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# Mid-Term Review 2016 ON NSDP 2014-2018

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# Content

- 1. Process of MTR 2016 Preparation
- 2. Achievement of NSDP 2014-2018 and Challenges
- 3. Looking ahead toward 2018 and Beyond

## 1. Process of MTR 2016 Preparation

- 1. Collection of inputs from LMs and LAs
- 2. Preparation of draft MTR 2016
- 3. Consultation of draft MTR 2016 with TWGs
- 4. Consultations of draft MTR 2016 with LMs and LAs
- 5. Approval of MTR 2016 from OCM
- 6. Publishing and dissemination of the approved MTR 2016

Growth Rate in GDP, Measured Year on Year (2010-2018)



#### GDP per Capita (US Dollars) in 2013-2016



# Share and Growth of Agriculture, Industry and Service Sector (%) (at constant price)

Share by sector	2013	2014	2015	<b>2016e</b>
Agricultural sector	24.2	22.7	21.2	20.6
Сгор	13.1	12.3	11.5	11.3
Industrial sector	29.9	30.7	32.1	32.6
Textile	17.7	17.6	18.1	18.0
Construction	5.7	6.5	7.2	7.7
Service sector	39.0	39.6	39.6	39.6
Hotel & Restaurant	5.4	5.4	5.1	5.1
Growth by sector				
Agricultural sector	1.6	0.3	0.2	0.1
Сгор	0.6	0.5	0.3	0.2
Industrial sector	10.7	10.1	11.7	11.8
Textile	10.7	6.6	9.8	10.6
Construction	13.7	21.4	19.2	15.0
Service sector	8.7	8.7	7.1	7.1
Hotel & Restaurant	13.8	6.1	2.4	7.0

#### GDP Growth from 2013-2018

Indicators	Unit	2013	2014	2015	2016e	2017p	2018p
GDP (Current price)	Billion riels	61,327	67,437	73,423	80,856	88,768	97,585
GDP (Current price)	Million Dollars	15,229	16,796	18,078	19,964	21,918	23,801
Real GDP Growth rate	%	7.4	7.1	7.0	7.0	7.0	7.0
Agriculture	%	1.6	0.3	0.2	4.0	3.6	3.6
Industry	%	10.7	10.1	11.7	8.8	8.5	8.1
Service	%	8.7	8.7	7.1	7.1	7.2	7.3
GDP per capita	Thousand riels	4,196	4,569	4,875	5,299	5,743	6,233
GDP per capita	Dollar	1,042	1,138	1,200	1,308	1,418	1,520
Inflation (Annually Average growth rate)	%	3.0	3.9	1.2	3.5	3.0	3.0
Exchange Rate (Yearly average)	Riel/USD	4,025	4,039	4,062	4,050	4,050	4,100
Gross Foreign Reserve	Imported month	3.9	4.3	4.5	4.5	4.5	4.5
Gross Foreign Reserve	Million Dollar	3,643	4,382	5,087	5,459	5,905	6,375
The estimation and projection, 2016-2018, are based on data as of June 2016							

## **Poverty and Inequality**

- Poverty has been reduced from 21.1 percent in 2010 to 13.5 percent in 2014. This far exceeds the CMDG goal of 19.5 percent, and the NSDP target of 13.8 percent for 2018.
- Food poverty has been reduced to virtually zero in 2014, surpassing the CMDG target of 10 percent ahead of time. This suggests that there has been important progress in food security for most Cambodians across all consumption quintiles.
- Gini coefficients measuring income inequality had improved from 0.41 in 2007 to 0.29 in 2014.

#### **1. Good Governance**

#### **Fighting Corruption**

- Participated in the process of official recruitment examination with several ministries such as Ministry of Public Works and Transport, Ministry of Commerce, etc.
- Observed the public procurement at all line ministries and agencies 646 times on 721 projects
- Signed 23 MOUs with companies, national and international associations, and higher education institutions covering hundreds of companies and more than 30 private higher education institutions in Cambodia.
- Submitted 21 cases to the court in addition to issuing warning letters and contracts mentioning about the stopping of making mistakes.
- Established a Complaint Receipt Mechanism, which is easy and accessible.
- Strengthened and improved the complaint resolution mechanism.

