



United Nations

Department of
Economic and
Social Affairs



Regional Workshop

“Promoting the presence and leadership of women within public institutions at the national and local levels in Asia and the Pacific”

22-25 April 2024

Chhun Hak THE, Director General

Ministry of Women's Affairs | Cambodia

Institutional and policy commitments

1. **Government Political Platform Agenda and Strategies** - “Women’s Leadership” is often one among key priorities in “Promoting Gender Equality”.
2. Cambodia **SDG 5**: women’s leadership, and **SDG 16**: Women in public administration – *Advocacy, milestone and monitoring.*
3. **Ministry of Women’s Affairs (MoWA) led coordination**, and 5 Year Strategic Plan/Framework – “Neary Rattanak VI” as key national gender *priorities, suggestions, proposals and actions* for everyone.
4. **Government line ministries**: Gender Mainstreaming Working Group (GMAG) and Action Plan (GMAP) is the sectoral mechanism to *institutionalize.*
5. Integrated gender into the Public Administration Reform (PAR) and Decentralization and De-concentration Reform (D&D) - *Inclusive Governance.*
6. **Cambodia National Council for Women (CNCW)** – Highest level inter-ministries *pushing* and *connect/report* to the top.

Lessons Learned on Promoting Gender Equality in Public Institution Leadership

- 1. Political commitment and public support:** Keeping the way and approaches to reach this commitment and attention – as tools for *advocacy and pushing stakeholders*.
- 2. Effective and technical coordination mechanism and platform at all levels – for *multi stakeholder values, accountabilities and involvement*:**
Government line ministries (national and sub-national levels), Development Partners, CSOs/NGOs, private sector, academies, research institutions.
- 3. *Women and Girls representation and voice*; and inform to the policy formulation and implementation.**
- 4. *Proactive/Strategic approaches and mechanisms for advocacy, promoting the public attention, technical coordination, and monitoring.***

Challenge and Recommendation

Fostering Women's Leadership and Promoting Gender Equality **requires ongoing political commitment at all levels, governance reforms, and collaborative** efforts across various sectors.

- A strategic and proactive **leading agency, network and alliance** to drive this move and share the common goal.
- **Global and regional community support** – CEDAW, Beijing Platform for Action, WPS Agenda, SDG 2030, ASEAN commitments...



Political Commitment & Support

Requires ongoing process/follow-up

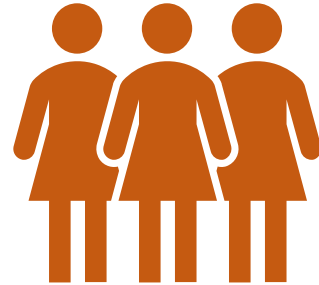


An Example of Cambodia: to work for women in public administration



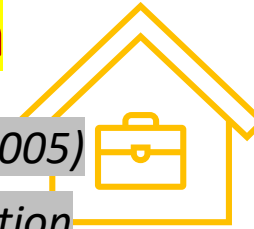
Education

Reduce Gender Gap (from 2000)



Women in Public Administration

- *20%-50% New Recruitment (from 2005)*
- *At least one in each leadership position*
- *Women's Leadership Programs and Networking*



Friendly Institutional Support

- *Gender Institutionalization*
- *Flexible Working Arrangements/Safety*
- *Professional Development Opportunities*
- *Childcare center/program*



Family & Public Support

- *Public Awareness*
- *Address Unpaid care and domestic work at home*

Technical Coordination Mechanism and Platform at all levels

for *multi stakeholder values, accountabilities and involvement*

Government ministries all levels, Development Partners, CSOs/NGOs, private sector, academies, research institutions



 www.mowa.gov.kh
 [mowa.gov.kh](https://www.facebook.com/mowa.gov.kh)

THANK YOU

