

**Kingdom of Cambodia
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**Cambodian National Council for Women
A Five-Year Strategic Plan
2010 - 2014**

Cambodian National Council for Women

**A Five-Year Strategic Plan
2010 - 2014**

**Prepared by:
Cambodian National Council for Women
in cooperation with
Inter-Ministerial Gender Working Groups**

*Funded by: The Royal Government of Spain through Peace and
Development Organization (PyD)*

Foreword

The Fourth World Conference on Women in Beijing in 1995 discussed how to support women's empowerment and women's participation in the process of decision-making in all forms of development activities at all levels in order to promote equality as well as to ensure equal benefits in society. The conference resulted in a Declaration and developed a Platform for Action to this end. The Beijing Platform for Action identifies 12 critical areas of concern. These include: the persistent and increasing burden of poverty on women; unequal access to education and training; unequal access to health care and related services; violence against women; the effects of conflict on women, including foreign occupation; inequality in economic structures and policies, in all forms of productive activities and in access to resources; inequality in decision-making at all levels; insufficient mechanisms for advancement of women; human rights of women; access to and participation in all communication systems, especially in the media; inequalities in the management of natural resources and in the safeguarding of the environment; and the rights of the girl child.

Recognizing that the involvement of both women and men is vital to development, developing countries have formulated projects and programs aimed at alleviating poverty and addressing gender gaps. The Cambodian Millennium Development Goals (CMDGs) 2005-2015 were expanded to include elimination of gender inequality in all sectors such as education, economic, public sectors and elimination of violence against women and children.

The Millennium Declaration was adopted at the UN General Assembly in September 2000 by all 189 Member States of the United Nations. The world leaders agreed to a set of time-bound and measurable goals and targets for combating extreme poverty, hunger, disease, illiteracy, environmental degradation and gender inequalities. These goals, which form part of the global development agenda are known as the Millennium Development Goals (MDGs).

The population of the Kingdom of Cambodia is 13.4 million, of which 51.5 percent are females, 48.5 percent males in 2008. Women are quoted as being "the Backbone of the Society and the Economy" and gender equality is identified as a priority in the national strategic development plan.

In alignment with the National Strategic Development Plan, the Cambodia National Council for Women has developed a five-year strategic plan for 2010-2014. This is the road map to guide the CNCW in successful implementation and achievement of its mission. Moreover this strategic plan will be used to monitor and evaluate the progress of implementation and reflection on the achievements. Additionally, the strategic plan clearly outlines the contribution, technical advice and supporting activities of relevant ministries in addressing gender inequality and inequity and all forms of violence against women, towards the achievement of the CMDGs by 2015 along with the implementation of the Rectangular Strategy Phase II of the Royal Government of Cambodia led by Samdech Akka Moha Sena Padei Techno Hun Sen, Prime Minister of the Kingdom of Cambodia.

The Cambodia National Council for Women proudly presents this strategic plan which outlines the crucial role and strategic activities of the Council. The plan was formulated through a participatory and inclusive process and responds to the needs of the community with the overall aim of contributing to social justice and poverty reduction.

Phnom Penh,.....May, 2010

Dr. Ing Kantha Phavi
Chairwoman of CNCW

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Profound thanks to all people who live in the communities that Cambodia National Council for Women has been working with and had great opportunity for learning in the past which is important contribution in developing this five years strategic plan.

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Introduction

Peace and stability are historic accomplishments made by the win-win strategy of the Royal Government of Cambodia (RGC) led by **Samdech Akka Moha Sena Padei Techo Hun Sen, Prime Minister of the Kingdom of Cambodia**. It has considerably contributed to prudent macro-economic management and GDP growth has averaged 10.6 percent per annum in the last three years. This growth reached its record of 13.5 percent, 10.5 percent and 10.1 percent in 2005, 2006 and 2007, respectively.

In the year 2009, the Royal Government of Cambodia committed itself to continue the **National Strategic Development Plan** and the **Rectangular Strategy-Phase 2** which determines the policy priorities of the fourth legislature of the National Assembly in order to reduce poverty, promote socio-economic development, and welfare for the Cambodian people.

In response to these commitments, the Royal Government of Cambodia is working hard for the adoption of laws to protect women. As a result, a series of laws to protect women's rights and amendments to the Law on Prevention of Domestic Violence and Victims Protection and the Law on Anti-Human Trafficking and Sexual Exploitation were adopted. The Royal Government of Cambodia has established working groups at the national level to fight trafficking and sexual exploitation of women and children to reduce violence against women, which still remains a major concern at all levels of society and around the world.

The Royal Government of Cambodia in the 4th Legislature has clearly recognized that the gender issue cannot be solved separately as it is closely related to poverty reduction, and therefore, development, and it is the key to improve the wellbeing of women and their families.

In order to have a clearer direction for the effective implementation of its strategy, the **CNCW** has prepared a five-year strategic plan to cover the period from 2010 to 2014. This strategic plan is the result of a participatory process involving leaders, members of **CNCW** and Inter-Ministerial Working Groups on Gender as well as the Permanent General Secretariat of the **CNCW**. The purpose of this strategic plan is to prepare a clear plan including the vision, mission, goal and objectives, problems analysis, identification of priority activities and resources needed towards its successful implementation.