#### **1. Good Governance**

#### Legal and Judicial Reforms

- Promulgated many laws and regulations, including the organization and functions of the Supreme Council of Magistracy, adoptions, and provisional detention.
- Conducted workshops concerning laws pertaining to women and children for judges, prosecutors, court clerks and judicial police officers as well as civil servants at national and subnational level.
- Worked closely with the Bar Association of the Kingdom of Cambodia to provide lawyers requested by the poor and the courts.
- Allocated 300 million riels in 2015 and 400 million riels in 2016 for to provide such services.

## **1. Good Governance**

Legal and Judicial Reforms

- Limited budget
- lack of human resources required to support the working processes of the justice sector
- Limited understanding and participation in implementing legal reform by civil servants and citizens.

## 1. Good Governance

#### **Public Administration Reform**

- Conducted training needs assessment of civil servants
- Prepared new salary levels for civil servants and armed forces to be equitable and consistent

- The use of information technology in public administration is limited
- Mechanisms for monitoring and evaluating the quality of public services have yet to be put in place effectively

## 1. Good Governance

#### Decentralization and De-concentration Reforms (D&D)

- Extensive dialogue has been conducted with all ministries in the functional reassignment at both political and technical level
- A social accountability program is being implemented in 447 communes. 2,440 primary schools, and 358 health centers

- Inadequate resources
- Insufficient knowledge on the transfer of responsibilities and resources

#### **1. Good Governance**

#### **Reform of the Armed Forces**

- RAF has been completing its mission to protect the country boundary, sea security, provide military exercises and trainings, participate in security keeping operation, anti-terrorism, humanitarian assistance and disaster response, international cooperation and national defence resource management.
- RAF established centres for crippled soldiers, housings for soldiers and retired solders and established veteran communities to serve the wellbeing in the military community.

#### Challenges

• There is no appropriate vocational training centre to enhance the capacity in science, technology and vocations to the military.

#### **2. Promotion of Agriculture Sector**

#### **Rice Production 2011-2015**

	2011	2012	2013	2014	2015	2015/2014 (%)
Cultivated area (Ha)	2,968,529	3,007,545	3,052,420	3,055,507	3,051,412	-0.13
Harvested area (Ha)	2,766,617	2,980,297	2,968,967	3,028,836	3,025,630	-0.11
Yield (T/Ha)	3.173	3.117	3.163	3.079	3.085	0.22
Production (MT)	8,779,365	9,290,940	9,389,961	9,324,416	9,335,284	0.12
Rice Surplus (MT)	2,780,328	3,031,017	3,090,452	3,013,783	2,975,809	-1.26
Paddy Surplus (MT)	4,344,263	4,735,964	4,828,832	4,709,036	4,649,702	<b>-1.26</b> 15

## **2. Promotion of Agriculture Sector**



#### **2. Promotion of Agriculture Sector**

#### **Rubber production and Exportation**



## 3. Land Reform

- Issued 636,888 land titles over the 710,000 land plots measured.
- Registered indigenous people's community land of 11communities among the 30 communities, the other 19 communities are in the process of registration.
- Sporadic land registration recorded at 609,063 titles.
- Systematic land registration recorded at 3,044,963 titles
- Resolved 330 cases of land disputes

#### 4. Clearance of Mines and ERW

Indicators	Unit	2014	2015	2016
Number of Coqualties	Person	151	136	122
Number of Casualties	Result	154	111	
Number of Casualties from Tampering	Person	99	86	73
	Result	77	73	
Contaminated land cleared/released	На	9,143	9,600	10,080
	Result	18,213	18,531	
Percentage of land areas cleared	%	4.7	5	5.26
	Result %	104.18	1,74	19

## 4. Clearance of Mines and ERW

- A lack of funding also impedes progress on a country-wide mines and EWR baseline survey.
- In spite of active efforts of the operators and relevant stakeholders, local communities continue to be exposed to risk in their daily livelihood activities, resulting in new casualties each month.
- Declining resources from DPs will have a significant impact on the progress of land cleared for resettlement and economic activity (i.e., agriculture, livestock).

