the implementation of the CEDAW Concluding Observations, and progress made vis-à-vis the Beijing Platform for Action.

Support MoWA to enhance coordination and partnerships, including in the context of the PBA work, the MAF Action Plan, and the Second National Action Plan on Violence Against Women (NAPVAW II).

Work with the Government to ensure improved coordination of support to GMAGs in line ministries in order to strengthen gender-responsive planning, budgeting, programming and reporting across sectors.

Support training and capacity strengthening opportunities for Government staff and civil society on critical gender issues, and support MoWA to roll out the capacity development strategy for MoWA and concerned GMAGs on leadership and technical and functional capacity.

Work with Government to ensure NAPVAW II is operationalized, implemented and monitored, engaging key stakeholders in this process and ensuring critical issues related to women and girls living with or affected by HIV and AIDS, indigenous women, and women with disabilities, for example, are addressed.

Support the MOH to finalize the clinical guideline on GBV, and the MoEYS to include GBV prevention within the teaching curricula.

Support national efforts to strengthen availability of data on GBV, including a national prevalence study on violence against women and the incorporation of a VAW module within the 2014 CDHS.

Support more in-depth analysis to identify the risks and vulnerabilities of both boys and girls in alternative care and education settings.

Outcome area 3 expenditures for 2012 – 2014:

Estimated expenditure 2012: \$5,265,815

Estimated expenditure 2013: \$5,284,947

Projected expenditure 2014: \$8,704,651

Quantitative Analysis – indicators to be monitored in 2012 and 2013

| # | Indicator | Baseline | 2012 | | 2013 | | Planned Target 2015 |
|-------|---|---------------|---------|--------------------------------------|---------|----------------|------------------------------|
| | | | Planned | Actual | Planned | Actual | |
| 3.1. | UN Gender Related Development Index | 0.594 | N/A | N/A | N/A | N/A | TBD |
| 3.3 | Gender Empowerment Measurement Index | 0.38 | N/A | N/A | N/A | N/A | TBD |
| | UN Gender Inequality Index (replaced the above in 2010) | N/A | N/A | 0.473 | N/A | N/A | TBD |
| 3.3.3 | Prevalence of gender based violence (physical and/or sexual, as reported by men) (Percent) | N/A | N/A | N/A | N/A | 32.8 | TBD |
| | Prevalence of gender based violence (sexual violence from other men) (Percent, Male victimisation) | N/A | N/A | N/A | N/A | 3.7 | TBD |
| | Prevalence of gender based violence (emotional, as reported by men) (Percent, Female) | N/A | N/A | N/A | N/A | 54.3 | TBD |
| 3.4 | Road map for PBA on gender mainstreaming is endorsed by all stakeholders and implemented | None existent | 2 | PBA applied to 2 development agendas | N/A | 3 | Endorsed PBA in 2013 |
| 3.5 | PBA developed and DP funds flowing through PBA modalities | 0 | 2 | 1.5 | N/A | N/A | 2 |
| 3.8 | Percentage of line ministries (including Office of the Council of Ministers and the State Secretariat for Civil Services) conducting gender responsive training programs for staff within their ministries/institutions (Percent, National) | 30 | 50 | 78 | N/A | N/A | 50 |
| 3.10 | Percentage of GMAGs accessing national government budget to implement activities | 20 | N/A | N/A | N/A | 38.5 | 60 |
| 3.11 | Sub-technical working group established in TWG-Gender with agenda to promote collection of gender specific data as well as use of this data | 0 | 1 | 3 WGs on PBA, WEE and GBV | N/A | 3 (as in 2012) | 1 |
| 3.14 | Unemployment rate (Percent) | N/A | N/A | N/A | N/A | 2.7 | TBD |
| | Unemployment rate (Percent, Male) | N/A | N/A | N/A | N/A | 2.7 | TBD |
| | Unemployment rate (Percent, Female) | N/A | N/A | N/A | N/A | 2.7 | TBD |
| | Unemployment rate (Percent, Rural) | N/A | N/A | N/A | N/A | 2.6 | TBD |
| | Unemployment rate (Percent, Urban) | N/A | N/A | N/A | N/A | 3.0 | TBD |
| 3.15 | Number of labor related policy and legal initiatives that address discrimination and promote equality in the world of work (Number) | N/A | N/A | 85 | N/A | 90 | Nr reported in 2009 GMAP + 4 |
| 3.16 | Complaint mechanism for migrant workers established to report violation of gender based violence and discrimination laws in work place | 0 | N/A | N/A | N/A | 1 | 1 |
| 3.20 | Percentage of candidates that are women within National Assembly, Commune Councils (Percent, results of National Assembly elections) | 21 | N/A | N/A | N/A | 20.3 | 30 |
| | Percentage of candidates that are women within National Assembly, Commune Councils (Percent, Commune) | 14.1 | N/A | 17.78 | N/A | N/A | 25 |
| 3.29 | Costed annual work plans for the National Action Plan to Combat Violence against Women developed | 0 | 1 | 1 | N/A | 0 | 4 |

Baselines and targets are yet to be established in some cases.

*Data provided by UN Women