



(Unofficial Translated)

ROYAL GOVERNMENT OF CAMBODIA

National Committee for Sub-National Democratic Development

**Policy on
Promotion of Gender Equality
For Sub-national Democratic Development**

2019

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Preface

Gender mainstreaming is one of the priority priorities of the Decentralization and Deconcentration Reform aimed at promoting efforts to promote gender equality and empowerment of women, in particular the role of women. Women make decisions in all areas of governance and benefit women improvements in the development and delivery of public services. The National Program for Sub-National Democratic Development (2010-2020) defines activities to promote gender equality in the outputs and outcomes of the five components of the program. These activities relate to the issues raised in the program component of the national program and to increasing the accessibility of women and men to other vulnerable groups to access public services and benefits from local development as well as increasing management of development resources to improve livelihoods with equity and inclusiveness.

In order to achieve this goal, the three-year implementation plan (IP3) Phase I, Phase II, and III of the National Program have focused on promoting Gender, Social Equity and inclusiveness, by integrating these key areas into the annual activity plan and budget in accordance with the determined targets and expected outputs of each phase of IP3. Meanwhile, in order to ensure the promotion of gender in the implementation of the decentralization and deconcentration reforms, NCDD issued this policy on “the promotion of gender equality for sub-national democratic development”.

The policy is based on existing laws and regulations, and has gone through consultations with relevance stakeholders.

On behalf of the NCDD, I would like to extend my profound thanks to the gender working group of the Ministry of Women Affair, NCDD Secretariat, relevant ministries, institutions, sub-national administrations, development partners and civil society organizations for their active participation in the development of this policy.

I sincerely hope that the ministries, SNAs and other relevant stakeholders will support and apply this policy to ensure the effectiveness of promoting gender equality in all democratic development process at the sub-national level.

I would like to welcome any feedback and/or constructive input to improve this policy.

Phnom Penh, 31 May 2019
**Deputy Prime Minister, Minister of Interior
and Head of NCDD**

Samdech Krolahom SAR KHENG

1. Introduction

The Royal Government of Cambodia is committed to promoting gender equality, recognizing that this work is a promotion of equal rights between men and women, as well as an important driving force for socio-economic development and economic growth. At the same time, through the National Program for Sub-National Democratic Development, gender issues are mainstreamed in the formulation of policies, legal instruments and programs, and the implementation of specific actions to ensure success in the promotion of gender equality within the framework of democratic development at sub national level.

The issuance of the policy on “Gender Equality for Sub-National Democratic Development” represents another essential measure to promote and ensure that commitments and focuses set forth in the national program framework are fulfilled and institutionalized more comprehensively and effectively.

2. Rationale

The Constitution, the laws, policies, strategies and mechanisms, both at national and sub-national levels, all have the purpose of promoting gender equality. Article 31 of the Constitution, for instance, states that “Every Khmer citizen shall be equal before the law,” and Article 45 reads that, “All kinds of discrimination against women shall be eliminated.” In 1992, Cambodia unconditionally signed and ratified the Convention on the Elimination of All forms of Discrimination Against Women (CEDAW). In the 1st, 2nd, 3rd and 4th phase of the Rectangular Strategy, the Royal Government has acknowledged and pay attention on gender promotion and consider women as backbone of the economy and the nation. The national strategy Neary Rattanak IV (a strategic plan for gender equality and women’s empowerment 2014-2018) focuses on women empowerment in prioritized sectors: (1) economic empowerment for women, (2) Access to education and healthcare of women as well as attitude changes, (3) promotion of health, nutrition of women and girls as well as prevention of HIV/AIDS, (4) legal protection for women and girls, (5) women’s participation in all levels of decision-making as well as integration of gender into the policy and the government reforms, (6) gender and climate change, clean climate and disaster management.

Under the legal framework, the Royal Government of Cambodia adopted the Law on the Protection and Promotion of the Rights of Persons with Disabilities in 2009, and after that the Royal Government signed and ratified the UN Convention on the Rights of Persons with Disabilities in 2012. In addition, the Royal Government also developed and put into effect the National Strategic Plan for the Promotion of the Rights of Persons with Disabilities 2014-2018.

