

Key Achievements and Lesson Learnt from 2018-2020 and Next priorities

'Leading the Way for Gender Equality' (LWGE) Program



Closing Project PS-LWGE Workshop
Phnom Penh, 7 April 2021



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Content



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1. About LWGE

Leading the Way for Gender Equality Program

- A **new and innovative multi-year** (2017-2020) program of the Ministry of Women’s Affairs (MoWA)
- Contributes to MoWA **organizational development, advocacy capacity and public outreach of MoWA** with the goal of increasing impact, sustainability, visibility and ownership of gender equality interventions.
- Applies **Program-Based Approach (PBA) principle** for gender equality in Cambodia
- **Core support** from **the Embassy of Sweden and UNDP under the PS-LWGE** and **join support from** other development partners under the leadership and coordination of MoWA team.

Leading the Way for Gender Equality

Create the enabling environment for promoting gender equality and women in leadership through strengthening the gender mainstreaming mechanisms

Outcome 1
Institutionalization of Gender Policies & Organizational Reform

1. Policy formulation
2. **Inter-ministerial** Accountability & Monitoring
3. **Institutionalization in selected ministries**
4. **MoWA coordination, advocacy & oversight**
5. **Inclusion of Vulnerable Groups of Women & Girls**

Outcome 2
Public Behavioural Change & Enhanced Public Outreach

6. Engagement of **educational institutions** to promote a culture of gender equality
7. **Media sensitization**
8. Improvement of **public outreach** and strengthening of the **MoWA Young Professionals Network**

Outcome 3
Women in Decision Making & Strengthened Feminist Leadership

9. Effective functioning of the **TWGG on Women, Leadership & Governance**
10. Strategic partnerships for **capacity development measures to women in leadership and decision making**

LWGE Capacity Development Frameworks (2018-2020)



2. Key Achievements and Lesson Learnt

from 3 Years Implementation of LWGE programme under the support of PS-LWGE

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Leading the Way for Gender Equality in Cambodia

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1. Policies and Evidence Based

to support gender equality and women's empowerment

1. National Policy on Gender Equality [Final draft]
2. Neary Rattanak V - Five Year Strategic Plan (2019-2023) on Gender Equality and Women's Empowerment
3. Cambodia Gender Assessment (CGA) [Final Draft]




[Final draft]

គោលនយោបាយជាតិស្តីពី សមភាពយេនឌ័រ

[Final draft]

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The MoWA Minister chaired the consultative meeting on the draft National Policy on Gender Equality with DPs, CSOs and private sector on 13 November 2019 at Ministry of Women's Affairs

2. Inter-ministerial

Accountability and Harmonization

1. **Harmonized M&E tools/system** for CEDAW reporting
2. **09 GMAPs** - Gender Mainstreaming Action Plans
3. **ODA guideline** on gender responsive
4. **National Guideline on Gender Mainstreaming** into sectors [Draft].



3. Strengthened MoWA Capacity

to support the LWGE program and NRS implementation

1. LWGE **Program Capacity Development Framework** developed and implemented.
2. **30** MoWA departmental focal points have been trained to **become the M&E focal points for NRV implementation.**
3. A revised **Manual on Gender Analysis and Advocacy** has been published.
4. **33 MoWA potential trainees** have been trained to **become the MoWA trainer pool.** - MoWA mentor group provides ongoing coaching and support to ensure *the trainers are full confident* in delivering the trainings and provide technical support to the line ministries.

4. MoWA Capacity and System

for financial, program management and coordination

1. Adopt Public Financial Management (PFM) manual of MEF to be **The operational manual** for the program. - serves for the next program cycles of MoWA.
2. LWGE system **met the audit and financial review requirements** with no serious problems.
3. **LWGE team and system used to coordinate and mobilized the resources** from national budget and other partners such as UNFPA, ESCAP, JICA, DFAT/ACCESS, RECOFTC including Oxfam support and private sector.

5. Inclusion

of disadvantaged women and girls

1. **MoWA Technical Working Groups to address** vulnerable groups of Girls and Women officially established in 2019 with the overall responsibility to address and promote the inclusion of vulnerable groups of women and girls within MoWA
2. The attention of inclusion of vulnerable and disadvantaged groups of women and girls has been **integrated** as the cross-cutting issue and translated into the CGA, NRV strategies, and the draft National policy.

Quotes from the final evaluation report

“MoWAs capacity has improved there are male and female leaders, they have explained CEDAW to us, they have a GE policy, different plans and they are progressing well.”

“Cooperation between MoWA and other organisations has been strengthened. I observed that the MoWA staff are trying to provide support to relevant institutions about social inclusion, different topics... Their capacity has really increased.”

Analysis of achievements against outcomes by Evaluation report

Outcome 1:

Ambitious and large outcome.

Excellent results in a very short time – especially in terms of consultation and collaboration.