In its strategic plan the **CNCW** has provided strategic sectors to re-enforce the national and international laws and other related regulations, rules and recommendations provided by the **Samdech Akka Moha Sena Padei Techo Hun Sen, Prime Minister of the Kingdom of Cambodia** to promote the status and roles of women and the social welfare of Cambodian women.

This strategic plan showed the best efforts of **CNCW** and the commitment to achieve the goal set in the strategic plan.

PART ONE

The Royal Government of Cambodia Policy Platform on Promoting Status and Women’s Rights

1.1. Constitution of the Kingdom of Cambodia

The Constitution of the Kingdom of Cambodia in 1993, stipules in Article 31 that “The Kingdom of Cambodia recognizes and respects human rights as determined in the Universal Declaration on Human Rights, the Conventions and Covenants on human, rights. Cambodian citizens of either sex have equal rights before the law, the same freedom and obligation regardless of race, color, sex, language, belief, religion, political tendency, ethnic, social status, or other situation. Freedom and personal rights of each individual shall not interfere with others people’s rights. The exercise of this freedom shall be regulated.”

In relation to the participation of women and men in other spheres of life, Art. 35 states that “Cambodian citizens of either sex have the right to engage actively in political, economic, social and cultural spheres of the nation.”

1.2. Rectangular Strategy-Phase 2

The Royal Government of Cambodia (RGC) ratifies the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) in 1992 without reservation. CEDAW ensures civil rights and legal status of women as follows:

- their political participation
- non-discrimination in education, employment and in the economic and social activities
- the equal rights and obligations of women and men with regards to the choice of spouse, parenthood, individual rights and economic rights.

The Royal Government of Cambodia continues to be committed in promoting gender equity to achieve poverty reduction and sustainable development by paying special attention on its impact on women and children and seek solutions as well as strategic intervention for policies development. The Royal Government of Cambodia has been implementing policies on women’s capacity building by increasing opportunities for female students through providing scholarship, training programs at the educational institutions, providing appropriate dormitories and ensuring female students’ safety as well as increasing the number of female teachers, and enhancing the roles of women in decision making and the roles of women in the national and sub-national levels. The Royal Government of Cambodia has continued to promote the roles and status of women in decision making and taking into account of training at all levels.

Moreover, to stop Violence and Women Trafficking, the Royal Government of Cambodia will implement the law on Prevention of Domestic Violence and Victims Protection to protect women’s rights legally, effectively and timely to the victims who

are mostly women and children in cooperation with the concerned institutions and development partners.

1.3. Cambodia Millennium Development Goals

The Royal Government of Cambodia (RGC) signed the Millennium Declaration and committed itself to the achievement of the MDGs. The RGC intends to measure the national development performance against the CMDGs and prepare regular CMDGs progress reports.

Cambodia has made some progress towards the achievement of the the MDGs but more efforts will be needed over the next decade. Since 1999, Cambodia has made significant progress in implementing a macroeconomic framework aimed at achieving long-term economic growth and sustainable development. Cambodia has also made impressive progress in strengthening political and economic stability. Sound economic management, macro-economic stability and sustainable economic growth are required for sustainable poverty reduction and for Cambodia to achieve its CMDGs.

CMDG3 aims at eliminating gender disparities in socio-economic and politic.

1.4. Challenges in Promoting Status and Women's Rights

There are different forms of inequality in Cambodia such as inequality in social, economical, and political spheres. Inequality is remarkably different between rural and urban communities, particularly in Phnom Penh, capital of Cambodia. Generally, the employment and income generating opportunities in the urban area is higher than in the rural area. Inequality is noticeable in rural area particularly in ethnic communities. The progression made over a decade requires increasing the investment of necessary financial and human resources in these areas where development is slower.

Gender equality remains a major issue in most areas of socio-economic life despite the government's clear commitment to female empowerment.

Gender disparities are remarkable in social affairs. Although, access to primary education has been improved significantly over the last decade, Cambodia has not succeeded in achieving its target to increase access to secondary school.

Despite, the clear commitment of RGC to empower women; gender equity remains a major issue in certain sectors of social affair life, and economy. It is too early to evaluate whether the target has been achieved or not. On the other hand, gender issues have been mainstreamed in the political agenda changing mindsets, behaviors and attitudes to achieve the 2015 target. Despite all the progress challenges remain significant.

Violence against women (such as Gender Based Violence (GBV), rape and child abuse) still exists in Cambodia. The GBV is unaccepted and not tolerant in the Cambodia society. GBV victims, are usually, discriminated rather than provided with

alternative support and compensation. Moreover, the intervention to prevent violence in society is still limited.

Violence, exploitation, and discrimination against women and children represent a big challenge for Cambodian society, a violation of the National Constitution which recognizes human rights, and a major cause that blocks women's participation in development process. These can negatively impact families, the community, and the whole society in terms of economy, safety, and welfare.

The capacity of government officers in all levels is limited in gender analysis and the advocacy work remains limited. Another important challenge is gender mainstreaming into strategic programs.

Even though some laws have been adopted, the implementation and enforcement are still problematic.

