



2- Gender Equality Policy



National Frameworks for Gender Equality (I)

Constitution of Cambodia: Adopted in 1993

- It states that “men and women have equal rights before the law and enjoy equal participation in political, economic, social and cultural life; equality in marriage and family; employment and equal pay for the same work. It also includes measures to prevent and eliminate of all forms of discrimination and exploitation of women”.

National Strategic Development Plan and Rectangular Strategy for Growth, Employment, Equity and Efficiency, Phase II

- Aim at reducing gender disparities in all development sectors and the need to put in place effective measures to remove barriers that women face, and increase opportunities for women to fully participate and benefit from development.



National Frameworks for Gender Equality (II)



Cambodia Millennium Development Goals

- CMDG 3 focuses on promotion of gender equality and the empowerment of women through reducing gender gaps in education at all levels, increasing women’s participation in government and ensuring equal wages between men and women.

The Five-Years Strategic Plan For Gender Equality and Women’s Empowerment 2014-2018 (Neary Rattanak IV)

- Strategic areas:
 1. Economic Empowerment of Women
 2. Education of Women and Girls, Attitudes and Behavior change
 3. Legal Protection of Women and Girls
 4. Health and Nutrition of Women and Girls, and HIV/AIDS
 5. Women in Public Decision-making and Politics



National Women's Machineries



- Ministry of Women's Affairs
- Cambodian National Council for Women
- Other Mechanisms for Gender Equality
 - Gender Action Groups and Gender Action Plans from Line Ministries
 - Women's and Children's Committees (at sub-national level)

International Frameworks for Gender Equality

1. The Beijing Declaration and Platform for Action (1995)
2. Millennium Development Goals for 2015
3. Conference on Population and Development El Cairo (1994)
4. Convention for the Elimination of All Forms of Discrimination Against Women (CEDAW, 1979) : Signed and ratified by Cambodia in 1992.

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3. Current Situation for Gender Equality in Cambodia



• Education

Educational level	Percentage
Primary and Lower Secondary	Gender parity index achieved
Upper Secondary Education	Ratio of girls to boys is 72.9 (CMDG target is 100)
Tertiary Education	
bachelor degree	40.19%
master degrees	19.24%
undertaking a PhD	5.56%

[Data from academic year 2011-2012, Ministry of Education, Youth and Sport]

Economic sector

Women presenting in formal sector	27 % (men: 73%)
Women presenting in informal sector	82 %

[Data from CSES 2009]

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Politics and Decision Making

National level

Parliamentarians in National Assembly	25 of 123	20.32%
Senators	9 of 61	14.75%
Deputy Prime Ministers	1 of 9	11%
Ministers	3 of 28	10.71%
Secretaries of State	38 of 185	20.54%
Public Civil Servants	70,526 of 192,029	37%

Politics and Decision Making

Subnational level

Provincial Governors	no women
Provincial Deputy Governors	20%
District Governors	1 % (2 female district governors)
District Deputy Governors:	29 %
Commune Council members	17.78%
Commune/Sangkat Chiefs	5.8%

Data from the National Elections Committee 2012



• Health

median age at first marriage among women	20 years (men: 23 years)
Median age of first sexual intercourse for women	21 years old (while for men is 22 years)
maternal deaths	206 per 100,000 live births in 2010 (rate decreased almost 60 percent in only five years, between 2005 and 2010 [DHS 2005 and 2010]).
women report having one or more problems in accessing health care	72%
women aged 15-49 years using a method of family planning	31%
women aged 15-49 years having abortion	at least 1 abortion of 6 % women in urban areas, while 5 % in rural areas



4. Overview of ICTs: Media and Gender in the country

- **4.1: Women in Media:**
- The Women's Media Centre of Cambodia (WMC 2005) survey found that women are a minority across all media sectors, comprising 17% of those in journalism, 21% in technical roles and in 28% in administrative positions.
- No statistics are available from the Ministry of Information (Moi) on the number of female journalists in Cambodia, according to WMC. However, the WMC 2005 survey covered 145 media organizations and reported the total number of people working in media and media related fields as 4,623 with 79% males (3,652) and 21% females (971). among 137 journalists whose positions were decision makers only 6% were female.



4. Overview of ICTs Media and gender in the country

- **4.2: Women in ICT :** (cont.)

Women and ICT status in Cambodia

The lack of access to ICT because of societal, cultural and market constraints have led women to become distant from the global pool of information and knowledge.

Reasons for less representation of women holding jobs in ICT fields include lower percentage of female student's enrollment in IT related education.

- **4.3 ICT Policy**

The National Summit on ICT Policy and Strategy took place on 3 July 2003 to involve key actors to determine a draft of National ICT Policy.