#### **5. Forestry Reform**

 The RGC has focused its forestry reform program on strengthening technical capacity to promote effective management, including community forestry, to control illegal logging. A National Committee to prevent and combat illegal logging, smuggling and other offences in the northeast was recently established. In 2015, the total number of community forestry increased to 499, up from 485 in 2014

Challenges

 Forest and wildlife offenses continue to raise considerably fencing of forest land encroachment for private purposes remains a challenge. Means for work in remote areas at levels that can harm efficiency. Collaboration and participation of the stakeholders are limited, especially in monitoring enforcement of forest and forest land demarcation always faced difficulties and disputes and looting destroyed border posts.

## 6. Fishery Reform

 Until 2015, a total of 516 community fisheries (CFi) have been organized around the country: 477 are inland-based Cfis and 39 are marine-based. Since the fisheries reform that cancelled all fishing lots countrywide, a total of 58 new conservation zones have been established. In total, there are 561 conservation zones (467 located within community fisheries). A total of 46 concrete poles were installed and 4 floating patrolling posts and 3 concrete offices, with daily patrols, were constructed in 2015.

- There are activities of land encroachment in fisheries is a challenge that needs immediate action.
- There are insufficient resources in the Community Fisheries (CFi) for implementing their activities stimulated in the plan and the capacities of CFi members are still limited.
- Fishing offenses by using electric shock equipment, veil nets, and deforestation flooded conservation continues to exist.

# 7. Environment Protection and Conservation and Climate Change

- Mainstreamed environmental into educational system by carrying out eco-school program in 22 schools at 7 provinces and municipality, building capacity of the teachers at primary and secondary education, and producing environmental education materials
- Compiled a number of maps covering ELCs and new protected areas, as well as updating maps of 37 other protected areas.
- The number of natural protected areas and RAMSAR sites has increased from 23 to 41 sites as a result of the transfer of forest land MAFF to MOE.
- The Ministry of Environment has developed maps for 21 protected areas, and erected 1,809 border posts for the protected areas, and 1,417 posts for protected area communities.
- The National Climate Change M & E Framework was launched in April 2016. Institutional arrangement and data management systems for M&E at DCC/GSSD and in related sectors are being developed.

# 7. Environment Protection and Conservation and Climate Change

- Lack of financial and human resources, tools, modern technical equipment for operation
- Capacity for the management of protected areas
- Inadequate capacity to access climate financing

#### 8. Disaster Management

- The legal and institutional frameworks for administration have been established;
- There has been some progress integrating Disaster Management into sector planning, such as MoEYS;
- There have been efforts to link disaster management with climate change; and,
- A disaster management information system has been established

- lack of financial resources
- inadequate technical capacities
- Cross-sector coordination

#### 9. Rural Development

Indicator	Plan/implemented	2014	2015	2016
Rehabilitation of Rural Roads (km)	Plan (Km)	28,600	29,450	32,000
	Implemented (Km)	27,835	28,367	28,575
Rural road converted with	Plan (Km)	46.7	50	53
double bituminous surface treatment (DBST) or concrete	Implemented (Km)	46.7	50	51.5
Access to Improved Water	Plan (%)	46.7	50	53
Supply-% of Rural Population	Implemented (%)	46.7	50	53
Access to Impress Constation 0/ of Dunal Domulation	Plan (%)	42	46	50
Access to Improve Sanitation- % of Rural Population	Implemented (%)	46	51	56
Number of ethnic minerity communities where identities	Plan (Community)	130	160	190
Number of ethnic minority communities whose identities have been recognized	Implemented (Community)	100	108	115
Number of villages given training to VDCs in the Village	Plan (Village)	1800	2000	2200
Number of villages given training to VDCs in the Village Development Plan	Implemented (Village)	1561	2000	1526
Studying and carrying out trail construction of rural roads	Plan (Km)	67.5	90	112.5
450 km with a bituminous surface which is 100% adaptive to climate change	Implemented (Km)			
	Plan (Community)	1854	2472	3091
Building the capacity of the VDCs in the option of adapting to and reduction of climate change and use of appropriate and scientific knowledge acceptable at the locality.	Implemented (Community)	1561	1522	1526 26

#### 9. Rural Development

- Climate change is affecting the sustainability of rural infrastructure development projects, and immigration of the rural population is resulting in labour shortages in rural areas
- The increase in the number of vehicles, including overloaded transport, and speeding, has damaged rural roads and increased the frequency of traffic accidents. Meanwhile, there is a lack of participation in the maintenance of rural roads at the community level.
- There is limited understanding of rural sanitation and participation in the maintenance of wells and ponds from community members

#### **10. Transport**

<b>Road Classification</b>	Road Length	Road System
1-Digit NR	2,253 km	9
2-Digit NR	5,007 km	66
3-and 4-Digit PR	8,594 km	338

## **10. Transport**

- Ship calls as well as container and cargo throughputs at Port Autonomous de Sihanouk ville have increased by 40% during the period of 2013-2015 compared to the previous three year period.
- At Phnom Penh Autonomous Port the number of ship calls decreased by 4.3%, and the number of passenger vessels decreased by about 7% although fuel throughputs increased by 14 percent.