The National Aging Policy (2017-2030) has also been developed to address the issue of increased vulnerability of the elderly with the aim of ensuring that the elderly enjoy opportunities to participate in development and benefit from development as well as the improvement of the wellbeing of the elderly. The National Aging Policy also addresses the needs for social welfare, economic needs and inclusion.

The National Program for Sub-National Democratic Development (2010-2020) clearly underscores the promotion of gender equality, inclusion, social equity to ensure the effectiveness in delivery of public services and local development that are responsive to the needs of the people, especially vulnerable groups.

The three-year implementation plan (IP3) for the first, second and third phases respectively, considers

gender, social equity, inclusion and climate change as crosscutting issues that need attention and be responded to in all program components, namely, reform management, good government, human resources management and development, service delivery and local development, and fiscal decentralization. However, as far as the actual implementation is concerned, the promotion of gender equality has yet to meet the targets set forth in the national program. Therefore, there is a need for the development and issuance of the Policy on “Gender Equality for Sub-National Democratic Development” to serve as a roadmap for ensuring the achievement of the goal of promoting gender equality as determined in the applicable legal instruments, contributing to the reduction of social inequality that arises from an imbalance of power as a result of discrimination, and implementation by the ministries, institutions and sub-national administrations.

3. Vision

This policy has the vision to ensure management, arrangement and delivery of public services and local development in an effective and socially equitable manner through integrating gender into all aspects and activities of democratic development at the sub-national level.

4. Purpose Goals and Scope

4.1 Purpose

The purpose of the Policy on Gender Equality for Sub-National Democratic Development is to promote and bolster gender equality within the framework of the implementation of sub-national democratic development reform.

4.2 Goals

The Policy on Gender Equality for Sub-National Democratic Development has five goals as follows:

- One:** Strengthen the will and commitment for the promotion of gender equality within the lead and management of the reform program for sub-national democratic development.
- Two:** Strengthen and improve the management system, procedures and working modalities of the national institutions and sub-national administrations to respond to gender equality needs.
- Three:** Strengthen and improve the management system and the development of human resources within sub-national administrations to respond to gender equality needs.
- Four:** Strengthen and promote public service delivery and local development at the sub-national level to respond to gender equality needs.
- Five:** Strengthen and improve the financial management system and planning of sub-national administrations to respond to gender equality needs.

4.3 Scope

This policy is to be implemented by the NCDD, sub-national administrations, and relevant ministries under the framework of the sub-national decentralization and deconcentration reform.

5. Strategies

To achieve the above vision, purpose and goals, eleven main implementation strategies shall be introduced as follows:

Strategy 1: Increase number of women in management positions

This strategy is intended to increase the number of women in management positions through identification of potential female candidates to fill management positions and provide capacity building for those female candidates so that they sufficiently qualify for the management positions. The main activities to be implemented under this strategy include:

- Development and implementation of relevant legal instruments related to the appointment of female leaders within sub-national administrations;
- Development of a plan to increase the number of women within sub-national administrations;
- Identification of potential female candidates to fill management positions (next generation);
- Organization of training for potential female candidates for management positions within sub-national administrations;
- Development of the capacity of women in management positions within sub-national administrations;
- Conducting regular monitoring and update data for planning next generation successors.

Strategy 2: Develop capacity of leaders in promoting gender equality

This strategy is intended to develop the capacity of male and female leaders to be aware of and sensitive to gender equality as well as adopting positive behavior towards gender equality promotion. The main activities to be implemented under this strategy include:

- Organization of compulsory training workshops and other trainings on gender equality for leaders from both national and sub-national administrations;
- Study and assessment of the quality of implemented capacity building.

