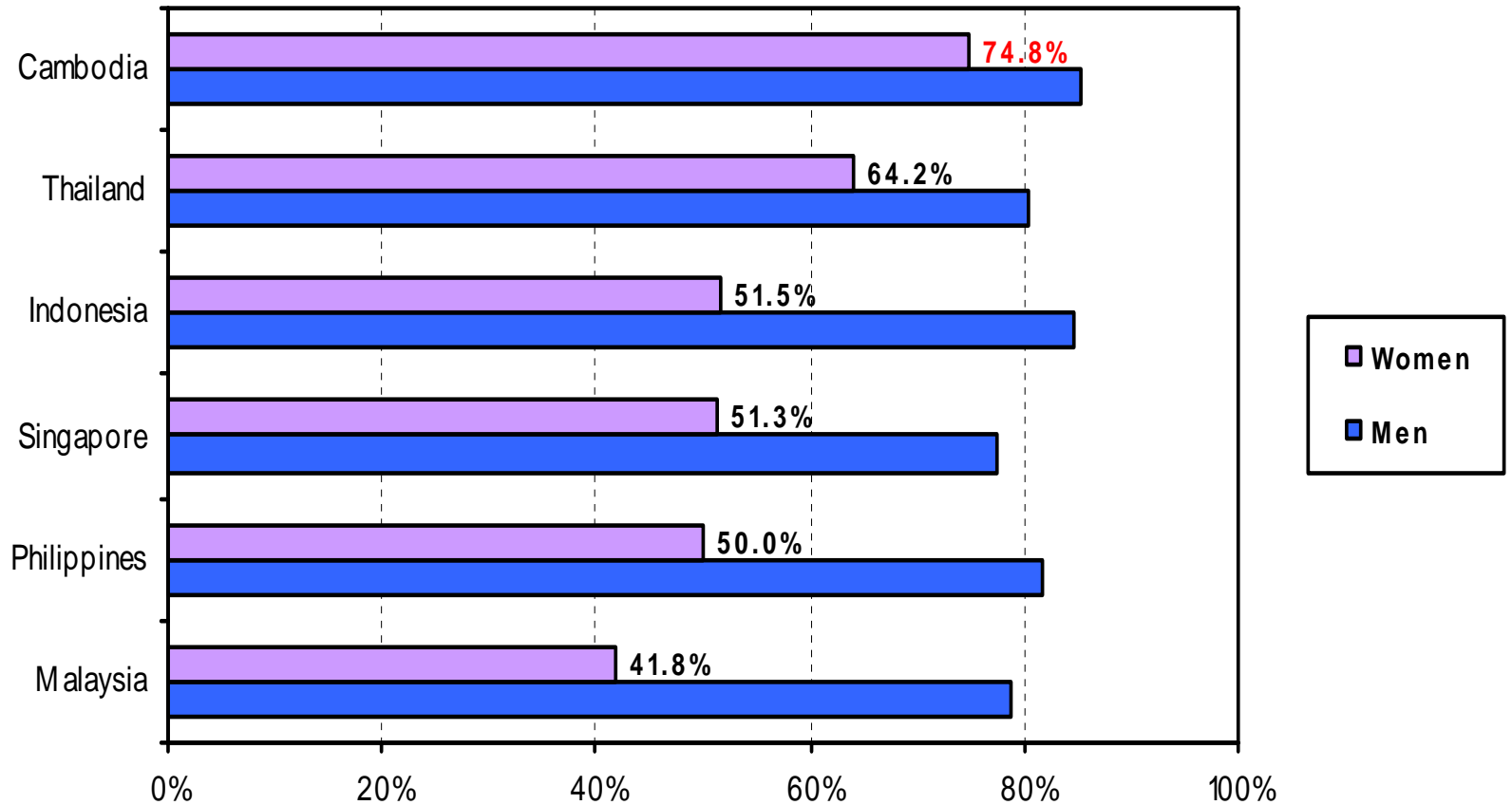


*Where are women in  
the economy of  
Cambodia?*

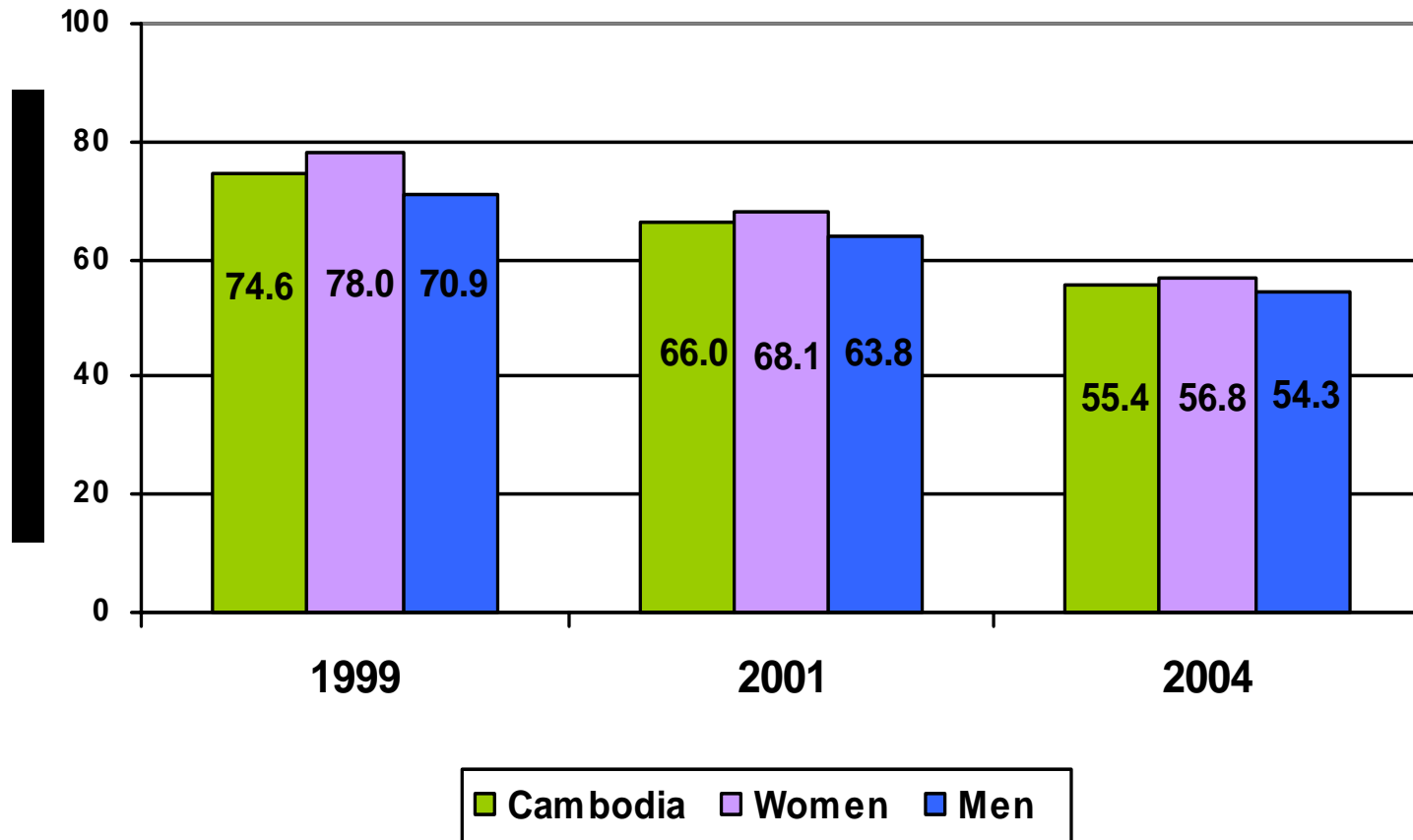