PART TWO

Cambodian National Council for Women (CNCW)

2.1. Background

The Cambodian National Council for Women was established by the Royal Decree No. NS/RKT/0201/036 dated 14th February 2001 and this Royal Decree was amended by the Royal Decree No. NS/RKS/0805/388 dated 30 August 2005 which determines the creation of Cambodian National Council for Women, abbreviated as CNCW. CNCW is the mechanism for coordinating and providing advice to the Royal Government of Cambodia on matters related to the promotion of Cambodian women's status, roles and welfare of women to reduce and eliminate all forms of discrimination against women.

CNCW composes of the following:

1- Her Majesty the Queen	Honorary President
2- Prime Minister	Honorary Vice-President
3- Minister of Women's Affairs	President
4- Secretary of State for Interior	One (1) Vice-President
5- Secretary of State for Justice	One (1) Vice-President
6- Secretary of State for Women's Affairs	One (1) member
7- Secretary of State for Council Ministers	One (1) member
8- Secretary of State for Foreign Affairs and International Cooperation	One (1) member
9- Secretary of State for Economic and Finance	One (1) member
10- Secretary of State for Labor, Vocational Training and Youth Rehabilitation	One (1) member
11- Secretary of State for Education, Youth and Sports	One (1) member
12- Secretary of State for Rural Development	One (1) member
13- Secretary of State for Culture and Fine Art	One (1) member
14- Secretary of State for Health	One (1) member
15- Secretary of State for Tourism	One (1) member
16- Secretary of State for Information	One (1) member
17- Secretary of State for Planning	One (1) member
18- Secretary of State for Social, Veteran, and Youth Rehabilitation	One (1) member
19- Secretary of State for Agriculture, Forest, and Fisheries	One (1) member
20- Secretary of State for Industry, Mine and Energy	One (1) member
21- Secretary of State for Commerce	One (1) member
22- Secretary of State for Land Management Urbanization and Construction	One (1) member
23- Secretary of State for Environment	One (1) member
24- Secretary of State for State Secretariat of Civil Services	One (1) member
25- Deputy President for National Authorities Against HIV	One (1) member

26- Deputy President for Committee of Cambodia's Human Rights	One (1) member
27- Secretary General of Cambodian Council for Children	One (1) member

CNCW is authorized to contact Ministries, Institutions, Civil Society Organizations, International Organizations and donor countries not mentioned in this composition, to request their participation in meetings to provide opinion or to observe according to the invitation of CNCW.

2.2. Duties, Structures and Functions of CNCW

A. Duties

- Assisting the Royal Government to coordinate, follow up, and provide recommendations to support and promote the implementation of national policies, laws, orders, and measures related to the promotion of status, roles, and social welfare of Cambodian women
- Assisting the Royal Government in following up the implementation of international treaties concerning the rights of women and the implementation of national laws related to the suppression of human trafficking and sexual exploitation, the suppression of domestic violence and protection of victims and the provision of laws related to women in order to provide opinions, raise recommendations or propose amendments to enhance the status of women
- Facilitate the preparation of a national report on the implementation of the Convention on the Elimination of All Forms of Discrimination against Women in the Kingdom of Cambodia and examine, inform the Royal Government to make decision before final submission to the United Nations
- Monitor and promote gender mainstreaming into national policies and national development programs of the Royal Government of Cambodia
- Prepare annual reports on activities performed by Cambodian National Council for Women, for submission to the Royal Government of Cambodia
- Examine and decide on the internal regulations of CNCW
- Undertake other duties as directed by the Royal Government of Cambodia

B. Structure

CNCW is made up of the Permanent General Secretariat as a mechanism located in the cabinet of The Ministry of Women's Affairs. The function of the Permanent General Secretariat shall be determined by sub decree.

The Permanent General Secretariat chaired by one Secretary General has an equivalent rank to the Under Secretary of State. Deputy Secretary Generals have an equivalent rank to Deputy Director General and they will work permanently at the permanent Secretariat General of the Cambodian National Council for Women and will be paid directly by the Ministry of Women's Affairs and some officials transferred to work permanently at the General Secretariat of CNCW.

The Secretary General shall be appointed by the Royal Decree (Preah Reach Kret) in accordance with the proposal of the Royal Government, the Deputy Secretary will be

appointed by the sub decree in accordance with the proposal of the President of CNCW and the Minister of the Ministry of Women's Affairs.

The President of CNCW has the right to appoint the position and to promote officers in the General Secretariat following the proposal of the leaders of the General Secretariat of CNCW.

CNCW may:

- Create a specialized sub-commission composed of both sexes with officers that will act in the existing framework as assistants to perform, as required.
- Have a number of national and international expert advisors to assist CNCW and General Secretariat.

CNCW shall conduct ordinary meetings quarterly. CNCW may convene an extraordinary meeting in exceptional circumstances, under the chairmanship of the President of CNCW. The President of CNCW may invite other Ministries and Institutions to participate in the above mentioned meetings as necessary.

Each year, the **CNCW** must make a summarized report on the implementation of the working programs and recommendations, which will be presented at the annual conference under Her Majesty the Queen of the Kingdom of Cambodia, presented as an Honorary President and the Prime Minister presented as an Honorary Vice-President.

