

GIZ Cambodia

Contributions to Internal Gender Mainstreaming

1. Background Information

In the past two decades, Cambodia has demonstrated impressive economic growth and has steadily worked towards achieving its national development goals. Yet prevailing poverty and insufficient social services in the rural areas hamper Cambodia's otherwise positive progress.

Gender-differentiated data reveals that women still remain economically, politically and socially disadvantaged. Economically, women are represented in the informal sector with a high level of vulnerability. They are more exposed to the risks of informal works and being employed mainly in the very low and low wage fields. Politically, women remain underrepresented in the public service and decision-making positions across most national and sub-national levels. Socially, fewer girls are attending and completing secondary education and tertiary school. In line with these facts, the Gender Gap Index (GGI) 2021 reflects these gender realities in Cambodia and scores the country low, ranking it 103th out of 156 countries. While there is good progress in strengthening the legal and institutional framework and pushing for enhanced gender equality and awareness for women's rights, women in Cambodia still face many constraints in all aspects of social, economic and political life.

Gendered aspects of inclusion, participation and equal treatment are possibly some of the more difficult changes to achieve as they are trapped in traditional and patrimonial structures and social biases that make progress slow. Women continue to carry the major burden of unpaid care work, and gender-based violence remains systemic, with one in five women experiencing physical or sexual violence from an intimate partner.

Discrimination against LGBTQI+ persons is another dimension of gender inequality, including in the workplace. LGBTQI+ persons in Cambodia do not face specific legal prohibitions, but there are also no specific legal or normative protections for their rights.

Through our work in Cambodia, we have helped to reduce infant mortality, improve the gender responsiveness of the justice system and increase the security of land tenure. In the area of regional economic development, we have supported a number of Cambodians to increase their income and escape poverty. Our work with the government contributes to gradually more reliable, efficient and transparent administrative structures and public services for all Cambodians. Together with the Royal Government of Cambodia, we work towards peace, justice and reconciliation.

2. Gender as an integral part of GIZ's corporate culture

Gender equality is a key value and is an integral part of how we, as GIZ staff members, plan and implement our activities. Each programme in Cambodia has an active gender focal, who ensures that gender mainstreaming is implemented and adopted.



GIZ Cambodia Gender Focal Points

What makes Cambodia special is the active gender network. Gender focal points actively engage with others, brainstorm

ideas, discuss and seek capacity building to improve their skills and knowledge. This can be seen in regular gender meetings, where members can share their achievements and struggles. Through the active exchange, the gender focal points are able to learn from each other and profit from each other's expertise. Also, the gender focal points actively search for opportunities to participate in gender events, gender weeks and the 16 days campaign against gender-based violence.



GIZ Cambodia participated 16 Days Campaign against GBV

In 2021, the gender network planned to implement a sexual harassment report mechanism to raise awareness within GIZ Cambodia and reinforce zero tolerance for workplace harassment. This was done by drafting a survey to first analyse the level of awareness that GIZ staff members have. The project gender focal points especially encouraged national staff members to participate in the survey and engage in conversations with their colleagues on what sexual harassment means and how it is perceived in the Cambodian context. The engagement of the gender focal point showed that gender is not only a topic that is implemented but lived as a core principle by the gender focal points and the programs.

Although GIZ Cambodia only has programmes with a GG1 marker, the programmes still make it a priority to ensure that gender is a core topic. Gender focal points are integrated into the conception phase of programmes to ensure that gender mainstreaming is context-specific and properly reflects Cambodia. The country gender focal points are also involved in the management team meetings and in the country planning to ensure that gender goals are part of the strategic planning process of GIZ Cambodia. During the [country planning](#),

the gender network creates an action plan which is then presented during the country planning workshops. This provides staff members with the opportunity to implement gender goals that are relevant for Cambodia and GIZ program.

The gender action plan is developed by the gender network, and goals were set together to ensure that the implementation is conducted in cooperation. The cooperation between the gender focal points is the main reason why we have been able to smoothly meet our goals and contribute to gender equality in Cambodia. Due to the engagement, the public sector highly regards GIZ as a vital contributor to gender equality and actively incorporates GIZ into working groups with the Ministry of Women Affairs.

The three key success factors are the active engagement of the gender network, the commitment to integrate gender goals into project activities, and the cooperation between the projects, country office, management team, local departments, and the APLAC gender network.



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3. Integration of Gender into our Projects

Project Examples on Gender Mainstreaming – IDPoor Programme

The IDPoor programme, established in 2006 within the Ministry of Planning (MoP), is part of the Royal Government (RGC) of Cambodia's ongoing efforts to reduce poverty and support socio-economic development throughout the country. The IDPoor Programme's main objectives are to reduce duplication of effort and resources by different institutions and

organisations in identifying their target groups for various poverty reduction interventions and to ensure that assistance is provided to those households who most need it. Emphasising its commitment to the IDPoor programme, the government promulgated Sub-Decree 291 on Identification of Poor Households in December 2011. This Sub-Decree regulates the management and implementation of identification of poor households and the utilisation of poor household data in Cambodia.