# *Labor force participation*



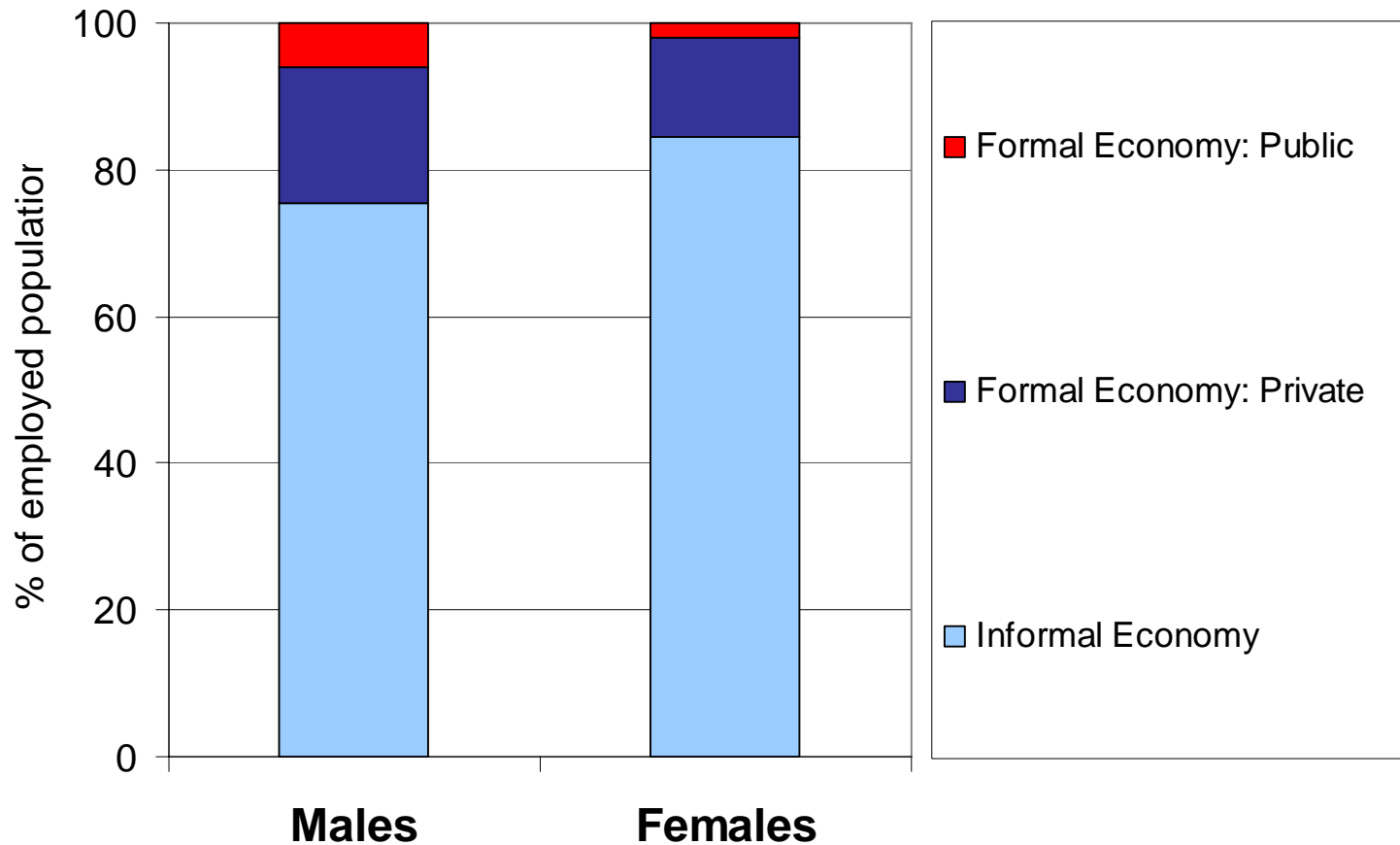
Sources: Cambodia: CSES 2003/04, Other countries: World Employment Report 2001, ILO