- The overriding challenge for the transport sector is to improve the logistics of connectivity by improving efficiency and lowering transport costs.
- The construction and maintenance of climate resilient infrastructure
- The efficiency and capacity of inland waterway transport and port systems needs to be strengthened

## **10. Transport**

#### **Civil Aviation**

 Phnom Penh International Airport has expanded to 6 terminals while Siem Reap International Airport has expended to 5 terminals in order to accommodate a growing number of passengers and flights. These airports have also expanded the size of runways and improved the quality of ground equipment so that facilities are aligned with International Civil Aviation Organization standards.

- Strengthening and maintaining air safety and high standards of service are an ongoing challenge, especially in the context of an increasing volume of air traffic.
- There are insufficient resources for infrastructure development in accordance with the standards of the International Civil Aviation Organization.
- There is a shortage of human resources in the field of civil aviation, along with a lack of policies and technical regulations in the field of civil aviation. As a result, more foreign experts are required to help prepare policies and regulations.

#### **12.** Water Resources and Irrigation System Management

- MOWRAM's investments in the repair/rehabilitation, construction, and maintenance of 426 irrigation schemes have increased potential coverage to 249,848 ha, including rice cultivation (rainy season: 177,381 ha; dry season: 72,467 ha) and 3,094 ha for other crops.
- MOWRAM had set up 34 agricultural using water communities by irrigated system covering 72,095 ha raining rice areas and 14,542 ha dry rice areas and 11,156 household. Table 5 below is showing the result of setting agricultural using water communities.
- MOWRAM had used pumping machines and other essential tools to save rice affected from dry disaster in 2014 to 2016.

## **12. Water Resources and Irrigation System Management**

- There is an urgent need to implement climate resilient technologies into the development of irrigation projects and other rural infrastructure.
- Cross sector integrated water resource management, including river basin management, needs to be strengthened.
- The national budget for repairing and maintaining irrigation systems is inadequate.

#### **14. Electricity Development**

#### **Source of Power Production**

• In 2016, the total energy sources for the whole country are 7,194.54 million KWH compared to 5,989.56 million KWH in 2015, showing an increase of 20.12%. The maximum demand nationwide is 1,100 MW which the demand is lower than 1,000 MW in rainy season (Phnom Penh and Kampong Cham 720 MW, southern provinces 110 MW and western provinces 140 MW. There is huge reduction in fuel power production and is replaced by hydropower; moreover, the import through high voltage from neighbouring countries is extremely reduced (zero from Thailand and only 50 MW from Vietnam). 33

## **14. Electricity Development**

### **Power Distribution**

- For development of distribution network: licensees have developed distribution network covering 10,589 villages which is equaled to 74.74% of all villages across the country.
- By 2016, electricity connection from the grid to consumers are approximately 2,159,324 households that equal to 65.83% in comparison to overall 3,280,000 households.

#### **14. Electricity Development**

- Lack of data on development, industrial investment plan, special economic zone, urban city, housing projects (Borey), and commercial buildings, from relevant bodies so that electricity is sufficiently supplied and distributed to meet the exact demand
- The differences between power consumption at minimum and maximum load
- Imbalance of power supply in rainy season and dry season
- Instability of power transmission from the national grid
- The expansion of distribution network to rural areas is limited

#### **15. Development of ICT**

**Data on Telecommunication Service Uses** 

Indicators	2014	2015	Apr-16
Total Phone Uses	20,813,038	21,094,653	20,234,199
Fixed phones	361,056	260,644	242,523
Mobile phones	20,451,982	20,834,009	19,991,676
Total Internet Uses	5,025,945	6,700,962	7,009,693
Fixed Internet	68,496	64,539	81,929
Mobile Internet	4,957,449	6,636,423	6,927,764
## **15. Development of ICT**

#### **Access to Public Information**

Indicators	Unit	2013	2014	2015	2016
1. Number of people listening to radio and watching TV	%	85	86	87	88
2. Number of people reading newspapers, bulletins, and magazines	%	4,2	4,6	5,0	5,2

## **15. Development of ICT**

A General Secretariat for Science and Technology has been established at the Ministry of Planning. The Secretariat will support the transition to a more diversified economy by promoting science and technical innovation across government and within the private sector. The Secretariat has developed an ambitious National Master Plan of Science and Technology to guide this work into the next NSDP mandate.