Gender equality is always put into consideration throughout the entire IDPoor conceptualisation and implementation process. IDPoor pays great attention to promoting gender aspects, especially by providing the opportunity to women to actively participate in the identification process and make sure women's needs are appropriately understood and represented. Therefore, IDPoor encourages women to become interviewers and has set a quota of 25% for female interviewers in its procedures.

The project strengthens the knowledge and capacities of IDPoor implementers on gender aspects. After a study on the mainstreaming of cross-cutting issues into IDPoor in mid-2019, IDPoor master trainers received a training-of-trainers course on gender and disability inclusion at the end of 2019. Moreover, with the support of a gender mainstreaming specialist, IDPoor manuals were reviewed in 2020 to integrate gender and disability inclusion aspects throughout the procedure. For 2021, the GIZ project provided a refresher gender training to IDPoor implementers and conducted an in-depth analysis of IDPoor data from a gender lens to promote the dialogue between MOP and data user organisations on how to use IDPoor data for gender-sensitive social assistance programming. According to the analysis, more than 50% of poor households in Cambodia are led by women. IDPoor has been acting an important role on maintaining good health of women and children especially pregnant women. IDPoor card holders can access to health

care without fee through support from Health Equity Fund (HEF).

The Royal Government of Cambodia (RGC) decided to use IDPoor as an official COVID-19 response targeting mechanism. From June 2020 until Nov 2021, the cash transfer program reached 682,328 households with a total expenditure of USD 500 million.



IDPoor beneficiary Photo © GIZ/Conor Wall

Noun Seang (89) and her daughter Sar Var (49) are IDPoor beneficiary. The elder woman suffers from arthritis and can no longer climb the stairs to the house. Remittances from her son-in-law, who worked as a labourer in Phnom Penh, have stopped since the pandemic. The family have no land to farm but do have a loan to repay. Both women are illiterate and are grateful that the commune chief called at their house to inform them of the cash transfer. "I hope we'll be able to have breakfast every day now" notes Seang.

For further information about IDPoor:
<https://mop.idpoor.gov.kh/>

Project Examples on Gender Mainstreaming – DAR

The Decentralisation and Administrative Reform Programme (DAR) is funded by BMZ and aims to promote citizen participation, selected sub-national administrations to deliver social and administrative services in a coordinated, transparent, and accountable manner. DAR program mainly works at a national and sub-national level. DAR works with education, health, one window service, women and children consultative committee (WCCC).

At a regional level, the programme advises the partner districts in Battambang province to provide better social and administrative services. It also strengthens

the regional governments to test and implement mechanisms that facilitate responsive and accountable service provision. DAR continuously integrate gender activities to enhance the capacities and gender sensitivity of the target group. DAR believed that strengthening WCCC's voices and increasing their influence in district/municipal councils will enhance the political participation and engagement of women in the public sector in the long term.

In addition, to strengthen the committee confidence and voice, DAR has been supporting the female councillors of WCCC and its committees in 7 districts and municipalities. This is done through trainings on leadership and women empowerment, data collection, proposal writing and resource mobilisation, advocacy and basic counselling. Besides the trainings, DAR's advisor has conducted regular reflections with WCCC and provided coaching to solve specific issues they need.

Project Examples on Gender Mainstreaming – ARISE PLUS

ARISE Plus Cambodia aims to support greater connectivity and economic integration between Cambodia and the rest of ASEAN through implementing the AEC Blueprint 2025 and strengthening institutional capacity. It is the national Cambodia component of the ARISE+ Regional Programme and will consolidate and enhance the results already achieved with past and ongoing EU trade-related technical assistance.

The promotion of gender equality is always at the heart of project implementation. The project streamlines gender topics in all workstreams: capacity development, coordination of trade facilitation, SME export development, trade information and advocacy. To encourage more women participation in the trade sector, the ARISE Plus Cambodia programme has set a clear quota of at least 30% of women applicants/participants in the terms of consultancy contracts, recruitment, training, and workshops. Additionally, the project also supports capacity

development/ improvement on trade knowledge and technical skills to young female government staff and non-government partners such as women-led/owned SMEs and women's business associations. Furthermore, gender aspects have also been integrated into workshops or events. Last but not least, in 2022 project plans to promote knowledge exchange among women from public and private institutions to talk about their challenges in the trade sector.

The impacts from this mainstreaming take time to become visible. So far program observes that behaviours and mindset of gender in trade has been improved and more exclusive. For example, the program has received more female applications and female participants in technical training. As of 2021, 50% of women-led/owned SMEs participate in TA measures and implement individual export development strategies.

At the project level, the gender focal point coordinates with the project team to participate in GIZ gender-related events such as annual gender week, 16 days campaign and gender awareness sessions. The team takes this opportunity to assess the level of gender-specific knowledge of project staff and discuss gender equality in the workplace. Last year, the project team worked collaboratively to develop a video to contribute to raising awareness on gender topics.



Please follow the link for archive on the activities during gender week (<https://rb.gy/vlwqdy>) and 16-day campaign through spreading the GVB messages to raise the awareness (<https://rb.gy/edfqjd>) and also made the VDO to share how the project staff support the campaign (<https://rb.gy/zm0i9t>).