NIDA proposal for National ICT Policy for 2015 included the creation of legal framework, ICT services, to develop a knowledge based system, ICT access points, reduce public administration cost, ICT4D that support Women In Development (WID) in the ICT sector.



4. Overview of ICTs Media and gender in the country (cont.)

National ICT Policy -2015-

ICT Frameworks

1. Develop a **national ICT legal and regulatory framework** to ensure a national economic and social stimuli
2. Develop measures to achieve **the e-ASEAN Framework Agreement**, as well as to ensure efforts to keep pace with the ASEAN level of ICT technology through the promotion of a national ICT innovation

ICT Services

3. Improve **government services** through the application of ICT
4. Support the use of ICT in **the private sector and the growth of e-commerce**
5. Encourage the growth of a **national ICT industry** and its links among the ASEAN region

ICT Infrastructure

6. Develop a reliable national **ICT Infrastructure**

ICT Development

7. Enhance the level of **ICT literacy** among the population
8. Develop regionally **competitive ICT experts and ICT savvy human resources**
9. Support **WID (Women in Development)** in the ICT Sector

Commitment to Global Issues

10. Encourage an awareness of ICT as a tool for fighting **Global Warming**



4. Overview of ICTs Media and gender in the country (cont.)

- **International Instruments: Gender and ICT4D:**

Fourth World Conference on Women, Beijing Sept.1995- Beijing Declaration and Platform of Action: Women in media

Strategic objective J1: Increase the participation and access of women to expression and decision-making in and through the media and new technologies of communication. Actions to be taken.

Strategic objective J2: Promote a balanced and non-stereotyped portrayal of women in the media. Actions to be taken.



4. Overview of ICTs Media and gender in the country (cont.)

- **International Instruments: Gender and ICT4D:**
- *56th UN CEDAW session in Geneva from 30 Sept-18 Oct, 2013*



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4. Overview of ICTs Media and gender in the country (cont.)

- **International Instruments: Gender and ICT4D:**
- *Concluding Observation of the Committee on the Elimination of Discrimination against women (CEDAW/C/KHM/CO/4-5 A , Geneva 18 October 2013)*



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4. Overview of ICTs Media and gender in the country (cont.)

- **International Instruments: Gender and ICT4D:**
- *Gender and ICT4D-Concluding Observation of the Committee on the Elimination of Discrimination against women (CEDAW/C/KHM/CO/4-5 A , Geneva 18 October 2013)*
- Article 19. The Committee reiterates its previous recommendation (CEDAW/C/KHM/CO/3, para. 18) and recommends that the State party:
- **(c) Explore the use of information communication technologies, including social media, in the dissemination of information on women's rights and gender equality;**



4. Overview of ICTs Media and gender in the country (cont.)

- **Women & ICT in Education (MoWA Research 2010)**

The total of female who get the bachelor degree of ICT in the last four years'2005 to 2009' was 12.4% of total student in ICT if comparing with 8.4% of the proportional of female students who has been studying ICT of the 1st year to the 4th year of the year 2009-2010 .

- **Women & ICT in Employment**

Women & ICT in The proportional of women in ICT' jobs:

- The percentage of women can use ICT in civil society is 44.4% of total staff
- In government and ministries is 15.5%,
- Internet Provider is 32.5% and Education institution is 33.3%.



4. Overview of ICTs Media and gender in the country (cont.)

Result of the Research (MoWA 2010).

Only less than 1/4 of NGOs (22.5%), 9% of HE institutes, 14% of ISPs and 35% of government ministries have a policy implemented to encourage women to build their own capacity in the ICT sector.

This status will not have much changed in the near future because for the rest of them, there are only 23% of NGOs, 41% of government ministries, 21% of ISPs 21%, and 21% HE institutes are willing to design a policy to encourage ICT skills & capacity building for women (MOWA et.al 2010).

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Consultative meetings of NGOs to promote the integration of Gender Perspective in ICT Policy Development.



Phnom Penh, June 2011

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5. Case Analysis:



- Story Telling 1



Ms. Chea Sipheng, Second Assistant of Chief of Kor Ki Sangkat, Phnom Penh had commitment to learn how citizen journalist and ICT were interested in her work.

She initially engaged political activists of Human Rights to help people to solve problems so it made her more popular in politics until she became the Second Assistant to the Chief Commune. During the election she was battled by many men’s advocacy efforts, but she still received her position as intended. She was delighted that Open Institute provides the opportunity to attend training and added that she was not aware of media practices and did not know how to write news any way until she received the appropriate training.