Strategy 3: Promotion of gender equality shall be regularly reviewed and discussed by SNAs

This strategy aims at strengthening the implementation of various activities related to the promotion of gender equality within sub-national administrations. The main activities to be implemented under this strategy include:

- Support on and monitoring and evaluation of implementation of the promotion of gender equality in sub-national administrations
- Integration of gender issues into the agenda of the meetings of national administration leaders and within sub-national administrations to review challenges and progress as well as to set goals for promoting gender equality.

Strategy 4: Review and revise management systems, procedures and the working modalities of national institutions and sub-national administrations to respond to gender equality

This strategy aims at promoting gender equality through reviewing and improving management systems, procedures and the working modalities of national institutions and sub-national administrations to meet the needs of both males and females. The main activities to be carried out under this strategy include:

- Conducting research on current management systems, procedures and the working modalities of sub-national administrations;
- Revising the management systems, procedures and working modalities of national and sub-

national administrations to be responsive to gender equality needs in accordance with this policy;

- Assign the main roles and responsibilities to women holding management position at SNAs
- Developing a complaint mechanism with consideration on gender issues(discrimination, harassment, disrespect and undervaluing of men and women at organization of SNAs)

Strategy 5: Promote and support the implementation of management systems, procedures and the working modalities of sub-national administrations to respond to gender equality

This strategy is intended to promote and support the implementation of management systems, procedures and the working modalities of sub-national administrations in order to encourage the promotion of gender equality in the workplace. The main activities to be implemented under this strategy include:

- Expansion scope of the gender audit as well as the promotion of inclusion and social equity;
- Cooperation with civil society organizations and development partners to develop specific programs to respond to gender needs;
- Preparation of awards for outstanding leaders at both national and sub-national administration levels in recognition of their efforts to promote gender equality.

Strategy 6: Improve human resource management and development at the sub- national level to respond to gender equality

This strategy aims at reducing gender inequality in human resource management including management, recruitment, analysis, evaluation and capacity development. The main activities to be implemented under this strategy include:

- Development and implementation of capacity development programs related to gender and inclusiveness for leaders, and staff in all positions equally in term male and female.
- Promotion of women's voice and representation in decision-making;
- Mainstreaming gender into the procedures related to human resource management (such as recruitment, promotion, appreciation, incentives and retirement, etc.);
- Review the process of recruiting new cadre officer to ensure that priority is given to female candidates
- Review and reduction of gender gaps within sub-national institutions;
- Strengthen female councilors' councilors and women in leadership position networks for sharing experiences and seek support for women in participating, designing and implementing SNA decisions.

Strategy 7: Promote and support the transfer of functions and resources to the sub- national administrations that respond to gender equality

This strategy aims at ensuring that men and women benefit equally from the functions and resources transferred to the sub-national administrations. The main activities to be carried out under this strategy include:

- Ensure the transfer of functions and resources that respond to gender equality needs to sub-national administrations;
- Support for sub-national administrations in carrying out their received functions and resources with a focus on ensuring gender equality.

Strategy 8: Develop programs, projects, activity plans and budgets that respond to gender equality

This strategy aims to ensure that programs, projects, activity plans and budgets are designed to take into account and respond to gender equality needs. The main activities to be carried out under this strategy include:

- Review of guidelines, forms and procedures for studying, preparing, procuring and implementing infrastructure projects and service projects that meet the needs of vulnerable groups as well as promoting gender equality;
- Use of gender data (segregated by gender, age, group, status and so on) to analyze the impacts on gender that may arise from the implementation of projects or development work at the sub-national level;
- Ensuring a gender balance in the participation of both men and women in the design of projects and programs;
- Review and fully response to the need for the elimination of gender inequality and for the promotion of inclusion in the description of the vision, purpose, goals and strategies as well as components of the national programs;
- Ensuring that monitoring and evaluation of project activities and other programs clearly define the focus and ensure a review of the impacts on gender and inclusiveness;
- Ensuring that the development and implementation of medium- and long-term activity plans and budgets of the programs take into account and support gender mainstreaming and women's empowerment;
- Coordinate and collaborate with projects of development partners and CSOs to ensure the design and implementation of those projects in response to gender equality.
- Strengthening cooperation and support for consultations and dialogues related to gender equality at the sub-national administration level through broadcast media or other events;
- Compilation and wide dissemination of good practices related to gender equality promotion.

