

COMMON CONTEXT ANALYSIS (CCA)

CAMBODIA



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Introduction

Louvain Coopération au Développement (LD) has been chosen to take the lead for the CCA in Cambodia. The initial list of members includes 17 ANGC's (LD, Vredeseilanden, ITG, WWF, VVOB, ADG, ARES, APEFE, Oxfam Solidarité, Plan Belgie, DISOP, Caritas International, RCN, Rode Kruis (RKV INT), VLIR UOS, WSM (as lead organization of the Joint Context Analysis Decent Work Asia representing also IIAV-IEOI and IFSI-IVSI), MSF-Belgique). Trias, Mekong-Plus and Handicap International have asked to be included in the list of members later on and VLIR UOS has asked to be taken out. This means that in total we have 19 members from which 15 NGO's (representing also 2 trade unions) and 4 other ANGC's.

The detailed list of members is available in Annex 1.

The CCA aims to relate the results of exchanges between the participating organizations on their own vision and their own analysis of a technical and operational point of view. Positions to be taken on the basis of the information contained in this analysis of context bind only organizations that explicitly took these positions, and they cannot in any circumstances be considered to be a position of all organizations who have been involved in the process. Furthermore, no mentioned information can be regarded as a political or ideological statement on the part of the partner organizations.

1° Description of the process which resulted in the common context analysis and the participatory process of the ANGC, their local partners and any other partner which is present locally.

After the first general meeting in Brussels on the 29th of January 2015, LD has contacted all the ANGC's on the list and other Belgian NGO's working in Cambodia. This 1st round enabled us to make up a list of all actors, with their status, contacts and presence or not in Cambodia. As a lot of members are not represented in Cambodia we decided to start the process in Belgium. The next step enabled us to have an overview of all members present in Cambodia during the 6 previous years (2011-2016) and their regions of intervention, sectors/themes, partners and budgets and their plans for the coming years (2017-2026). This information is available in Annex 2.

Afterwards, we have filled in the chapters 3 to 5 based on existing information sent by each member. This information was mainly established on internal documents such as the 3-year programs of DGD, internal and external strategic documents and existing contextual analyses realized by external consultants. For each theme one active partner has been designated to ensure the quality of the information. The partners have been chosen according to their experience and expertise in the sector/theme.

A draft version of chapters 2-5 has been sent to all members on the 10th of April to be discussed during a meeting in LLN on the 23th of April.

Until this stage, the local partners have contributed indirectly by participating in the formulation of the programs and strategies of each ANGC.

Once the current situation has been presented in the 5 first chapters, the process has been transferred to the south and the local representation of LD in Phnom Penh has taken over the leadership. A meeting/workshop took place in Phnom Penh on the 28th and 29th of May with local partners, local actors and the representatives of the members of the CCA present in Cambodia. More than 30 persons took part at this workshop and contributed to several working groups and sessions to give input on the CCA. The main purpose was to share the information collected on the thematic

areas and issues and to complete this information. A SWOT analysis concerning the CSO and the local authorities enabled us to have a global overview on the main stakeholders and to identify ways to strengthen them. The second day the participants worked mainly on potential synergies between actors and thematic areas.

All participants (representatives of local authorities, institutions, Ministries, local NGO's, farmer organisations, ANGC's, representative of Belgian Embassy in Bangkok, etc) have actively participated during the workshop and there was a very constructive and respectful atmosphere. The information collected confirmed and completed the CCA document. The list of participants in annex shows the variety of actors and thematic areas represented.

Two external consultants helped to prepare and facilitate the workshop and to gather all the inputs. The list of participants is available in annex 3, the detailed agenda in annex 4, the Powerpoint presentations per thematic area in annex 5, the workshop report in annex 6.

On the 1st and 2nd of June, LD has met the representatives of the ACNG's in order to debrief on the workshop and to give additional information for the CCA document and to discuss next steps. From the debriefing it appeared that most participants didn't know each other at the beginning of the workshop (beside the ones working with the same ANGC). Nevertheless there was very good input and participation from the partners and it was a very appropriate way of connecting together. Participants found it very useful to make a common analysis because this hasn't been done before. ACNG's are very interested to meet in the future to look further for potential synergies and collaborations and possibly to create a working group to prepare a common approach or shared initiatives or activities for the coming years.

During the workshop we have analysed the risks and opportunities to work on specific synergy projects or transversal issues proposed by the working groups. This didn't allow us to fill in directly chapter 9 but it seemed to be a more interesting exercise during the workshop in order to get participants used to work together and think globally and not only linked to their sector or domain of expertise.

During the exercise we had to choose priorities between thematic areas and inside of those using a 10 stone exercise, but this was very difficult because participants felt that all thematics are important to address. We still need to precise what skills every NGO is able to offer and if there are main competencies missing. If skills are missing between Belgian ANGC's we could try to find it among the international community. These aspects are presented in chapter 10.

It was the 1st time in Cambodia that all Belgian ANGC's met together so this was a great opportunity to link together. All of the ANGC's are willing to collaborate and looking for synergies and complementarities.

Another meeting has been held in Brussels on the 30th of June to discuss the final draft version of the CCA document. The final version of the CCA document has been validated by all the members and added on the platform on the 17th of September 2015.