*Although declining in importance, agriculture remains the most important source of employment for both men and women*

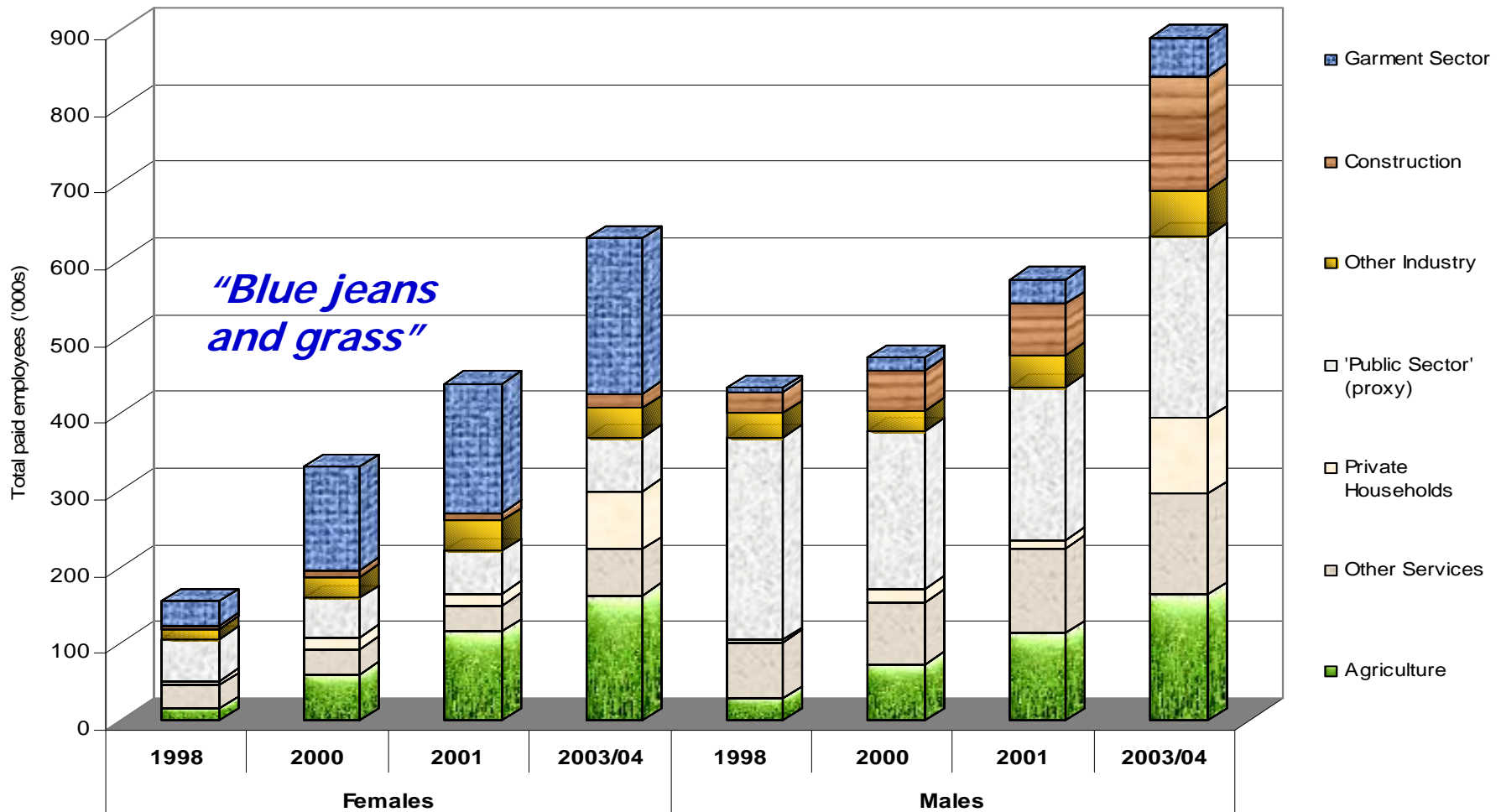
**Percent of the workforce in agriculture**