### Challenges

It is likely that the demand for phone connections, especially mobile connections, will continue to increase along with increasing incomes. It is also likely that internet use by both public and private users will increase. As a result, maintaining service quality and ICT security for both public and private users will be increasingly challenging.

# 16. Strengthening Private Sector and Promoting Investment and Business

- Allowed business applicants to register a new company online in significantly less time, ultimately diminishing faceto-face contact with the government agencies
- Implemented an automated system for Certificate of Country of Origin (COO) that enables companies to apply for the COO electronically.
- Strengthened intellectual property rights with better trademark registration procedures.

### Challenges

The regional and global trade environment is increasingly complex and competitive. It will be important for Government to accelerate the pace of implementing those IDP provisions aimed at promoting competitiveness.

## **17. Development of Industry and SMEs**

The Industrial Development Policy (IDP) provides a framework for strengthening Cambodia's external competitiveness, focusing on improving the business enabling environment (BEE), trade facilitation, and the promotion of a more productive labour force. The IDP also identifies the development of agri-business as an important component of private sector development.

- A comprehensive review and redesign of the country's fiscal incentive scheme that provides effective incentives to investment in "targeted" sectors as stated in the IDP is urgently required.
- Limited understanding about the procedure for establishing and certificate to operate the factory and handicrafts.
- Limited human resource, finance and equipment for the enterprise registration process.

### **18. Development of Labour Market**

- MoLVT provided career and job services to 99,708 people, including 66,508 female. Cambodia currently has 619,359 people working overseas: Thailand (533,707), Malaysia (38,633), South Korea (44,330), Japan (2,288), and Singapore (401). MoLTV also collects and publicizes job vacancy information on job opportunities at national and local levels. In 2015, the Ministry provided employment cards and books for 200,974 Cambodian employees/workers, a 21 percent increase over 2014. It also provided similar services for 35,012 foreign workers, an increase of 112 percent over 2014.
- Currently only workers and employees under the provisions of the Labour Law are fully covered by the Employment Injury Scheme, which provides insurance to workers and employees suffering work-related accidents and illnesses. As of the end of 2015, roughly 1.2 million workers have joined the scheme, in which employers fully pay the contribution to the NSSF.

## **18. Development of Labour Market**

- Reducing and preventing child labour, especially its worst forms, is an ongoing challenge in a context of poverty and inequality.
- It is important for government, employers, and labour representatives to continue working to ensure that labour disputes are resolved peacefully and in a fair manner for all stakeholders.
- Workplace safety and decent conditions, including safe transport to and from work, are important. Employee safety concerns also extend to overseas workers.

## **19.** Strengthening and Enhancing Education

- Early Childhood Education: 20.17% of pupils aged 0 to under 6 years old receiving education. 5 years old children, compared to population aged 5, receiving education 64.07%.
- **Primary Education:** Net enrolment rate at public primary school has achieved important progress by increasing from 85 percent in 2000 to 98.4 percent in 2016.
- Secondary Education: Net enrolment rates at lower secondary schools, however have only improved moderately, increasing from 45.8 percent in 2005 to 58.1 percent in 2010, and then declining to 56.5 percent in 2016, well below the 2015 target of 74 percent.
- Completion rates at primary and lower secondary school levels are also lagging behind 2015 targets. At the primary level, completion rates have only increased from 83.2 percent in 2010 to 84.1 percent in 2015. The completion rate at lower secondary is has actually declined from 48.7 percent in 2010 to 40.3 percent in 2015.