2.3. Duties and Structures of Permanent General Secretariat of CNCW

A. Duties

The Permanent General Secretariat as the mechanism of CNCW shall:

- Propose short, medium and long term work plans for CNCW.
- Coordinate with related institutions the preparation of the national report on the implementation of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) for CNCW and approve the submission of the report to the Royal Government for that recommendation before sending it to the United Nations.
- Monitor the status of women and provide recommendations based on national policies of the Royal Government and goals of the world conference for women.
- Promote widely CEDAW dissemination to local levels.
- Research the national laws, international laws, orders and measures related to women in order to monitor, evaluate and provide recommendations.
- Collaborate and cooperation with ministries, institutions, national organizations, international organizations, and civil society to provide recommendations to CNCW to examine, make decisions and submit to the Royal Government.
- Ensure the continuity of the administrative performance of CNCW.
- Manage official staff of the Permanent General Secretariat of CNCW.
- Manage the budget and resources of the Permanent General Secretariat according to CNCW's decisions.

- Conduct ordinary meetings, extraordinary meetings and develop annual reports including minutes, performance reports, and results of CNCW.
- Compile information and documents related to women

B. Structure

The Permanent General Secretariat is divided into three departments as follows:

- Department of Administration and Finance
- Department of Planning and Cooperation
- Department of Legislation

2.4. Duties of Ministries, Institutions, and Provinces-Cities

The Inter-Ministerial and Institutional Working Groups on Gender have duties added to CNCW's work to increase participation and responsibilities according to their expertise in their ministries and institutions to write national reports on CEDAW implementation and dissemination of CEDAW and for coordinating the monitoring and evaluation the implementation of national policies, and national laws with CNCW to implement the work plan of CNCW in their municipalities, provinces, cities, districts/Khans, communes/Sangkats.

The departments of Women's Affairs in all municipalities, provinces, cities and the gender focal persons in each department around the municipalities, provinces and cities have responsibilities added to the work of CNCW.

2.5. Major Accomplishments of CNCW since its establishment:

The CNCW has made a lot of accomplishments according to the Royal Decree and sub-decree as follows:

- Organized dissemination workshops on CEDAW and 42 concluding comments from the United Nations and recommendations of **Samdech Akka Moha Sena Padei Techo Hun Sen, Prime Minister of the Kingdom of Cambodia** to 27 Ministries (participants were from Bureau Chief to Secretary of State), 24 Municipalities-Provinces and 10 districts of Takeo (participants were from Director and Deputy Directors and representatives from provincial line departments, Deputy Commissioner of Police, Commander, Deputy Commander and the court and local authority).
- The Kingdom of Cambodia ratifies the Optional Protocol of Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) on the 11th of August 2009 without reservation.
- Produced leaflets, bulletins, website, short educational stories, songs on CEDAW and information on CNCW activities
- Disseminated CEDAW through radio, television, leaflet and website

- Sent the first, second, third national reports on the implementation of CEDAW in Cambodia to the United Nations (2003)
- Organized the CNCW annual meeting and work plan for every year
- Defended the first, second, third national reports on the implementation of CEDAW in Cambodia at the United Nations (2006)
- Monitored and evaluated the dissemination of CEDAW
- Monitored and evaluated the implementation of national and international laws, related regulations and rules to all municipalities, provinces and capitals.
- Provided recommendations in three occasions to the Royal Government of Cambodia (six recommendations in 2003-2004, 9 recommendations in 2005 and 14 recommendations in 2007-8.)
- Had cooperation with civil society organizations, international NGOs including PyD, UNIFEM, NGO on CEDAW, etc.
 - Disseminated the CEDAW and 42 concluding comments, recommendations of Prime Minister, prepare national report and prepare a five-year strategic plan.
 - Produced and printed the leaflets on CEDAW (15,000 copies), bulletins of CNCW issued number 1 (300) and 10 songs

2.6. Strengths, Weaknesses, Opportunities, and Threats (SWOT) analysis

Apart from the above achievements, there are still some areas for improvement. The following is the SWOT analysis with the *Strengths, Weaknesses, Opportunities, and Threats*:

Strengths	Weaknesses
<ul style="list-style-type: none"> - CNCW has clear organizational structure - Have best efforts from members of CNCW - Inter-Ministerial Working Group on Gender constituted by staff from concerned Ministries and institutions - - The leaders and officials of the Permanent General Secretariat of CNCW have committed themselves to perform their job based on the Royal Decree and Sub-Decrees 	<ul style="list-style-type: none"> - Structure, roles and responsibilities of CNCW not fully understood at the sub national level - Work overload and time constraints impede the delivery of results on time - The submission of reports on CEDAW implementation in Cambodia and annual reports submitted to CNCW were not regular - The submission of reports from Inter-Ministerial Working Group on Gender was not on time. - Lack of budget to monitor and evaluate the implementation of related national and international laws, regulations and other measures - The capacity of CNCW officials is limited in disseminating laws, monitoring, and implementing the related national and international laws, regulations and other measures - Lack of time for disseminating the related laws during the workshops - Related documents for distribution were not enough due to lack of funds
Opportunities	Threats
<ul style="list-style-type: none"> - Full and strong support both technical and financial from Her Majesty the Queen and Samdech Akka Moha Sena Padei Techo Hun Sen, Prime Minister of the Kingdom of Cambodia - The Royal Government has clear policy - The head of the Royal Government of Cambodia clearly supports the CNCW activities - Good cooperation with development partners in terms of financial and technical assistance to CNCW 	<ul style="list-style-type: none"> - Foreign cultures may provoke negative impacts on peoples' mindsets and wellbeing, especially among the youth.