Decent work is one of the three priority themes. As a result, Decent Work is included in chapter 3 of this CCA as part of an analysis of the social situation in Cambodia. For the common context analysis of Cambodia related to this topic we kindly refer to the [thematic CCA Decent Work Asia](#). Furthermore, in the course of the process, possibilities of complementarity and synergy with regards to Decent Work were investigated. They are discussed in chapter 10. In that sense, the CCA Cambodia and the thematic CCA Decent Work are, thus, complementary and need to be read at the same time. Together they form one complete analysis on Cambodia. The thematic analysis was born

from an international and regional vision on the topic, but the proposed areas of intervention, the types of partner organisations and their needs regarding capacity strengthening indicate that there are opportunities for support at national level. ANGC's that have a proven expertise in the country were actively involved in elaborating this thematic CCA. During the process, one representative of the ANGC's participating in the CCA Decent Work Asia was contact person for this country - CCA to assure the link and complementarity between the thematic CCA and the country – CCA. In this thematic continental and regional analysis on Decent Work, the four strategic pillars of the ILO Decent Work Agenda are being covered extensively: first of all work should be productive and freely chosen, secondly, international labour rights should be respected, thirdly, there should be access to social protection with, fourthly, workers that are heard through social dialogue. Social economy, access to and education on health care, social security, occupational safety and vocational training are important areas of intervention when striving for the implementation of the Decent Work Agenda. The same areas of intervention are being tackled in this CCA. Therefore, the description and identification of these areas of intervention, as described in chapter 3 and 8, have to be understood from the point of view of this country CCA as well as that from the thematic CCA Decent Work Asia as both are complementary.

A list of all documents used for this CCA is presented at the end of the document in the list of references.

Previously completed projects and programmes

2° Overview of the programmes, projects, synergy projects and partnership projects with governmental cooperation which were completed during the five previous years in the country in question or the region in question by ANGC.

With 19 ANGC's participating in the CCA, we can classify Cambodia among the countries with an average representation of the Belgian indirect multilateral cooperation. The type of ANGC's and local partners, the themes and geographical areas are nevertheless very varied. This allows for a comprehensive and representative contextual analysis.

The different types of local partners include local NGO's, trade unions, federations, associations, local authorities, private institutions, universities, government ministries, etc.

Several ANGCs are working at the national level; others work in the provinces of Kampong Thom, Kampong Cham, Kratie, Siem Reap, Battambang, Phnom Penh, Kandal and Takeo. Also here the coverage is important.

All sectors and the usual themes of development cooperation are covered: agriculture, food security, health, justice, human rights, education, social economy, cross-cutting issues such as gender and the environment,...

The Annex 2 gives an overview of previous projects realized by all members in Cambodia.

In order to give a short overview of the variety of programs, sectors and actors concerned we will list the main present interventions of the ACC members.

LD is working with MODE (local NGO) on food and economic security for the most vulnerable in the province of Kampong Thom. In the health sector, LD is mainly working on chronic diseases. LD supports Mopotsyo (local NGO) to take care of diabetes patients in the province of Kampong Thom and Kampong Cham and works with TPO (local NGO) on mental health issues in the province of Kampong Cham. LD also collaborates with GIZ (German cooperation) on diabetes and with Handicap International (International NGO) on disabled people and mental health problems.

ADG is implementing three projects: The AFSA2 with CIRD (local NGO) and FAEC (National Federation of Farmer Organisations) on 9 provinces to durably improve small-scale farmers production and access to resources and market, institutional and capacity reinforcement of partners and 48 agriculture cooperatives, support partners to develop advocacy strategy and interventions on the agriculture sector. The “Hog Deer” project at Kratie with WWF (INGO) to promote farmers’ product value chains in reward of their engagement in the conservation efforts of endangered species. The SCCR Project in a consortium with CIRD and AVSF (INGO) supports small-scale farmers all over Cambodia to catch greater value addition from business arrangements and advocacy works when cooperating with actors of the rice export sector. ADG also collaborates with GIZ (German Cooperation) and GRET (INGO) for the promotion of agro-ecology techniques and practices, and with DGRV (German Farmers Institution) and the Ministry of Agriculture (MAFF) for policy review on agriculture.

ITM works with SHCH Sihanouk Hospital Centre of Hope (International NGO), CNM National centre for Parasitology, Entomology and Malaria Control (Local authority), NCHADS National Centre for HIV/AIDS, Dermatology and STD (Local authority), IPC Institut Pasteur du Cambodge (Private Cambodian Institute under the patronage of Ministry of Health). The collaboration takes place in Phnom Penh, Kandal and Takeo Provinces and at national scale and focuses on capacity strengthening and supporting local research in the fields of the epidemiology, the diagnosis and the management of infectious diseases. Examples of this collaboration include hospital-based surveillance of antibiotic resistance, TB Active Case Finding, the optimisation of HIV/AIDS care, research projects on gynaecological cancers, vector control intervention on malaria, etc. ITM also collaborates with WHO, the Gates foundation, Global Fund and TB Reach.