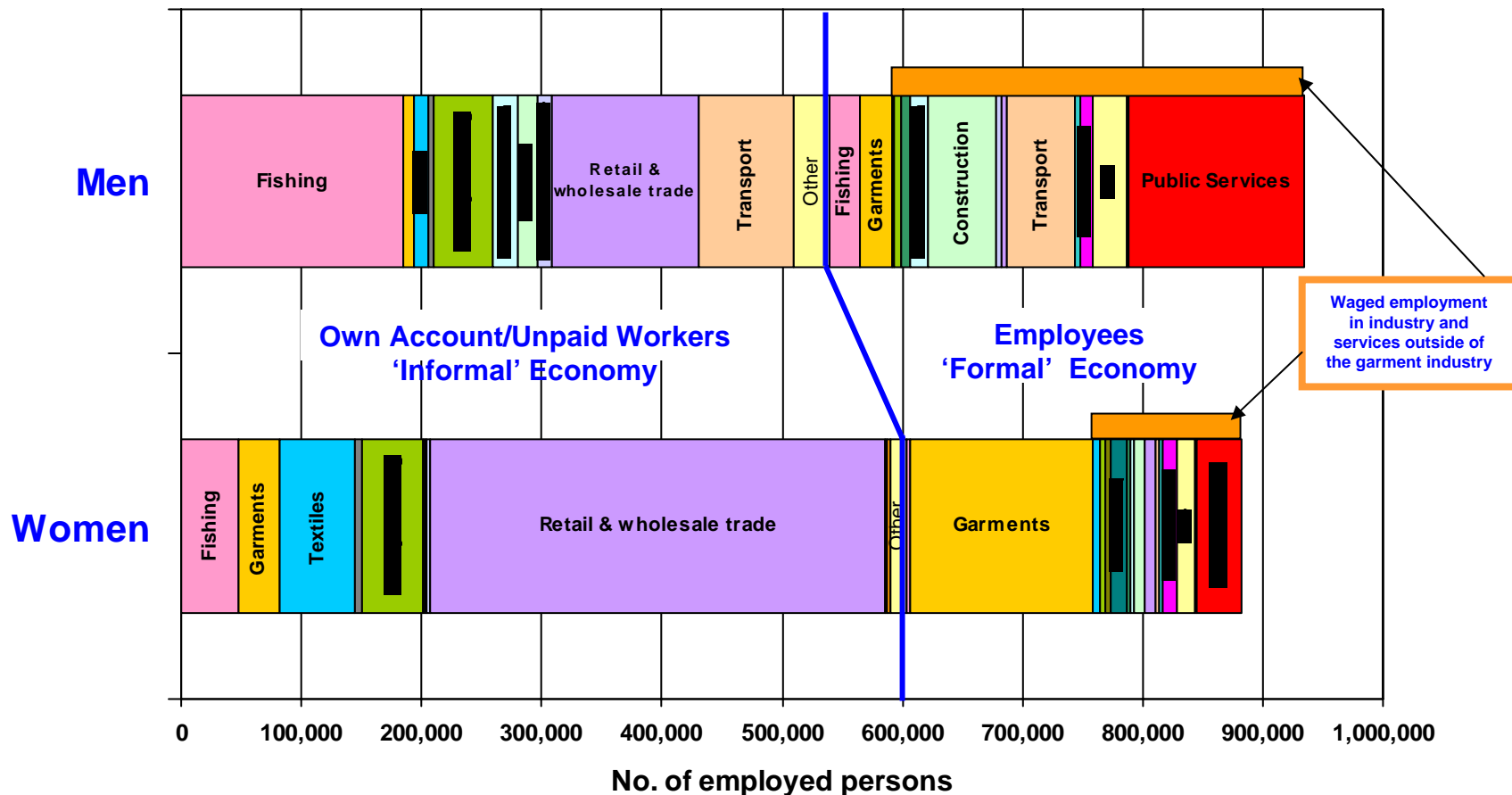
# *Employment is overwhelmingly in the informal economy*