## **19.** Strengthening and Enhancing Education

- The improvement of the quality of teachers is an important objective, and will require sustained commitment and financial resources over time.
- Teacher training in all subject areas, including subjects pertaining to Science, Technology, Engineering, and Mathematics (STEM), is especially challenging. There is also a need to promote STEM curriculum at the tertiary level of education and encourage students to focus on STEM-related professions.
- Expanding secondary school curriculums to include vocational education and skill training is necessary and will require resources and qualified teachers;
- It will be a challenge to strengthening institutions and infrastructure for physical education (including health and nutrition education), sports and athletics.

### 20. Promotion of Health

- There have been significant achievements in the health sector, and most health-related CMDGs targets have been reached. Notable achievements include progress in reducing maternal and child mortality, reducing the spread of communicable diseases, and the country-wide expansion of Health Equity Funds (HEFs) for the poor.
- The targets associated with CMDG 4 (Reducing Child Mortality) have been achieved. The targets associated with CMDG 5 (Improving Maternal Health) have been, for the most part, achieved. The targets for CMDG 6 (Combating HIV/AIDS, Malaria and Other Diseases) have also been achieved.

## **20. Promotion of Health**

- Although health coverage has improved significantly, the utilization of public facilities is still low. Around 70 percent of health services are provided by private facilities.
- Although the coverage of Health Equity Funds (HEFs) has reached national coverage, utilization of HEFs by poor households remains low.
- The low quality of health services remains a challenge in both the public and private sector, requiring leadership from the central level as well as increased financial and human resources.
- Despite remarkable achievements at the national level, there is considerable fluctuation in health care outcomes across different provinces.

# **21. Food Security and Nutrition**

- Food poverty has been reduced from 20 percent in 1993 to 4.1 percent in 2010 and zero in 2014, surpassing CMDG 1 targets well ahead of time.
- Key indicators for nutrition suggest some progress, although the incidence of malnutrition is still much too high.
- A National Strategic Plan for Rural Water Supply Sanitation and Hygiene 2014-2025 approved
- The National Strategy for Food Security and Nutrition (NSFSN) 2014-2018 approved
- The National Action Plan for Zero Hunger Challenge in Cambodia 2016-2025 approved

# **21. Food Security and Nutrition**

- Households across all income levels, but especially among lower quintile households, lack information about and basic understanding of nutrition.
- CARD and relevant line ministries and agencies lack sufficient resources to coordinate, implement, and monitor the NSFSN and other strategies.
- Food fortification activities such as Universal Salt Iodization and Iron fortification of fish and soy sauce must be accompanied by vigorous enforcement mechanisms to ensure high standards of quality are maintained.

### **22.** Development of Social Protection System

- The RGC has made important progress in strengthening the social protection system to be "more interconnected and consolidate it as an integrated, consistent, and efficient system covering both the public and private sectors, including a clear cut division of roles distinguishing from policy making, regulation, and operations".
- The IDPoor targeting program has achieved full coverage of all rural areas.
- There has been important progress in the development of an institutional framework supporting child welfare and protection, including a Juvenile Justice Reform Plan (2013).
- The MEF continues to oversee the Cambodia Food Reserve System to support emergency response to natural disasters or severe weather events.

## 22. Development of Social Protection System

- Social assistance (e.g., poor and vulnerable households) and social insurance (e.g., formal sector employees) coverage is limited and does not reach about 60 percent of the population, including the disabled and elderly, most of whom are in the non-formal sector.
- The management of the various schemes have not yet been sufficiently developed and integrated, leading to a lack of effectiveness and efficiency (e.g., high costs, inconsistency of benefits and allowances).
- The development of financing arrangements for implementing the NSSPF will require dialogue between RGC stakeholders and relevant development partners.

# **23.** Enhancing Implementation of Population Policy and Gender Equity

#### **Population Policy**

The National Population Policy (NPP) 2016-2030 was approved by the Council of Ministers in March 2016. It provides clear analysis of key demographic trends in Cambodia along with related development challenges, including youth, gender, migration, urbanization and the elderly.

#### Challenges

Raising awareness about population issues and development at all levels of government and society. One priority going forward will be to develop clear data requirements and a relevant research agenda with strong linkages to the CSDGs.