Oxfam solidarity Belgium works mainly with United Sisterhood (Local NGO), CFSWF (Trade Union Service sector), IDEA (Association), C.CAWDU (Trade Union garment sector) on labour rights and active citizenship at national level and regional level (Vietnam and Laos) to improve the negotiating power and working conditions of marginalised workers and specifically women.

Plan Belgium Works mainly with Bandos Komar (local NGO), Krousar Yoeung (local NGO) and RHAC (local NGO) in Siem Reap and Ratanakiri provinces on ECCD (early childhood care and development), basic education and child protection projects.

Solidarité mondiale/Wereldsolidariteit works together with Cambodian Labour Confederation (CLC) and C.CAWDU, its federation of trade unions in the garment sector to improve the working conditions of vulnerable groups of workers. The focus is mainly on the issues of short term contracts in the garment sector, minimum wages, labour rights, legal aid to the workers, increasing membership and organizational strengthening, access to social protection, development of the social security system, campaigning, political actions, international networking and exchanging.

IIV-IEOI (ACV-CSC) is working with CLC to strengthen the social dialogue in Cambodia with the employers’ associations, to improve enforcement of the labour rights in the factories and to set up a national interprofessional minimum wage. Furthermore IIV-IEOI is giving support on organisational management, capacity building and gender equality.

IFSI-IVSI (ABVV-FGTB) currently has no partner organizations in Cambodia, but has stated an interest in working in Cambodia in the future.

Caritas Belgium works with Caritas Cambodia (local NGO) in Kratie province on Food security and Education.

WWF Belgium works with WWF Cambodia (local NGO) on environmental issues and nature protection in Kratie province.

ARES-CCD works with the Institute of Technology of Cambodia (ITC – University) mainly in Phnom Penh on enhancing teaching in engineering sciences, including training to research.

VVOB works with the Ministry of Education, Youth and Sport (MoEYS), the Teacher Training Department (TTD) and 18 Provincial Teacher Training Centres (PTTCs) from the Public sector nationwide on education.

APEFE works with the Ministry of labour and Vocational training from the Public sector nationwide on education.

Handicap International activities in Cambodia are currently organized around three strategic pillars: Prevention of impairment and disability which includes action in the field of mine risk education, road safety and mother & child health; Improvement of access to quality health and rehabilitation services through the provision of quality physiotherapy, occupational therapy and prosthetic and orthotic devices; and Promotion of the rights of persons with disabilities in order to ensure full and equal participation at all levels of society and better access to services, with a focus on facilitated access to livelihoods opportunities. The organisation works with national partner organisations as much as possible such as disabled people's organisations (CDPO, CABDICO), vocational training centres, Government Ministries including Social Affairs and Health, as well as other NGOs and INGOs.

Synergies already exist between the Belgian ANGC's present in Cambodia. Some examples are given below:

An analysis of the Cambodian socio-economic context was conducted in late 2012 by six Belgian ANGC's, with the support of Acodev on the budget line "Synergy" to explore potential synergies and harmonization of their actions implemented in Cambodia (Lagoeyte, 2013). Following this joint-analysis, several opportunities for collaboration have been identified, such as an exchange project and capacity building between ADG and LD and the establishment of exchanges between HI and LD in terms of new interventions for the management of disability in mental health projects. Other collaborations existed such as the CRC (Cambodian Red Cross) working together with Handicap International Belgium to develop educational materials for secondary schools, to define first aid strategies and to develop first aid kits.

WSM, IIAV-IEOI (ACV-CSC), IVSI-IFSI (ABVV-FGTB) and Oxfam-Solidarity are four ANGS who have been closely working together within the thematic regional context analysis of Decent Work in Asia.

Current situation, civil society and authorities

3° Analysis of the political, economic, social and environmental situation of the country or region

0. General overview

The Kingdom of Cambodia is situated in the southwest of the Indochinese peninsular. It is divided into 23 provinces, 26 cities and 1 municipality – the capital Phnom Penh. The country has a land area of 181,035 square kilometres and population of 14.6 million people.

Since the Paris Peace Accords of 1991, Cambodia is pursuing a triple transition: (i) from war to peace, (ii) from autocracy to democracy, (iii) a centralized economy to an economy market. Cambodia remains a poor country and its population, particularly rural, continues to suffer the consequences of poverty.

Main indicators¹:

	2000	2005	2010	2011	2012	2014
Total population (thousands of inhabitants)	12.446,9	13.357,6	14.138,3	14.305,2	14.478,3	15.458,3 ²
Demographic growth (%)	2,2	1,6	1,5	1,7	1,8	1,6 ³
GDP (in billions of USD) (world ranking)	3,653	6,293	11,255	12,890	14,241 (108°)	16,71 ³
GNI per capita (\$US)	300	460	740	800	880	1010 ⁴
Annual Growth rate GDP (in %)	8,8	13,3	6,0	7,1	7,3	7% ⁴
Good governance index	n/d	n/d	0,570 (133°)	0,562 (166°)	n/a	n/a
HDI (world ranking)	0,444	0,501	0,532	0,538	0,543 (138°)	0,584 ⁴
Poverty rate (National poverty line)			22.1%	20.5%	17.7% ⁵	
Poverty rate (\$1.25 PPP a day)		28.5%	8.3%	7.2%	6.0 % ⁶	