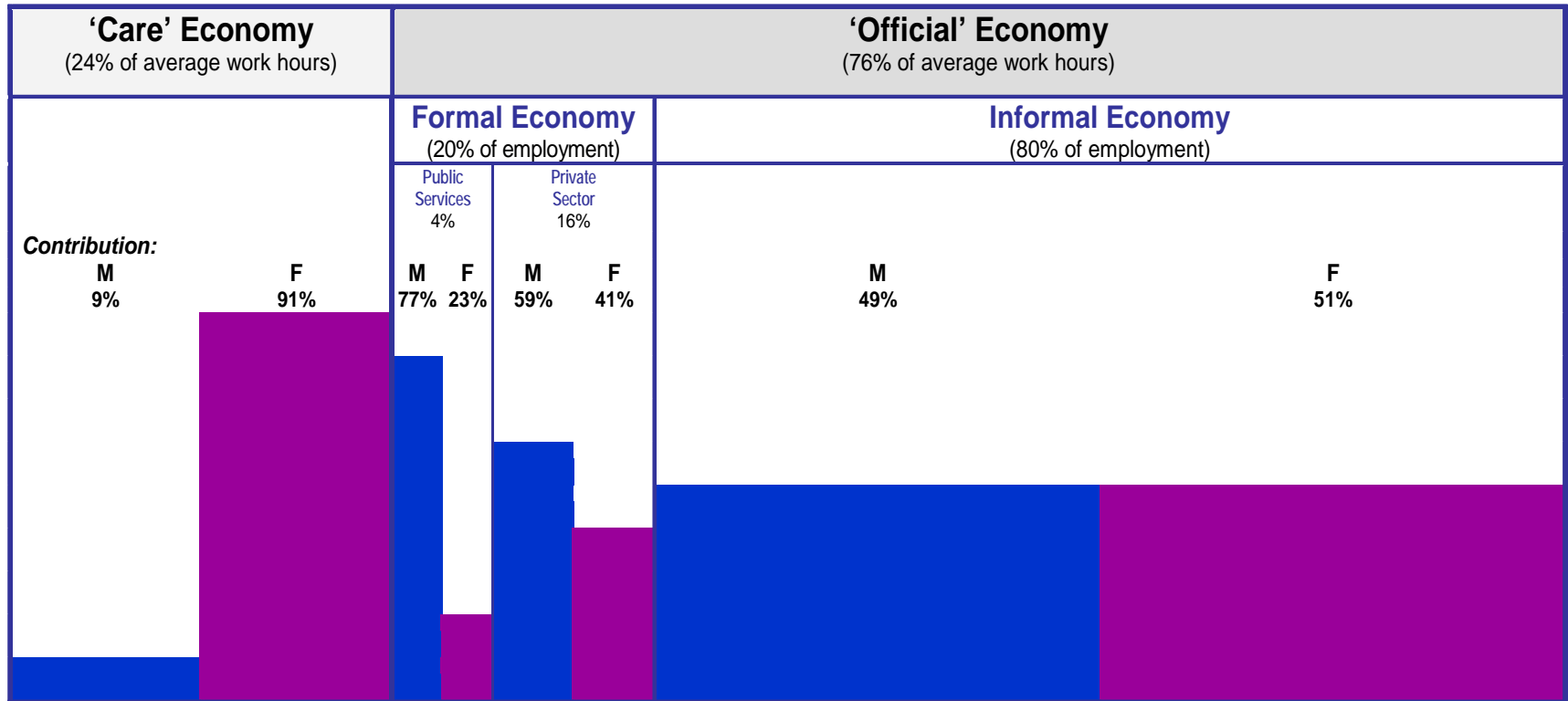
# *Relatively few paid employment opportunities for women outside of agriculture, private households and the garment industry*



# Women in rural areas have limited occupational choices in both the formal and informal economy



# *The vast majority of work time is either unrecognized or at low levels of productivity*



Source: CSES 2003/04

# Issues of particular concern for women in the informal sector

- Regulatory framework
- Access to information, technology and capital
- Access to and control of land
- Access to markets – domestic and international
- Access to business development services