Strategy 9: Develop mechanisms at workplaces to make it easier for female staff

The strategy aims to establish mechanism that are convenience for women in performing their duties, particularly women with small children so that they are be able to receive the attention of the institution equitably. The main activities to be implemented in this strategy include:

- Creation of an enabling environment or friendly environment for both males and females to perform their work in order to enable and encourage women to fulfill their roles
- Ensuring the eradication of gender inequality or any form of discrimination
- Establishing a mechanism for resolving confidential complaints between officers and officials between officials and superiors regarding sexual harassment at SNAs
- Being attentive and mindful in organizing a suitable work environment for women
- Providing time-related flexibility for wealthy women, especially women with small children, allowing women to work one hour late and allow women to leave their premises an hour before work
- Provide baby care services for staff at work.

Strategy 10: Promote the allocation of funds to SNAs are gender responsive

This strategy aims at ensuring that allocation of budgets to sub-national administrations takes into account on gender equality. The main activities to be implemented under this strategy include:

- Developing and putting in to implementation of legal documents and guidelines related to gender responsive budget planning
- Coordination and cooperation with the Ministry of Economy and Finance, and other relevant ministries-institutions to ensure that SNA can access and use budget for social service and gender equality promotion;
- Review and strengthen the systems for fund management and the use of both conditional and unconditional funds to ensure the promotion of inclusiveness and social equity;
- Capacity development to SNAs on gender responsive budgeting.

Strategy 11: Promote and support gender responsive in planning formulation at SNA

This strategy aims at ensuring that the issues and needs of both men and women are taken into account and included in the development plan and investment program. The main activities to be carried out under this strategy include:

- Studying on the formulation process of development plan and investment program of sub-national administrations to make it responsive to gender issues;
- Reviewing and revising SNA development plan and investment program guideline to ensure SNA plan are gender responsive.

6. Implementation Monitoring and Evaluation

The National Committee for Sub-National Democratic Development (NCDD) is responsible for monitoring and evaluating the implementation of the policy on the promotion of gender equality for sub-national democratic development.

The NCDD Secretariat assists the NCDD to coordinate with Ministry of Civil Service, Ministry of Economics and Finance, Ministry of Woman Affairs, Ministry of Interior and related ministries/institutions in the implementation, monitoring and evaluation of the policy, and regularly report to NCDD on the progress of the implementation of this policy.

7. Conclusion

The policy on the promotion of gender equality for sub-national democratic development will contribute to strengthening gender equality promotion of SNAs in public service delivery and local development in their localities.

This policy defines strategies that ensure that each sub-national administration has a system of procedures, financial resources, human resources, and capacity to respond to promoting gender equality.

Gender equality promotion in administrative management, service delivery and local development of sub-national administrations will be ensured while this policy is fully implemented by relevant actors.

Terminology

Gender: is a relationship between men and women in families and society with relation to the division of rights, power, roles, ranks, functions and duties as determined by the society and may vary according to social circumstances.

Gender mainstreaming: is an approach to addressing gender inequality in society, community, institutions or entities to achieve gender equality by taking into account and integrating the needs of men and women into the development of plans, policies and programs at all levels.

Gender equality: refers to equal rights, responsibilities and opportunities of men and women as well as boys and girls in duties, responsibility, decision-making, and enjoying benefit and services from development in society without discrimination.

Women's empowerment: process of assisting women in social, economics, politics, ideology, and law to allow women to take action to strengthen their right, capacity and access to services and management of resources as well as equitable participation in affair that previously prohibited or restrict the participation of women..

Social equity: promotes the rights of all individuals in society in order for them to enjoy equitable access, benefit from service delivery and local development of the sub-national administrations, and to be able to fully participate in social, political, economic and cultural activities in their society or community.

Inclusiveness: promotes the status of individuals and groups to participate in and benefit from social activities without discrimination.