Cambodia set out 9 **Millennium Development goals** to achieve in 2015. According to UNDP Cambodia report⁷, Cambodia has made many remarkable progresses toward achieving CMDG and is well on track to achieve Millennium Development Goals 1, 4, 5 and 6, and poverty rate is set to fall further below 20 percent in 2014. Declines in infant and maternal mortality have already exceeded

¹ Fiche-pays ARES and Cambodian Demographic Health Survey 2000-2005-2015

² Cambodia Demographic Profile, 2014

³ World development indicators, Feb 2015

⁴ UNDP HDR Report, 2014

⁵ World Bank, Cambodia Overview, April 2015

⁶ World Bank, EAP Update, April 2015

⁷ <http://www.kh.undp.org/content/cambodia/en/home/mdgoverview/overview/mdg7/>

2015 targets (CMDG Report, 2013). Despite the anxieties and concerns in the run-up to the election, Cambodia's economy continued to grow, reaching 7.6 percent growth in 2013 and sustained by garment exports, tourism and construction. With GDP per capita at US\$1,036 compared to approximately US\$200 in 1992, Cambodia is well on its way to be ranked as a lower middle-income country (MIC) in the near future. However, there are still some challenges for achieving some indicators. The target of reducing the poverty rate has been nearly met, but child labour and malnutrition need closer attention. The target of universal primary education by 2015 is likely to be achieved as well as gender parity but the figures are not always representative of the reality. The target of reducing child and maternal mortality has been met. HIV/AIDS and malaria are well under control, though there are issues in TB control. The target for environmental sustainability poses many challenges which are difficult to meet in the timeframe. The aid coordination appears doing well, however continuous effort is needed to sustain the momentum. The target of demining, removing Explosive Remnants of War (ERM) and victim assistance is huge and needs extra effort for achieving it.

At the **political** level, although significant steps have been taken to establish a multiparty democracy, Cambodia still has to make progress in achieving a fully functioning democracy. The latest 2013 elections saw the polarization of the political landscape between the Cambodian People's Party (CPP) and the opposition represented by the only Cambodian National Rescue Party (CNRP). Economically, Cambodia has experienced in recent years, significant development. The global economic crisis of 2008 led to a slowdown in the increase, but the main indicators show a return to growth⁸ with an annual rate of over 6%. The Cambodian economy remains vulnerable due to inadequate diversification. It is essentially limited to four sectors including textiles (80% of exports) and agriculture (which is still very sensitive to natural disasters)⁹.

While the political system is described as democratic, some would argue that it is less so given the ruling party's dis-proportionate voice, control of resources and intolerance of public dissent/debate. At the same time, the system is increasingly openly described as corrupt and lacking in transparency and accountability towards its citizens. Cambodia is a country where the level of corruption is among the highest. Corruption is widespread at all levels of Cambodian society.

Despite **economic** growth in the last decades, the problems of poverty and inequality still remain daunting. As of 2010 poverty rates remain high at 46.8% of the total population when multidimensional poverty is accounted¹⁰, 16.4% of the population is facing severe multidimensional poverty¹¹; 20.4% barely manage to stay above this poverty line. Despite an increase in rating from 0.251 to 0.584 since the conflict years¹² Cambodia still ranks 136 out of 187 countries on the Human Development Index. A situation exacerbated by increasing inequality¹³. These figures are indicative of the fact that approximately 83% of the population remains vulnerable to the point that even small shocks might spiral many back down into poverty. While the biggest contributor to poverty reduction, so far, has been agricultural sector activities and higher crop prices (chiefly related to rice), there is widespread recognition by all the development partner (DP) as well as by the Royal Government of Cambodia (RGC) that medium to long-term progress in socio-economic growth and poverty alleviation will require across-the-board and deeper structural reforms.

⁸ Mission économique française, Fiche synthétique Cambodge 2011

⁹ Source : <http://www.diplomatie.gouv.fr/fr/pays-zones-geo/cambodge/presentation-du-cambodge/article/presentation-22637>

¹⁰ Multidimensional poverty covers several factors that constitute poor people's experience of deprivation, beyond income deficit – such as poor health, lack of education, inadequate living standard, lack of income (as one of several factors considered), disempowerment, poor quality of work and threat from violence." Please refer to <http://www.ophi.org.uk/policy/multidimensional-poverty-index/>

¹¹ Cambodia Multidimensional Poverty Index, year 2010

¹² UNDP: Human Development report 2014

¹³ UNDP: Human Development report 2014

The economic growth that has advanced has come at **environmental** and social costs, as seen in the increased rate of deforestation, land grabbing and evictions of poor people, much to the benefit of investors and emerging elite. Environmental and natural resources in Cambodia are threatened by over-exploitation on an accelerating scale. Over the past few years the impact of illegal forestry, illegal fisheries and land grabs has been compounded by the government granting three hundred economic land concessions, 259 mining licenses, 29 oil and gas related licenses, 30 special economic zone developments and 72 hydropower projects with minimal control or accountability. Continued over-exploitation at the current scale will not only significantly reduce the natural capital, it is also likely to undermine future socio-economic development, and may well induce social unrest and instability. The move to truly sustainable management and shared prosperity is essential.