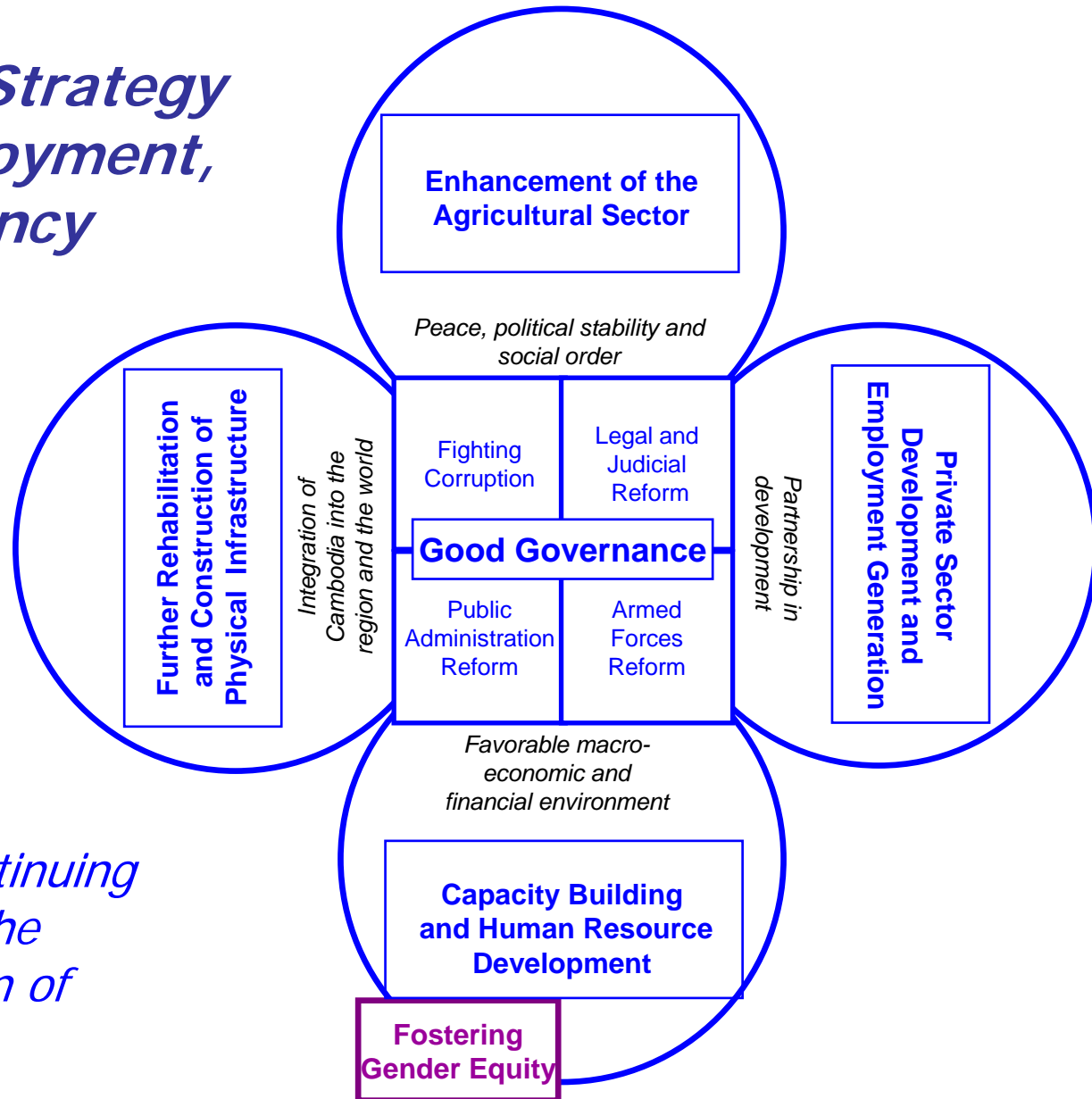
# Very little attention being paid to the informal economy

- Micro-enterprise and the informal sector
  - virtually invisible in government and donor PSD efforts
  - assistance mostly focused on the enabling environment and export trade facilitation
- Little attention being paid to facilitating the development of business development services or employment promotion services for women (or men) in the informal economy.

# Increasing the role of women in the economy

- Invest in capacity development
  - Reduce the gender gap in education
  - Improve health status
  - Expand livelihood opportunities
- Address socio-cultural barriers
  - Male attitudes
  - Self-confidence of women

# *The Rectangular Strategy for Growth, Employment, Equity and Efficiency*



*RGC committed to “continuing to work to strengthen the substantive participation of women at all levels”*

# “Neary Rattanak”

## *Women are precious gems*

### **MoWA’s Goal for the Economic Empowerment of Women:**

To contribute to poverty reduction through the economic empowerment of women, especially poor and disabled women and young women who are unemployed.

### **Objectives:**

- 1. Expanding Employment Opportunities for Women and Protecting Women Workers’ Rights:** To enhance the socio-economic status of women and promote gender equality and social justice in poverty alleviation and employment promotion.
- 2. Micro and Small Enterprises (MSE) Development:** To increase the contribution of micro and small enterprises to household livelihood, employment, poverty alleviation, national development and gender equality.
- 3. Women in Agriculture and Food Processing:** To increase gender equity in access to and control of agricultural resources and services to reduce poverty and ensure food security.
- 4. Transformation of Credit Program into MFI:** Transformation of MoWA’s micro credit program into an independent micro finance institution.

***The Ministry of Women's Affairs:  
Advancing the role and status of  
women in Cambodia***

# *Strengthening Women's Economic Participation*

- *Having a voice*
- *Mobilizing support*
- *Integrating gender into policy development*
- *Catalyst for action*
- *Monitoring progress*

# *Having a voice*

- Council of Ministers
- Supreme Council for State Reform
- Cambodia National Council for Women
- Inter-ministerial Committees
- Government-Donor Coordination Committee
  - *Mainstreaming gender into the NSDP is one of the key benchmarks being monitored by the GDCC*
- Technical Working Group on Gender (TWG-G)

# Mobilizing support

- **Analysis and research towards increasing understanding of the differences in:**
  - the situation of women and men in the economy across socio-economic groups
  - the roles of men and women in the economy
  - migration patterns
  - training needs, access to and ownership of resources, access to information and services
- **Workshops and seminars**
  - Cambodian National Council for Women
  - Workshop on specific issues
    - *Micro and small enterprise development*
    - *Garment sector workers*
  - Line ministry workshops on gender mainstreaming