PART THREE

Preparation Process of Strategic Plan

The preparation process of a five-year strategic plan (2010 – 2014) of the Cambodian National Council for Women (CNCW) has been done on a participatory basis to provide inputs and constructive comments in accordance with the Cambodian context. For the development of this strategic plan, two consultative workshops were organized with the Inter-Ministerial Working Groups on Gender from line Ministries and concerned stakeholders, including civil society organizations, to gather information and to analyze the current situation of women and women's rights at the national and sub national levels. This process is very important to remark the crucial roles of CNCW in providing overall supervision and guidance to prepare this strategic plan.

After the consultation with the Inter-ministerial Working Groups on Gender and the concerned stakeholders, there have been several follow up meetings conducted within the Permanent General Secretariat of CNCW to review the draft plan to make the necessary modifications.

Once the Permanent General Secretariat of CNCW reviewed the modifications, this strategic plan was submitted to all CNCW members and an ordinary meeting was organized on the 1st of October 2009 to get final comments/feedbacks and approval for its implementation.

PART FOUR

Description of Strategic Plan

4.1. Vision, Mission, and Goal

Vision

Cambodian society benefits from democracy and equity to promote the status, roles and social welfare of Cambodian women, to reduce and eliminate all forms of discrimination against women.

Mission

CNCW is the mechanism for coordinating and providing opinion to the Royal Government of Cambodia on matters relating to promoting the status and roles of women and the social welfare of Cambodian women to ensure the protection of women's rights.

Goal

To promote rights, status, roles and welfare of Cambodian women to enable them to live happily and prosperously.

Strategic Activities

1. To improve the re-enforcement of related national and international laws, regulations and other measures and recommendations of the Royal Government of Cambodia
2. To increase the dissemination widely of related national, international laws, regulations and other measures and recommendations of the Royal Government of Cambodia
3. To strengthen relationship between CNCW, development partners and civil society.
4. To build the capacity of human resources

4.2. Objectives

The following are the objectives:

1. To improve the re-enforcement of related national laws, international laws, regulations and other measures and recommendations of **Samdech Akka Moha Sena Padei Techo Hun Sen, Prime Minister of the Kingdom of Cambodia** to protect, promote the status, roles, welfare and benefits of Cambodian women.

2. To increase the awareness of related national laws, international laws, regulations and other documents and the dissemination of recommendations of **Samdech Akka Moha Sena Padei Techo Hun Sen, Prime Minister of the Kingdom of Cambodia.**
3. To strengthen the relationship and cooperation between CNCW, concerned development partners and civil society to improve the better implementation.
4. To build the capacity of human resources towards strengthening the effectiveness of implementation.

4.3. Expected Outputs

For the next 5 years, CNCW will get the following results:

- CEDAW, optional protocol of CEDAW and other related laws was disseminated widely and more effective implementation.
- The legislature (National Assembly and Senate) continues to support and adopt the concerned laws.
- Knowledge related to gender equality mainstreamed to Judges, Prosecutor, lawyers and all concerned authorities.
- More accurate and timely reports prepared to be submitted to the Royal Government of Cambodia as well as to the United Nations.
- Strengthened capacity of the Members of CNCW, inter-Ministerial Working Groups on Gender and Permanent General Secretariat
- Published the related national laws, international laws, regulations and other measures and recommendations of the Royal Government of Cambodia and the optional protocol on CEDAW.
- Received lessons learnt through trainings and workshops.
- 150 National Master Trainers had facilitation skills in monitoring, evaluating, collecting data and writing report and had better understanding on national and international laws.
- 720 sub-national trainers had facilitation skills in monitoring, evaluating, collecting data and writing report and had better understanding on related national and international laws.
- Awareness raised among people in respecting the laws through dissemination of national laws and through the media included bulletins, radio and television, etc.

4.4. Activities

Objective 1:

To improve the re-enforcement of related national laws, international laws, regulations and other measures and recommendations of **Samdech Akka Moha Sena Padei Techo Hun Sen, Prime Minister of the Kingdom of Cambodia** to protect, promote the status, roles, welfare and benefits of Cambodian women.

- Act.1.1:** Monitor and evaluate the implementation of related national laws, international laws, regulations and other measures and the protection of women's rights and benefits of women and recommendations of **Samdech Akka Moha Sena Padei Techo Hun Sen, Prime Minister of the Kingdom of Cambodia** and providing recommendations to the Royal Government.
- Act. 1.2:** Monitor and evaluate the dissemination of related national and international laws, regulations and other measures and the protection of women's rights and benefits of women and recommendations of **Samdech Akka Moha Sena Padei Techo Hun Sen, Prime Minister of the Kingdom of Cambodia** at municipalities and provinces.
- Act. 1.3:** Organize a regional workshop for ASEAN countries to exchange experiences on CEDAW implementation and concluding comments from the United Nations.
- Act. 1.4:** Prepare the national report on CEDAW implementation and submit to the United Nations Organization.
- Act.1.5:** Provide technical assistance to line provincial department and concerned local authorities to apply CEDAW convention to their daily work or integrate them into their provincial action plans.