More work to do related to M&E, budgeting, accountability and harmonisation

6. Selected Educational Institutions

actively engaged in promoting a culture of gender equality

Partnership with 4 universities (RULE, RUPP, RUA, UC)

through 03 MoUs to implement measure to promote gender equality

1. National TV Youth Debate on GE program. Regularly, the youth debate program organized with the students from the universities and broadcast through the national and private TVs as well as social media platforms.
2. Resource centers (Gender Corners) with feminist/gender literature established in 4 universities (RUPP, RUA, UC and RULE) to provide documents for research and knowledge of the university students and citizens.
3. Work plan are prepared with universities to organize gender sessions with students as well as request for review the curriculum. However, it is postponing due to Covid-19 situation.
4. Youth Leadership Lab for Gender Equality Program established and successfully implemented.

7. Media is sensitized

on gender equality perspectives in reporting

By Dec 2020, more than **2.8 M audiences**, about **17.5% of the total Cambodian population**, have been reached and received information on gender equality through different ways of educational communications.

This number is exceed the planned figure – 2.5M.



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7. Media is sensitized

on gender equality perspectives in reporting

1. **MoWA Social Media Working Group** established in 2019 with 25 members from all departments. Social Media **Master-plan** and the detail work-plans to improve the MoWA page visibility.
2. **Capacity development** to the working group including **digital literacy** to adopt the Covid-19 and **video editing** for the better video to post in social media.
3. In adaption to the Covid-19: **Neary Rattanak Talk Show Program** established, 2 videos have been broadcasted through social media.
4. **3 competitions through social media** organized with the public involvement during the 16-day and 8 March digital campaigns.
5. **IEC Materials and videos** are produced and published online and offline.

IEC Materials and videos are produced and published

1. **Booklet on Gender Transformative Leadership**
2. **A full set of digital communication** for inspiring and engaging women and young girls in leadership:
 1. 3 minute-doc-video
 2. Music Video- Karaoke-type video title “We Can Do It”
 3. 9 mins-drama on empowering of young girls to become head of CEO
3. 3 mins **video education on gender role**/unpaid care work within family and in the context of Covid-19.
4. 5 mins **doc-video** on the key achievement and best practices on GE in Cambodia.
5. A best practice and lesson learnt on **gender mainstreaming into D&D program** at sub-national level
6. Booklets and video **Youth Leadership Lab** for Gender Equality program
7. **Case studies** on women in leadership at the sub-national levels.
8. **Other printed materials:** T-shirt, Calendar, Pen, Water bottles, leaflets, Bags, Masks with highlighted the key advocacy and educational messages

8. Mass media sources

are more gender-responsive and the implementation of code of conduct for media reporting on GBV

1. **An Inter-ministries Working Group** officially established in 2020, and had **regular meetings to monitor and enforce** the implementation of the code of conduct for media reporting on GBV. The members of the working group are the representatives from MoWA, MoInfo, Club of Journalists, DMC, Action Aid Cambodia, GADC, WMC, Lotus Radio.
2. **Code of Conduct for Media Reporting on GBV disseminated** to 498 participants (291 women) who are journalists, artists, writers, comedians, media students and PDoWAs.

“A big positive impact after we received the Media Code of Conduct for Reporting on VAW and the disseminations. This helps us to write on how to help the victims rather than victimize them”.



Mr. Pen Bunna, President of Cambodia Club of Journalists

<https://www.facebook.com/mowa.gov.kh/videos/403115537041986/>

9. MoWA Young Professionals Network *is strengthened*

1. **MoWA Knowledge and Sharing Platform – Let’s Talk Program** established and operated by MoWA Young Professional Network
2. **6-month Mandatory training program** for new recruited staff of MoWA on gender concept and analyses has been implemented and adopted as MoWA Human Resource strategy.
3. **Public Speaking Competition events** of MoWA Young Professional Network - **(Smart Youth Program)** partially organized and postponed due to Covid-19 community transmission.

Analysis of achievements against outcomes from the final evaluation

Outcome 2:

Sustainable results with the Young Professionals Network and Youth Leadership Labs. Excellent approach of conducting internships.

Gender corners established in 4 universities.

The Working Group to monitor the media code of conduct established. Slow start with some delays but definite impact on the life of everyday young Cambodians.

Questions around the sustainability of the media code of conduct.

10. More effective function Technical Working Group on Women, Leadership & Governance (TWG-WLG)

1. **TWG-WLG**: The platform for connecting and coordinating the stakeholders from LMs, DPs and CSOs to promote gender into the key govt. reforms and women's leadership in the public and politic. It established since 2015 and become effective functioning from **2017 through regular meetings every 3-months** to share the progress, challenges and actions forward.
2. **MoU** has been signed between **Ministry of Civil Service and MoWA** in order to promote women in leadership position in the public sectors especially in promoting the number of female civil servant from 41% to meet CSDGs target.