# *Integrating gender into policy development*

- Integrating gender into the National Strategic Development Plan 2006-2010 (SEDP III, PRSP, MDGs)
- Integrating gender into the Public Financial Management Reform Program

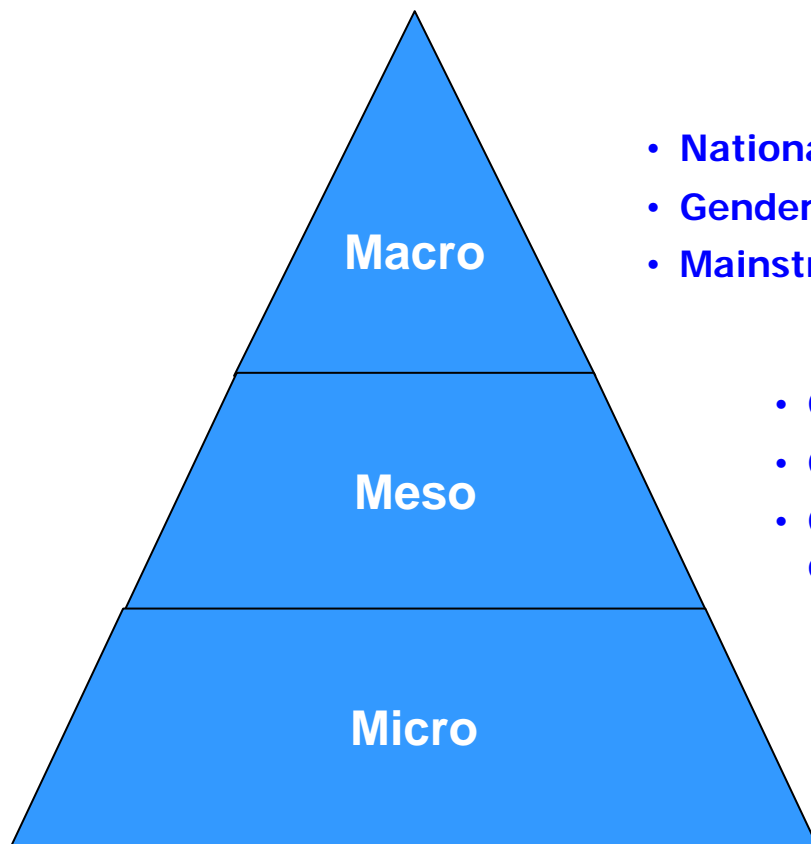
# *Catalyst for action*

- Transforming WID Centers into Women's Empowerment Centers
- Promoting the development of regional specializations
- Promoting establishment of business development services for MSEs
- Organizing associations

# *Monitoring progress*

- Key indicators being integrated into the national statistical system
- Quarterly government-donor review of GDCC benchmarks and the TWG-G action plan
- Research

# *Promoting women's economic participation through strategic action at all levels . . .*



- National policy formulation
- Gender mainstreaming mechanisms
- Mainstreaming gender in line ministries

- Capacity building of MoWA
- Capacity building of provincial departments
- Capacity building of women in development centers

- Training and support to strengthen the role and capacity of women in the economy

## Macro

# *Inputs into policy formulation*

- **Gender Assessment:** *A Fair Share for Women: Cambodia Gender Assessment and related policy briefs* (World Bank, ADB, UNDP, UNIFEM, DFID)
- Inputs into Cambodia's **MDG** indicators (UNDP/UNIFEM)
- Inputs into the **National Strategic Development Plan** (UNDP, World Bank, ADB)
- Inputs into the **national statistical system**
- Integrating gender into **public financial management** (World Bank/UNIFEM)

## Macro

# *Gender mainstreaming mechanisms*

- Gender focal point mechanism limited in effectiveness
- Establishing alternative mechanisms and strategies:
  - Technical Working Group on Gender (linked to the national Government-Donor Coordinating Committee)
  - Gender Mainstreaming Action Groups (GMAGs) in line ministries

- Support for gender mainstreaming in line ministries
  - Senior line ministry management workshops  
(ADB, JICA, UNDP)
  - Assistance to line ministries in developing gender mainstreaming policies and strategies  
(ADB, UNDP)
  - Gender budgeting training for Ministry of Finance staff (World Bank/UNIFEM)
  - Other training and support

# Meso

## *Strengthening the capacity of MoWA*

- Strengthening internal systems and procedures for management of women's economic empowerment activities (ADB)
- Strengthening the capacity of MoWA's Economic Empowerment Team (ADB)
- Strengthening the capacity of provincial departments (ADB)
- Strengthening the capacity of women's development centers (ADB, ILO)

# Micro

## *Developing approaches and materials for strengthening women's employment opportunities*

- **Pilot projects**

- Garment sector workers: self-help groups, alternative skills training (ADB)
- Market development/Poipet (NZAID)