Culturally, Cambodia remains highly patriarchal and hierarchical so that voices of dissent are still not easily accepted, and people find it difficult to exercise their rights as free citizens, in spite of growing **social** movements, such as on land grabbing. The situation for **women** is particularly acute given knowledge and information on gender and gender equality is still very weak. Cambodia ranks 105 out of 149 countries in the 2013 Gender Inequality Index¹⁴. These cultural norms so often prevent women's genuine participation in many aspects of daily life, including in leadership positions. Sadly, this gender-based discrimination fuels a high level of discrimination and violence against women in the domestic through to public spheres.

Cambodia is hosting about 24 different **indigenous peoples** which represent an estimated population of 200,000 to 400,000 persons. Different national legislations recognise indigenous people and their rights but despite a very progressive, but not enough implemented, national policy compared to other Southeast Asian countries and the ratification of international conventions, the so-called Cambodian "ethnic minorities" continue to see their land, their resources, and their cultural heritage strongly affected by the granting of land concessions by the state to commercial companies.¹⁵ The first communal land titles were attributed after a 2 years process and about 10 years after the recognition of their right to collective land ownership. Some indigenous communities are now finding remedies of land rights violations through following the finance capital of concessions rather than waiting a political solution to protect their land rights.¹⁶

Cambodia has the **youngest** population in Southeast Asia. 45% of the population is under 18yrs of age and 70% under 30yrs. However, 91% of children enrol at primary school level, but only 46.8% are completing the primary school showing an important drop-out from schools even before literacy is achieved. Youth is over-represented among migrant groups and those trying to find a livelihood are turning to urban areas. Young people, while representing the largest portion of the population, do not have their needs, perspectives and concerns represented and reflected in development priorities or budgets. On the economic front, the export oriented growth within the garment, tourism, agricultural and construction sectors has not been enough to absorb the estimated 250,000 new entrants to the labour market every year; more and more of them ending up in the informal economy - 60,2% of the labour force in 2012¹⁷ - which is characterized by lack of legal protection, marginalization, lack of safety, criminalization, exploitation. They have hardly any access to social protection or quality essential services. Women are more affected than men. Many young people migrate in search of work - estimates vary between 150.000 and 1 million Cambodians – now increasingly also encouraged by government policies.

In this context, people with **disabilities** are particularly vulnerable. According to the national socio-economic study of 2004, incomes of people living with disabilities were 65% lower than the non-disabled (HI, 2012). The importance of the problem of mines and unexploded ordnance after decades

14 UNDP: Human Development report 2014

15 <http://www.iwgia.org/regions/asia/cambodia>

16 http://www.iwgia.org/images/stories/sections/regions/asia/documents/IW2015/Cambodia_IW2015_web.pdf

17 ILO : Cambodia Labour Force Survey 2013

of conflict allowed an awareness of the problem by the government and civil society, but gaps remain on defining the concept of disability, the effectiveness of structures and institutions set up as on the coordination of the various actors and ministries involved. Currently, if the number of mine victims has been dramatically reduced, road accidents and the lack of prevention, persistent problems of maternal and child health, prenatal care practices or unsuitable care for new-borns from mothers or midwives have become the leading causes of disability.

Cambodia has achieved major progresses in **mine clearance & land depollution** from 1992 to 2015. Some 52,918 ha of mine affected land have been cleared nation-wide for housing, farming and other infrastructures and 860,159 anti-personnel mines, 19,952 anti-tank mines and 1,907,621 explosive remnants of war have been destroyed. The number of casualties has been reduced from 4,320 in 1996 to 186 in 2012. Despite these significant achievements, mine/ Explosive remnants of war (ERW) remain a challenge in people's lives. The magnitude of the ERW problem especially, resulting from the artillery shelling, rocket launching and air bombing is huge. Information received from the US Department of State reveals that just from 1965 to 1975, more than 2.75 million tons of bombs were dropped on Cambodia. Most of the bombings occurred in the Eastern part of the country, which is still deeply affected by the presence of ERW. Cluster munitions, which were widely used, and Unexploded Ordnance (UXO), are still extensively present in the Eastern provinces of Cambodia, which have tended to be overlooked by ERW/landmine clearance and demining programs.

During the workshop in Phnom Penh issues related to ethnical minorities and indigenous people have been raised and added in the analysis.

1. Agriculture / Food Security/ Water/ Rural Development

Agriculture is one of the key priorities of the Royal Government of Cambodia, being a pillar of economic growth and a major source of export, as reflected in both National and Agricultural Sector Strategic Development Plans (NSDP) and (ASSDP) 2014-18 (RGC, 2014¹⁸; RGC, 2015)¹⁹. It highlights the government's will of economic growth and poverty reduction through the development of the agricultural sector. Although public expenditure in agricultural sector lately increased, primarily through spending in irrigation and rural roads, it remains quite limited, with 1.5% of GDP in 2009, compared to countries with similar levels of income per capita (WB, 2011)²⁰. The achievements in this sector rely therefore also on private investments and external donors.