11. Strategic Partnerships

are formed and capacity development measures to women in leadership and decision making

1. **The tools to collect the information for mapping the women leadership program** [draft] - will be finalized in 2021.
2. A **joint work plan** between MoWA and the Secretariat of National Committee for Sub-National Democratic Development (NCDD)
3. The **Concept Note of the New update 10 years National Program of Sub-National Democratic Development** has been mainstreamed gender comprehensively.
4. **Leadership program training** for the female leader has been included in the **RSA and NASLA** in which gender equality has been integrated into this curriculum.
5. Good collaboration with DPs and private sectors in **organizing leadership events for young people, gender leaders, as well as public** in order to promote and build their capacity on gender equality and leadership.

The Financial Support of PS-LWGE

[April 2017-March 2021]

PS-LWGE	USD million
UNDP Contribution	862,651.82
Embassy of Sweden	1,048,828.67
Total Project Funding	1,911,480.49

The Leading the Way for Gender Equality program

Technical and financial support from 2017-2020

National budget, UNDP, Swedish Embassy
 Oxfam, UN Women Recoftc, UNFPA, JICA, France Embassy, DFAT/ACCESS, UN-ESCAP...
 and other private companies also joined contribution
 and support to this program implementation

Key Challenges

Institutional system

- Having said, traditional concept/approach to build the capacity development in training and workshop is still a challenge.
- However, the approach to build the training and workshop to be more participation, inclusion has been applied slowly. **It would not be easy to address it in one day, therefore, ongoing coaching and mentoring is still needed at this space.**

Key Challenges

Contextual system

- Gender is **still a common misconception** that it is just about the indicator number of men and women.

Programmatic system

- 3 years program is **too short to achieve** the planned outcomes
- Phase out strategy is not efficient for program team to be well prepared while there **are lots of commitments to implement during the Covid-19**
- Due to the current **local outbreak of Covid-19, few pending activities have been postponed** such as the final consultation with line ministries, the operational plan workshop and the publishing of CGA. However, MoWA has committed to complete these pending activities even the project will be closed by 31 March.

Lesson Learnt

Policy development

- The national policies, strategies and guidelines have been designed in a **wider consultation with multi-stakeholders** that provided a **strong evidence of leaving no one behind** – line ministries, DPs, CSOs and private sector have been engaged in the process to ensure the policy is well developed and **aligned with the national and international framework** in particularly the recommendations from the CEDAW and the key findings from the CGA.

Policy advocacy:

- CGA – policy brief
- Handbook on gender transformative leadership
- Guiding document: a journey to gender equality
- Digital campaigns – 16 days and 8 March

Lesson Learnt

Capacity Development (CD):

- CD Framework is **a roadmap to guide MoWA** to build the capacity of our staff to effectively **coordinate with stakeholders to promote** the gender equality. However, the **framework is ambitious that requires to review and update it regularly to ensure it is practically** for the users.
- Having changed the approach of building the capacity of MoWA staff by guiding them on how to do – it is very effective and efficiency. **Coaching and mentoring approach** allowed them to understand the contents, issues and how to address it.

Lesson Learnt

Capacity development (Con't):

- **Technical assistance** – MoWA led the process while technical assistants would guide MoWA how to do it. **It also allows MoWA to own and lead it** for example the National Policy, NRV – all of these proved that MoWA has a capacity to take lead on the national policy framework while TA could assist us to do by sharing good practices from other countries or their expertise to shape it in an effective way.



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ជំនើរឆ្ពោះទៅមុខ
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MINISTRY OF WOMEN'S AFFAIRS



3. Phase Out Strategy and Next Priorities

MoWA Leading the Way for Gender Equality



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Key Priorities

1. Gender Policy Implementation and Monitoring:

- Finalize and proceed for **endorsement of the National Policy** on Gender Equality
- Develop the **Result Framework** of the Policy and set up the **M&E mechanism/system**
- **Gender Responsive Budgeting** (MoEF and LMs) and **ODA Gender Responsive**
- **Technical Support** to line ministries (finalization of the NRV Operational Plan and M&E framework development)
- Strengthen the **gender mainstreaming mechanisms** at national and sub-national level – review the role and ToR of the mechanisms (e.g. TWG-G, its sub-working groups)

Key Priorities

2. Implementation of Code of Conduct for media Reporting on GBV

- Strengthen the Inter-ministries Working Group and improve **monitoring mechanism/ tools**

3. Youth Engagement:

- **Youth Leadership Lab** for GE program
- Partnership **with universities** in promoting gender equality and transformative leadership.

4. Awareness Raising on GE among public population

- **Mass media** and **social media** during public events, digital campaigns.

Key Priorities

5. Knowledge management sharing:

- Document best practices and lesson learn and tools **to advocate** for gender equality.
- Gender **responsive statistics**
- Gender related researches
- Policy brief – CGA

6. Engage with emerging issues and priorities:

- Social Protection
- Women’s Economic Empowerment



Thank you!

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