- **Training materials**

- Gender and Entrepreneurship Together: GETAhead for Women in Enterprise (ADB in collaboration with ILO)
- GETAhead for Community Men and Women (ADB)

- **Training and support**

- Village-based food processing (FAO, UNIDO)
- GETAhead (ADB and ILO/EEOW)

- **Strengthening NGO partners**

- ILO/EEOW (ILO Japan)
- ILO/WEDGE (Development Cooperation Ireland)
- ADDA (DANIDA)

- **Associations**

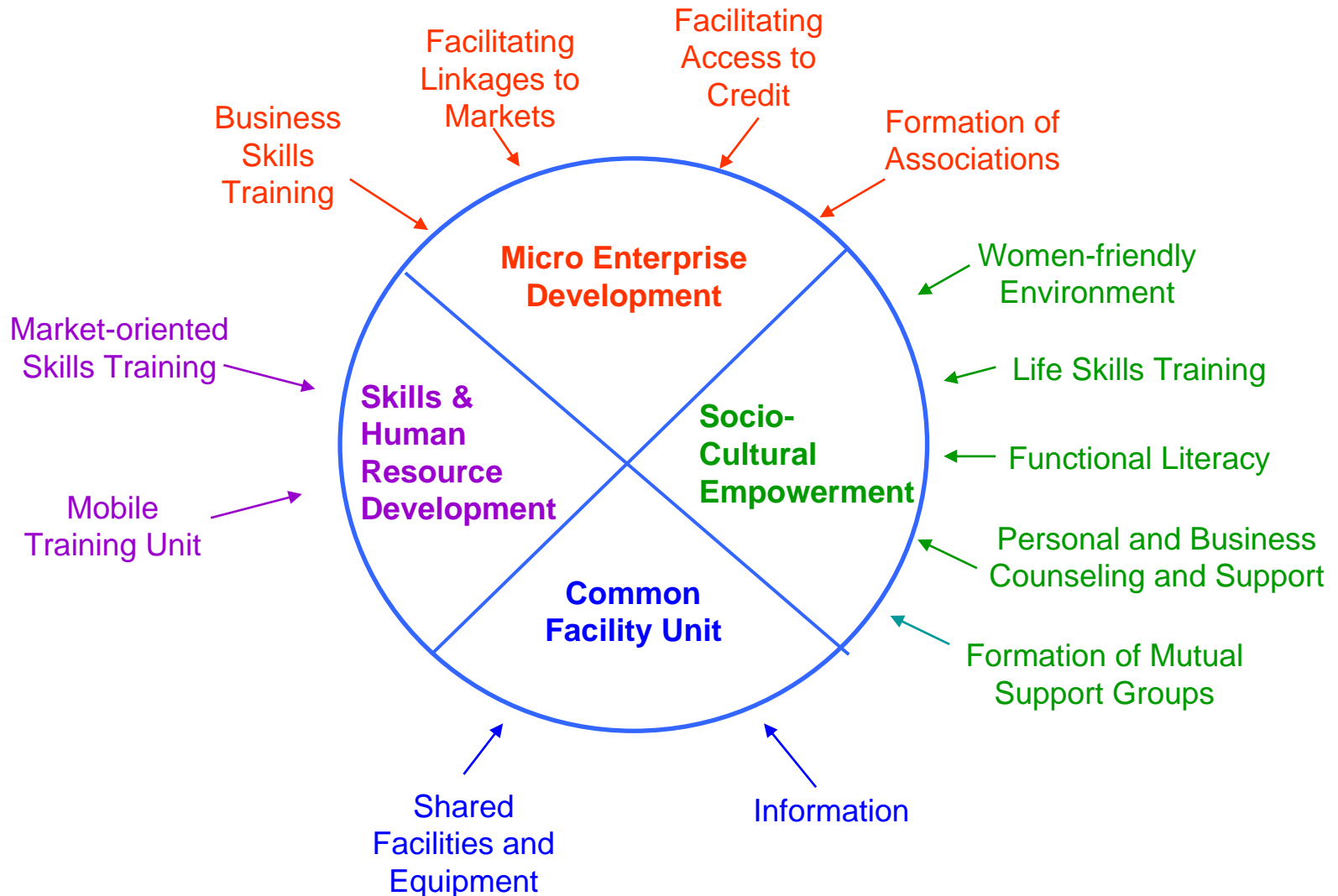
- Women's Association of Small and Medium Businesses (WASMB)
- Increasing women's participation in Chambers of Commerce
- Producer groups

# ***Future Directions***

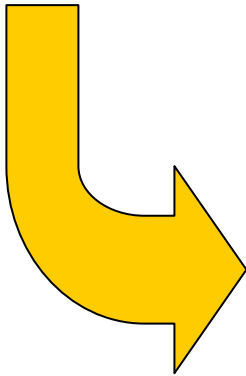
***. . . increasing access to services  
to support the socio-economic  
empowerment of women***

# Integrated Women's Development Centers

(ADB, UNDP, GTZ and others)



- Need to learn more from other countries
- Need assistance in identifying appropriate models



*How best to facilitate  
pro-poor, gender-responsive  
development?*