During the last decade, Cambodia achieved substantial socio-economic progress regarding its economic growth and the MDG achievements. Overall poverty was reduced thanks to an increase of the rice price, improved rice production, better rural wages and improved non-farm incomes (WB, 2014)²¹. Nevertheless, most of the people lifted out of poverty remain highly vulnerable and are prone to go back into poverty with a slight change in their income. In addition, preferential treatments, guided by commissioned benefits to government employees, are provided to large

¹⁸ Royal Government of Cambodia (RGC), Ministry of Planning (MoP), 2014, National Strategic Development Plan (NSDP) 2014-2018, 242p.

¹⁹ Royal Government of Cambodia (RGC), Ministry of Agriculture, Forestry and Fisheries (MAFF), 2015, Agricultural Sector Strategic Development Plan (ASSDP) 2014-2018, January 2015, 99p.

²⁰ World Bank, 2011, Cambodia More Efficient Government Spending for Strong and Inclusive Growth, 30 November 2011, 94p.

²¹ World Bank (WB), 2014, Where have all the poor gone? Cambodia Poverty Assessment 2013, World Bank Country Study, April 2014; 120p.

private companies negatively impacting on land and natural resources on which large parts of rural population is depending for their livelihood strategies. The government of Cambodia does not have the capacity to subsidize agriculture production at the contrary of his neighbours Thailand and Vietnam; Cambodian farmers are therefore not competitive and investment on agriculture production remains minimal.

Agricultural activities which represent at least one-third of GDP (MEAF 2010)²² remain the main source of income for many Cambodian living in rural areas and are the mainstay of the Cambodian economy. Rice is the principal commodity and its production is undertaken in majority by small landholders. The share of rice in the daily diet of Cambodians continues to play a vital role in rural livelihoods and their cultural perceptions. 80 % of the 15 million Cambodians are living in rural areas and consist of small landholders living on subsistence farming, selling few surpluses. Rural areas, poorer and more isolated, are more affected by food insecurity than urban areas and it is estimated that two third of them face food shortages each year.

Facing a strong pressure on the environment which is growing rapidly, natural resource conservation and management and the problems posed by climate change have become major challenges. The environment is emerging as a key cross-cutting theme for the development of the country. Most crops including rice farming and home gardening are highly dependent on rainfall and flooding periods for their success. The current effects of climate change in Cambodia are important and include an increase of drought span, higher temperature during the dry season, rainy season start delay, and more intense rain episodes especially at the end of the rainy season leading to potential extra flooding (SNV, 2014)²³. Consequently, this will increase food security challenges, will create more pressure on the public health system and threaten the well-being and the living conditions of the rural population (UNDP, 2011)²⁴, especially the poorest.

Cambodia stay behind his neighbours in terms of agriculture development; irrigation infrastructure is underdeveloped and productivity is low. Access to irrigation is an initial precondition to technical transformations to achieve progress. But Cambodia benefit from important water resources, and its control and management are pointed to be the main constraining factors to the water access for agriculture. Irrigation is therefore not only a technical challenge, but as well political, organizational, and social. Traditionally, Cambodian agricultural systems are catching annual floods and there is no traditional irrigation system that requires collective coordination efforts; these were developed starting from 1930th. Despite major efforts from aid agencies to support the development of irrigation, there are currently around 600 major irrigation schemes in Cambodia of which less than 20% are operational.

Cambodian government strategy is to promote the development of rural economy to tackle poverty alleviation; but rural economy largely depends on extensive low value agriculture systems, mainly due to lack of market competitiveness. While recent sub-sectors such as rice and selected commercial crops benefited of supports, mainly for export, a wide range of other crops received almost no support, specifically family farming production. Progresses of exports have been limited, for instance in 2014 Cambodia exported 387,000 tons of rice a very slight increase (2.1%) compared to year 2013. In addition, there are limited opportunities for small and rural businesses, including farmers, to be integrated in the value chains of large companies with access to export. Value chains are constrained by low productivity, lack of processing, and low product quality. For some, these constraints are turned to be opportunities to be valorised such as organic or low use of chemical inputs production being oriented to niche markets. In other hand, Cambodian livestock, fishery, and

²² Mission Economique de l'Ambassade de France, Cambodge : fiche signalétique, 2010.

²³ SNV, 2014, Climate Change: Vulnerability and Impact Assessment. Cassava and Vegetable Value Chains, February 2014, 39 p.

²⁴ UNDP, 2011, "Country factsheet 2011".

horticultural products are wanted by local consumers but are not produced in sufficient quantities to meet market needs.

Access to finance is currently a major bottleneck for the development of the Cambodian agriculture. Farmers' organizations have no access to loans from financial institutions; loans are provided on individual basis and remain largely out of reach for small landholders as they require collateral and financial costs are high. On the other hand, rice-millers and buyers are able to access loans at good rates which creates distortion of bargaining power which hinders the development of small-scale farming. Many rural development initiatives helped the creation of saving and credit groups that are forming the backbones of agricultural cooperatives engaged in collective commercialization. These groups have recently been recognized as economic stakeholders and started to be targeted by several bilateral initiatives who are engaging in piloting innovative credit mechanisms intended to small landholders.