Objective 2:

To increase the awareness of related national laws, international laws, regulations and other documents and the dissemination of recommendations of **Samdech Akka Moha Sena Padei Techo Hun Sen, Prime Minister of the Kingdom of Cambodia**.

- Act.2.1:** Organize the forum on CEDAW for members of National Assembly and the Senate
- Act. 2.2:** Organize dissemination workshop on CEDAW, optional protocol on CEDAW, the fourth and fifth national reports on CEDAW implementation in Cambodia and concluding comments from the United Nations at municipalities and provinces

- Act. 2.3:** Disseminate widely on the related national laws, international laws, regulations, documents and recommendations of **Samdech Akka Moha Sena Padei Techo Hun Sen, Prime Minister of the Kingdom of Cambodia** at the national and sub-national levels through radio, television, bulletins, spots, songs, poems, and website.

Objective 3:

To strengthen the relationship and cooperation between CNCW, concerned development partners and civil society to improve the better implementation.

- Act. 3.1:** Organize ordinary meetings and extra-ordinary meetings of CNCW
- Act. 3.2:** Organize the annual meetings of CNCW
- Act. 3.3:** Organize mock sessions to respond to the questions of CEDAW Committee and pre-defend the national reports before going to defend at the United Nations
- Act. 3.4:** Facilitate the delegations to defend the national reports at the United Nations

Objective 4:

To build the capacity of human resources towards strengthening the effectiveness of implementation.

- Act.4.1:** Conduct Training on Facilitation Skills to Master trainers at national level (Ministries and Institutions)
- Act. 4.2:** Conduct training on Facilitation Skills to Provincial Trainers at sub-national level
- Act. 4.3:** Conduct training on Data Collection Skills and Report Writing to Trainers at national and sub-national levels
- Act. 4.4:** Organize study mission in-country and abroad
- Act.4.5.** Provide capacity building on CEDAW principles in general, and the analysis of CEDAW with the specific issues of each province at provincial and district levels.

4.5. Target groups

This strategic plan aims to promote women’s rights within the Kingdom of Cambodia in cooperation with the concerned Ministries, Institutions at national and sub-national levels.

4.6. Duration of strategic plan

This strategic plan is designed for a 5-year period from 1 January 2010 to 31 December 2014.

PART FIVE

Monitoring and Evaluation the Progresses of CNCW

Measuring progress of CNCW requires a clear monitoring and evaluation system. Monitoring aims at:

- Rapidly detecting any significant deviation from expected targets regarding inputs, activities and outputs related to all objectives towards the achievements of each year; and
- Assessing trends of CNCW's outcome indicators. Hence, monitoring includes periodic recording of gap measurement and reporting with basic analysis and maintaining the key indicators. The data required for such monitoring activities include information on inputs used, activities conducted and outputs achieved (secondary data coming from Inter-Ministries) as well as data required to calculate outcome and impact indicators coming from routine administrative sources and from surveys.

Monitoring and evaluation system was based on the regular field visit of CNCW to collect data and to examine the outputs and the outcomes from the implementation of this strategic plan. The data collection was based on the logical framework and annual workplan.

Monitoring activities and inputs are outputs monitoring and from the logical framework was used to prepare the annual work plan and then prepare semester and quarterly plans. The activities have to link to the indicators presented in the logical framework.