# **23.** Enhancing Implementation of Population Policy and Gender Equity

#### **Gender Equity**

- Economic Empowerment Employment of women in the wage sector is 42.2 percent and agriculture sector at 45.7 percent in 2015. The proportion of women employed in the industrial sector is now down to 45.5 percent from 73.7 percent in 2010. In services, 32 percent of the labour force is women. In all three sectors, the target has been 50 percent.
- Decision-making in public sector and politics Women's participation in the national assembly has continuously increased over the past five legislatures and stood at 20.32 percent in 2013, somewhat below the CMDG target of 30 percent in 2015. The proportion of female members in the senate was 16.4% in 2015, well below the target of 30 percent for 2015.

# **23.** Enhancing Implementation of Population Policy and Gender Equity

#### **Gender Equity**

- In 2015, there was one female deputy Prime Minister (10%), three female Ministers (10.7%), 38 female Secretaries of State (20.54%) and 48 Under-Secretaries of State (17.6%), or holders of equivalent ranks.
- The number of women civil servants has increased from 38% in 2014 to 39% in 2015. The government has issued a Royal decree to increase to retirement age for female civil servants to 60, and on a voluntary basis.
- There are no women governors in the capital or at the provincial level despite a target of 15 percent for 2015. The proportion of female members of Commune/Sangkhat councils increased from 9.4 percent in 2002 to 17.8 percent in 2012, less than the 2015 target of 25 percent. In 2007, there were 67 (4.1 percent) female Chiefs of Communes/Sangkhat. In 2012 there were 69 (4.2 percent) representing a surprisingly modest increase.

# **23.** Enhancing Implementation of Population Policy and Gender Equity

#### **Gender Equity**

- Social norms on gender relations continue to impede opportunities for women and girls in access to education, professional training, and public participation and service. There is a lack of support from family and community to promote women's participation in development.
- Women have more potential to create and expand small and medium businesses, but lack access to financial resources and business development services. Many women are employed in industries with low productivity, low wages, and unsafe working conditions;
- The implementation of the Law on Prevention of Domestic Violence and Protection of Victims has been limited, and cooperation with line-agencies to provide legal services do not address the needs of the victims.
- Disabled women and girls continue to be most affected by domestic violence and societal discrimination;
- Service providers in remote areas and understanding of the community, especially women receiving health services, are limited.

#### A. MACRO-ECONOMIC STABILITY AND GOOD GOVERNANCE

- Macro-Economic Stability
- Combating Corruption
- Public Financial Management
- Civil Service Reform
- Decentralization and De-concentration
- Legal and Judicial Reforms
- Environmental Sustainability
- Strengthening Partnership Mechanisms

#### **B. PROMOTION OF THE AGRICULTURE SECTOR**

- Increasing Productivity and Diversifying Production
- Climate Change and Deforestation
- Water Resource Management
- Commodity Prices and Global/Regional Competition
- Secure Land Tenure and Mine Clearance
- Technical Innovation and Risk Management
- Investment Coordination
- Product Quality and Marketing

#### **C.** THE DEVELOPMENT OF PHYSICAL INFRASTRUCTURE

- Connectivity as a Priority
- Quality Standards
- Hydropower and Renewable Energy
- Urban Planning and Zoning
- Water Resources
- Irrigation System Management
- Cross Sector Investments
- Public-Private Partnerships
- Road Safety
- Air Safety
- Development of Information and Communication Technology

#### D. PRIVATE SECTOR DEVELOPMENT AND EMPLOYMENT

- Prioritizing Investment
- Foreign and Domestic Investments and Trade
- Public-Private Sector Dialogue
- IDP/SME
- Tourism
- TVET and Skills Development
- Job Creation

#### E. CAPACITY BUILDING AND HUMAN RESOURCE DEVELOPMENT EDUCATION, YOUTH, AND SPORTS

- School Attendance
- Teacher Quality
- Promoting TVET and STEM
- Youth Development
- Sports

#### HEALTH AND NUTRITION

- Health Sector Financing and Governance
- Reproductive Health
- Non-Communicable Diseases
- Health Equity Funds (HEFs)
- Fast Track Roadmap for Nutrition
- Food fortification
- Water Supply, Sanitation, and Hygiene (WASH)
- Research and Food Safety

#### E. CAPACITY BUILDING AND HUMAN RESOURCE DEVELOPMENT SOCIAL PROTECTION

- National Social Protection Policy Framework
- ID Poor Targeting Mechanism
- Child Welfare

**POPULATION POLICY** 

**GENDER EQUITY** 

#### **THANKS FOR YOU KIND ATTENTION!**