Cambodian agriculture is confronted by climatic, socio-economical, and technical challenges for its development. Models scientifically adapted to these constraints are missing. In general scientific research is not perceived as a core mission by Cambodian universities that are confronted by the lack of research culture and research capacity, and that have been recently limited by government budget cuts.²⁵

Farmer organisations started to emerge during the nineties through community development initiatives. While most of them have a profile of self-help groups, such as saving and credit groups, some increased largely their capital and engaged in diverse collective commercial activities to retrieve economic returns. Most of these collective structures could establish under the new agriculture cooperative (AC) law.

The majority of the Cambodian population depends on subsistence farming, mainly rice farming with hardly any integration in the market. Women form the majority of the agricultural workforce (55 percent). About half of rural women are illiterate, especially among those aged over 35. Usually the male tasks consist of all physical effort, such as ploughing, while female tasks, such as transplanting, are considered not to be so physical demanding. Work which is seen to be technical, involving large machines or tools is also perceived as male. Irrigation is broadly considered a male task as men usually handle the tools of irrigation, but women carry out other essential complementary tasks to irrigate the crops (SAWA 1994b, Halcrow 1994).

Although there are prevailing ideals about the work that should be done by a man or a woman, in practice this depends on household composition; the number and age of household members, and the availability of their labour and time; and the location and accessibility of different resources. A woman's mobility is restricted to varying degrees, depending a.o. on the number and age of her children. Other women without young children can be more mobile. Where there are older children, they may take on some domestic duties to enable mother to work.

The gender of the worker is more flexible for some activities than others. For example, only men climb sugar palm trees. Women usually tend and sell smaller animals, such as pigs, chickens and ducks, which are near the house. Men are responsible for the larger livestock which are used as draught animal.

The lesser value of women's work is reflected in the remuneration or exchange value of agricultural activities. Female wage rates are 50 to 60 percent of male rates (Murshid 1998; Paris et al., n.d.). One morning of ploughing (male) is exchanged for (at the minimum rate) a full day of transplanting or weeding (female). When male and female labour is exchanged for similar activities, the rate is the same but male labour is not usually exchanged. When female work is exchanged with female labour, the value is measured by output. Women's labour is also often used to repay credit. Women are at a

²⁵ Kwok, K.-W., et al., 2010, Scoping study: Research Capacities of Cambodian's Universities, Special Report, The Development Research Forum in Cambodia, CDRI, The Learning Institute, August 2010, 65p.

disadvantage in terms of earning power if they enter the agricultural wage labour market. It is probable that the prevailing notion of the lesser importance of women's work than men's contributes to women's well-documented general lack of self-esteem and confidence in their own capability and intelligence. Decision-making in crop planning seems largely to be made jointly in couple-headed households. In crop planning, men and women decide together the timing, location, type and quantity of crop (Roberts 1997; SAWA 1994a, 1994b). Selection of seeds and preservation is the woman's responsibility.

The land reforms in 1980s had a negative impact on women. However, the impact of land redistribution on women depended largely on the composition of the household, kinship support, and access to capital or assets. As land allocation was based on the number of adults in the household, the amount allocated to female-headed households depended on the age of children in the family. Ability to farm the land depended on the age and health of the female head, the number of working age children, and ability to access hired or exchange labour. As land sales increased from 1992, those without the human and financial resources necessary to make the land productive migrated to urban areas in search of income-generating opportunities. The current situation is somewhat confused. Many households do not hold land titles. Possession is considered ownership in the community, but legal protection is not guaranteed. Land registration is a key gender issue. If land is registered in a husband's name only, the wife may not be able to claim half the land in divorce settlements. In theory, when land is jointly registered, both parties must sign to transfer land titles. However, in practice this is not enforced, and because men make decisions on larger issues in the household, such as land sales (Sonnois 1990), women are vulnerable to their husband's decisions (Kusakabe, Wang & Kelkar 1995).

The workshop in PP has also highlighted some other issues: the lack of control on imported products from neighbouring countries like Vietnam and Thailand, the lack of scientific research and relevant experimentation, the lack of means of the MAFF and of coordination between MAFF and MOWRAM and all the actors of the sector, the lack of support to family farming in opposition to the agrobusiness sector, the lack of clear governmental policies on FF and of guidelines on material, fertilisers, pesticide control, seeds,... Other issues emphasized in the discussion: strong link between agriculture, health and nutrition (food quality, misuse of chemicals, poor water management), limited access to credit and access to markets by smallholder farmers (due to small production, low yield and quality, poor infrastructure), national agricultural strategy (to be adapted to poor farmers and tailored to each market and commodity).

2. Health / Access to Health care

The Health Strategic Plan 2008-2015 includes three health priority program areas of focus (reproductive, maternal, neonatal and child health; communicable disease control; and non-communicable diseases and injuries) and five cross-cutting strategic areas (health service delivery; human resource development; health financing; health information systems; and health systems governance, including evidence-informed policy development and implementation).

In Cambodia, many health indicators have shown substantial improvement during the last decade. In 2014, data on *maternal and child health* show a decrease in infant mortality at 28/1000, under five mortality at 35/1000, antenatal care (at least one visit or ANC1) has reached 95%, delivery in a health facility 83%, post-natal care check-up (within 2 days) 88%. Nevertheless, maternal mortality is still high, estimated at 170/100,000 live births in 2014, contraceptive prevalence (modern method) remains low for the region at 38% among married women, and malnutrition a concern since 32% of children under age 5 are short for their age and approximately 9 % percent of all children are severely stunted with substantial disparities among rural children (34%) and urban children (24 %).²⁶

²⁶ Cambodia Demographic Health Survey 2014. Key Indicators Report, February 2015

Moreover, no systematic screening for disability is in place for children, which might lead to serious lack of care and, potentially, to severe disability during the child growth.