5. Case Analysis: (Cont.)



- Story Telling 2



1. Miss. Keang Hy, became a strong facilitator in a youth club

My name is Keang Hy, 26 years old; I live in house number 20D, Street Veng Sreng, Sangkat Choam Chao, Khan Dangkor, Phnom Penh. After I got involved with Open Institute, “it made me got well communication with the other, improve and building my ability, participate in helping social, could sharing information through the use Facebook and email, knew about social accountability meaning...”. I have become a facilitator at in National Youth Senate’s KYSD.



6. Best practices:



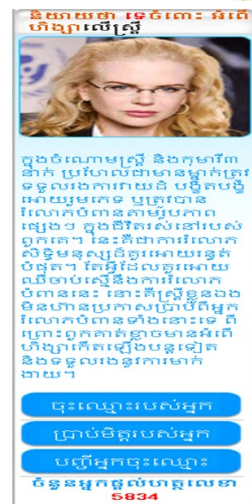
Take Back The Tech model to use ICT for discussion and dissemination of information on women right and eVAW

Media monitoring for ending VAW

The Integration of gender sensitive in the draft of National ICT Policy 2015. Integration of the promotion of the use of ICT and media in Neary Ratanak and National Action Plan to Prevent Violence Against Women (NAPVAW).



Under the cooperation with the UNIFEM in New York, UNIFEM in East Asia and South East Asia, and UNIFEM in Cambodia, the women program localized and posted the template "Say NO to violence against women" to the Women Web Portal to invite visitors to join the event by provide their signatures to support the campaign.





អំពើហិង្សាទាក់ទង នឹងយេនឌ័រ

ស្រុក (០០០)

អំពើ (ស្ត្រី)

ព្រឹត្តិការណ៍នេះបានបង្កឱ្យមានការប្រយោជន៍ដល់ស្ត្រីដែល ប្រើប្រាស់ស្ត្រី យោងតាមការប្រកាសនិងការពិភាក្សា របស់ស្ត្រីក្នុង ពិធីប្រយោជន៍ការណ៍ប្រចាំឆ្នាំ

ផ្សេង ពេញការណ៍ ដាក់ស្នើរបាយការណ៍ ទំនាក់ទំនងយើង ទំនាក់ទំនងយើង គោលនយោបាយជាតិ ស្ថាប័នផ្តល់សេវា



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7. Major Obstacles to reduce gender gaps in access to ICTs and to overcome gender-bias in the media

• 7.1. The challenges of women in ICT4 development:

Family responsibility such as take care husband, children, elderly person in family (66%).

Female get less opportunities than male in getting chance to study more (64%).

State policy and sectoral implementation (60%), Language (57%).

Infrastructure (53%), High cost of Internet (52%)

• 7.2. Challenging: VAW&ICT:

However, Women are concerned about the new form of VAW:

Some groups of people have been using ICTs for other purpose that against women rights. Negative portrayal of women.

The growth of Internet tends to push the limits of a society's attitudes towards acceptable media images.



7. Major Obstacles to reduce gender gaps in access to ICTs and to overcome gender-bias in the media

- **7.2. Challenging: VAW&ICT: (cont.)**

Technology is moving across boundaries faster than the law can address. This is a blurred line between freedom of information and cultural preservation

- **7.3. Government Policy**

Since 2005 the Ministry of Information has set some rules for all media organizations advising and reminding them to respect the press law Chapter 2, Article 7 that states “Publication of obscene texts or pictures or graphically violent materials is prohibited.”

During the Annual Cambodian National Council for Women Meeting (NWC) in 2007, the Prime Minister recommended that the Ministry of Interior close facilities which show or sell obscene films.

Advocacy for improving the portrayal of women in the media should be stepped up and continued, as there is still much progress to be made



8. Conclusion and Policy Recommendations

- Stronger commitment of the government, donor agencies and civil society for supporting consultative meetings for the integration of gender sensitiveness in National ICT Policy 2015 and beyond; as well as support for the development of sectoral ICT Policy.
- Stronger commitment of government in nomination more women to take decision maker post in ICT development sector.
- Stronger commitment of the government and donor support for the integration of women in ICT development in national policy and action plan such as Neary Ratanak, National Action Plan to Prevent VAW, National Strategy Development Plan.



8. Conclusion and Policy Recommendations

- To add “ women in ICT development” in Joint Indicator Matrix of Cambodia Development Council.
- Stronger cooperation between the government and UN Women and with other donor agencies for the implementation of the UN CEDAW Concluding Observation point 19 c. about “...to explore the use of ICT for women rights and gender equality.”
- Stronger commitment of the government and donor countries for the implementation of Beijing Declaration and Platform for Action (Beijing 2004) about Women and Media.

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Thank you!



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