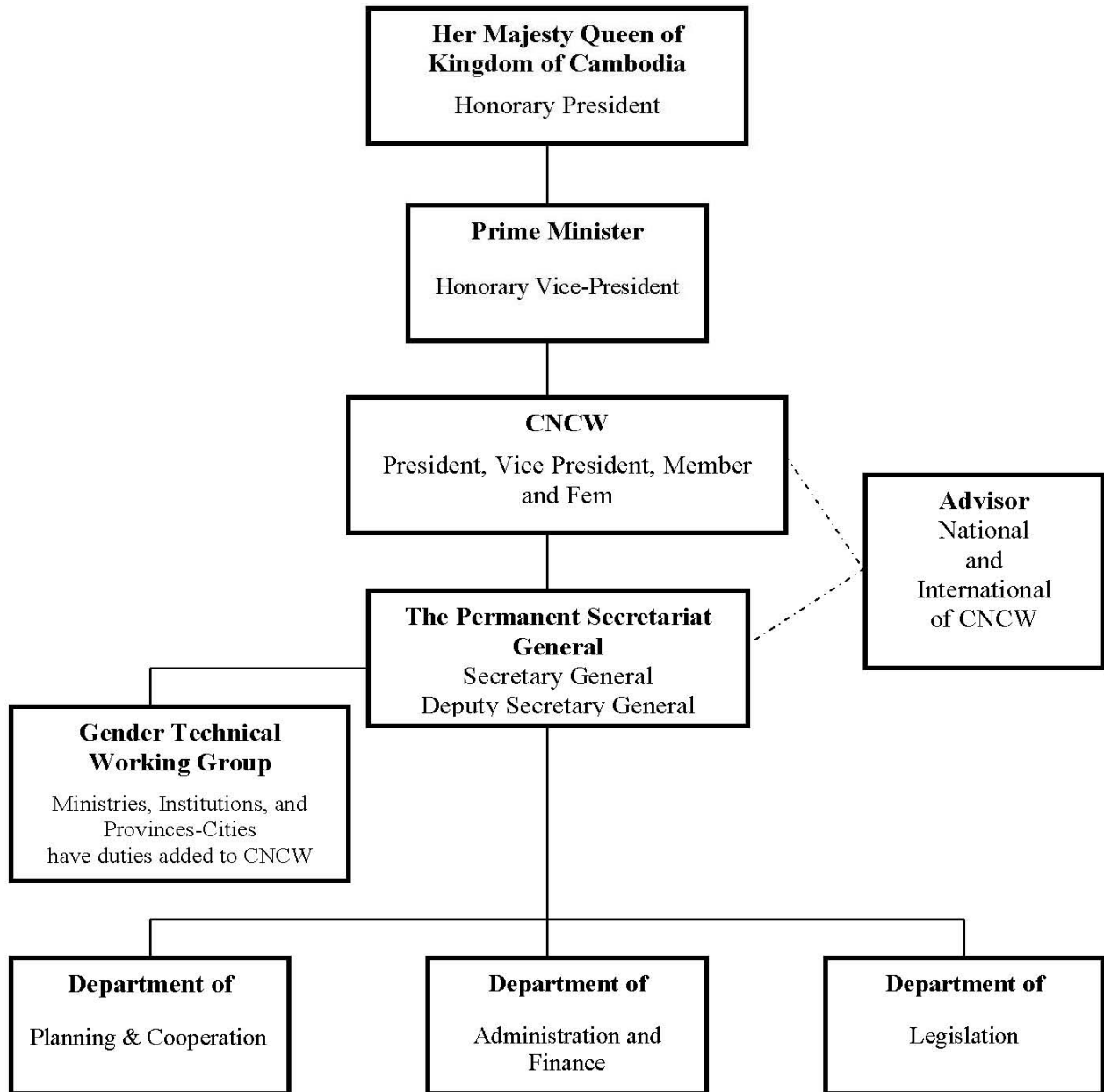
This plan is prepared by the Officials of CNCW and the Inter-Ministerial Working Groups on Gender and sent to all concerned Ministries and Institutions.

Mid-term review of the implementation of this strategic plan will be conducted in the second or third year to examine or modify the plan to meet the current situation and changing situation of the country and set goals for continuous implementation.

At the end of the implementation of this strategic plan, the annual meeting of the implementation of the strategic plan through meetings between all implementers, concerned development partners, and civil society to sum up the results which are implemented compared to the strategic plan.

ANNEX

**Annex A:
Organization of the Permanent General Secretariat of CNCW**



Annex B: A Five-Year Strategic Plan of CNCW

Strategic Activity 1: To improve the re-enforcement of related national and international laws, regulations and other measures and recommendations of the Royal Government of Cambodia

Objective 1: To improve the re-enforcement of related national laws, international laws, regulations and other measures and recommendations of **Samdech Akka Moha Sena Padei Techo Hun Sen, Prime Minister of the Kingdom of Cambodia** to protect, promote the status, roles, welfare and benefits of Cambodian women.

Key activities	Indicators	Means of Verifications	Responsible agencies	10	11	12	13	14	Sources of Resources
Act.1.1: Monitor and evaluate the implementation of related national laws, international laws, regulations and other measures and the protection of women's rights and benefits of women and recommendations of Samdech Akka Moha Sena Padei Techo Hun Sen, Prime Minister of the Kingdom of Cambodia and providing recommendations to the Royal Government.	- One per year to all provinces and municipalities	- Questionnaires - Report - Activity photos	- CNCW and IMWG-G	√	√	√	√	√	National budget and development partners
Act. 1.2: Monitor and evaluate the dissemination of related national and international laws, regulations and other measures and the protection of women's rights and	- One per year to provinces and municipalities to get more in-depth understanding on the effectiveness of the	- Questionnaires - Report - Activity photos	- CNCW and IMWG-G	√	√	√	√	√	National budget and development partners

benefits of women and recommendations of Samdech Akka Moha Sena Padei Techo Hun Sen, Prime Minister of the Kingdom of Cambodia at municipalities and provinces.	dissemination activities of national laws, international laws, and other regulations and recommendations made by Prime Minister to officials and people.									
Act. 1.3: Organize a regional workshop for ASEAN countries to exchange experiences on CEDAW implementation and concluding comments from the United Nations.	- One regional workshop organized to exchange experiences	- Concept note of regional workshop - Agenda - Report of the regional forum - Activities photo	- CNCW and IMWG-G					√		National budget and development partners
Act.1.4: Prepare the national report on CEDAW implementation and submit to the United Nations Organization.	- Meeting - Consultative workshop	- Report - Photo	- CNCW and IMWG-G					√		National budget and development partners
Act.1.5: Provide technical assistance to line provincial departments and concerned local authorities to apply CEDAW convention to their daily work or integrate them into their provincial action plans.	- Meeting - Consultative workshop - Training	- Training lessons - Leaflets - Reports	- CNCW and IMWG-G	√	√	√	√	√		National budget and development partners

Strategic Activity 2: To increase the dissemination widely of related national, international laws, regulations and other measures and recommendations of the Royal Government of Cambodia.									
Objective 2: To increase the awareness of related national laws, international laws, regulations and other documents and the dissemination of recommendations of Samdech Akka Moha Sena Padei Techo Hun Sen, Prime Minister of the Kingdom of Cambodia.									
Act. 2.1. Organize the forum on CEDAW for members of National Assembly and Senate	- 2 Forums were organized and parliamentarians of both Houses continue to support	- Concept note - Agenda - Workshop report - Photo activities	- CNCW and IMWG-G		√		√		National budget and development partners
Act. 2.2. Organize dissemination workshop on CEDAW, optional protocol on CEDAW, the fourth and fifth national reports on CEDAW implementation in Cambodia and concluding comments from the United Nations at municipalities and provinces	- Workshops to disseminate were organized at the national, provincial, districts, and judiciary	- Dissemination documents - Report - Photos	- CNCW and IMWG-G	√	√	√	√	√	National budget and development partners

<p>Act. 2.3. Disseminate widely on the related national and international laws, regulations and other rules and recommendations made by the Samdech Akka Moha Sena Padei Techo Hun Sen, Prime Minister of the Kingdom of Cambodia at the national and sub-national levels through radio, television, bulletins, spots, songs, poems, and website</p>	<ul style="list-style-type: none"> - Program to broadcast through radio - Program to broadcast through television - Bulletin (2 issues/year) - Website and update news 	<ul style="list-style-type: none"> - Laws documents - Report - Photo 	<ul style="list-style-type: none"> - CNCW and IMWG-G 	√	√	√	√	√	National budget and development partners
<p>Strategic Activity 3: To strengthen relationship between CNCW, development partners and civil society.</p>									
<p>Objective 3: To strengthen the relationship and cooperation between CNCW, concerned development partners and civil society to improve the better implementation.</p>									
<p>Act 3.1. Organize ordinary meetings and extra-ordinary meetings of CNCW</p>	<ul style="list-style-type: none"> - The ordinary meeting was organized 20 times (4 times per year) - The extra-ordinary meeting was organized 10 times (2 times per year) 	<ul style="list-style-type: none"> - Report - Photo 	<ul style="list-style-type: none"> - CNCW and IMWG-G 	√	√	√	√	√	National budget

Act 3.2. Organize annual meetings of CNCW	- The meeting was organized annually with some 500 participants per time	- Report - List of participants	- CNCW and IMWG-G	√	√	√	√	√	National budget and development partners
Act. 3.3: Organize mock sessions to respond to the questions of CEDAW Committee and pre-defend the national reports before going to defend at the United Nations	- The national report was finished and sent to the United Nations	- Minutes meeting - Questionnaires - Report - Photo	- CNCW and IMWG-G		√	√			National budget and development partners
Act.3.4. Facilitate the delegations to defend the national report at the United Nations	- One delegation was organized and related documents related prepared	- National report - Minutes meeting - Concerned documents	- CNCW	√		√			National budget and development partners
Strategic Activity 4: To build the capacity of human resources									
Objective 4: To build the capacity of human resources towards strengthening the effectiveness of implementation.									
Act.4.1: Conduct Training on Facilitation Skills to Master trainers at national level (Ministries and Institutions)	- One time per year (30 participants/year)	- List of participants - Training report - Training photo activities - Training curriculum	- CNCW and IMWG-G	√			√		National budget and development partners

<p>Act.4.2: Conduct training on Facilitation Skills to Provincial Trainers at sub-national level</p>	<ul style="list-style-type: none"> - One time per year with 720 provincial trainers (144 participants/year) at the sub-national levels were trained and were able to organize, facilitate, manage and lead the training to their respective communities 	<ul style="list-style-type: none"> - List of participants - Training report - Training photo activities - Training curriculum - Pre and post-test result 	<ul style="list-style-type: none"> - CNCW and IMWG-G 	√	√	√	√	√	National budget and development partners
<p>Act.4.3: Conduct training on Data Collection Skills and Report Writing to Trainers at national and sub-national levels</p>	<ul style="list-style-type: none"> - One time per year (30 participants per year) 	<ul style="list-style-type: none"> - List of participants - Training report - Training photo activities - Training curriculum - Pre and post-test result 	<ul style="list-style-type: none"> - CNCW and IMWG-G 	√	√	√			National budget and development partners
<p>Act.4.4: Organize study mission in-country and abroad</p>	<ul style="list-style-type: none"> - The study mission in-country and abroad was organized 	<ul style="list-style-type: none"> - Study mission report - Photo activities - Case studies 	<ul style="list-style-type: none"> - CNCW and IMWG-G 			√		√	National budget and development partners

Act.4.5. Provide capacity building on CEDAW principles in general, and the analysis of CEDAW with the specific issues of each province at provincial and district levels.	<ul style="list-style-type: none"> - Meeting - Consultative workshop - Training 	<ul style="list-style-type: none"> - Training lessons - Leaflets - Reports 	<ul style="list-style-type: none"> - CNCW and IMWG-G 	√	√	√	√	√	National budget and development partners
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