Regarding *communicable diseases*, national estimation and projection models show a reduction in HIV prevalence from 0.8% to 0.6% in 2015. By the end of 2012, 44 318 adults (54% female) and 4595 children (48% girls/young women) were active on ART, equivalent to 81% adult and 92% pediatric coverage, respectively.²⁷ The rate of mother to child HIV-transmission in Cambodia estimated at 25% in 2007, is expected to drop to 3% in 2014, based on national models. Cambodia remains one of the high-burden countries for *tuberculosis* (TB) worldwide. The incidence rate and prevalence rate for all forms of TB in 2011 were estimated at 424 and 817/100,000 respectively. The estimate of the death rate was 93/100,000, one of the top 5 of the 22 high TB burden countries.²⁸ Furthermore, a nationwide survey in 2006-2007 revealed increasing numbers of multi-drug resistant TB. Similarly, *malaria* remains an important health concern in Cambodia. Between 2009 and 2013 there has been a marked decrease (81%) in annual cases due to Falciparum malaria coinciding with a rapid scale-up in village malaria workers (VMWs) and insecticide-treated bed nets (ITNs). Concurrently, the number of cases with Vivax malaria has greatly increased with an estimated 112,000 total cases in 2012, and 68,000 in 2013. The fall in the burden of malaria as recorded in parts of western Cambodia has been more modest in the northeast which still shows the highest annual parasite incidence (API) in 2013.²⁹

The priority today is the containment of the drug resistant Falciparum malaria before it spreads to high-transmission areas, endangering all recent advances in malaria control worldwide, particularly in Africa³⁰. Each year Cambodia is facing Dengue epidemics of various magnitude.³¹

The scarcely available information on *antibiotic resistance* in Cambodia suggests that this is an underestimated yet important problem. A national workshop conducted with support from DGD/ITM in 2011 and an ensuing published paper revealed that resistance data as available from routine clinical samples or prospective surveillance studies from 10 laboratories showed alarming overall resistance rates, in a wide range of bacterial pathogens and affecting the management of many common clinical syndromes³² In addition, surveillance studies revealed that several difficult-to-treat bacteria are highly endemic and are associated with important morbidity and mortality. Of note, these infections (e.g. melioidosis) are of particular importance in people with non-communicable diseases such as diabetes.

Non Communicable Diseases (NCDs) have increased significantly; they currently cause about 53% of deaths annually and have become the leading cause of death in Cambodia, particularly traffic and road incidents with roads crashes claiming nearly 2,000 lives each year (and more than 16,000 casualties). The number of fatalities in Cambodia is projected to increase to up to 3,200 per year by 2020³³. Based on the burden of disease estimate, cardiovascular disease caused 21% of deaths, cancers caused 7% of deaths, respiratory diseases caused 5% and diabetes directly caused 3% of all deaths in Cambodia. Results of two epidemiological surveys published in The Lancet in 2005 showed a prevalence of diabetes at 5% in Siem Reap and 11% in Kampong Cham. About two-thirds of all cases of diabetes were undiagnosed before the survey. The prevalence of diabetes was 2.4 times higher in the urban than rural areas (5.6 vs. 2.3%). Prevalence of hypertension was 12% at Siem Reap and 25% at Kampong Cham.³⁴ In addition to the intrinsic public health impact on non-communicable diseases, these patients are also more vulnerable to certain communicable illnesses such as health

²⁷ Strategic Plan For HIV/AIDS and STI Prevention and Control in the Health Sector in Cambodia 2015-2020

²⁸ National Center for Tuberculosis and Leprosy Control. Second National Tuberculosis Prevalence Survey, Cambodia, 2011.

²⁹ Maude R. et al Spatial and temporal epidemiology of Clinical malaria in Cambodia 2004-2013, Malaria Journal, 13: 358 <http://www.malariajournal.com/content/13/1/385>

³⁰ World Malaria Report 2014, WHO, http://www.who.int/malaria/publications/world_malaria_report_2014/en/

³¹ http://www.wpro.who.int/emerging_diseases/dengue_biweekly_20150422.pdf?ua=1

³² Vlieghe E. Plos One 2013; Ref Phe T. et al. Trop med Int Health 2013.

³³ Calculation by the Institute for Road Safety Research (SWOV), The Netherland

³⁴ [http://www.thelancet.com/journals/lancet/article/PIIS0140-6736\(05\)67662-3/abstract](http://www.thelancet.com/journals/lancet/article/PIIS0140-6736(05)67662-3/abstract)

care-associated infections or opportunistic infections (e.g. TB, melioidosis). The fast increasing antibiotic resistance is a particular problem in these patient groups, leading to longer hospitalisations, use of more expensive antibiotics and increased mortality.

After the drastic destruction of mental health infrastructures by the Khmer Rouge communist regime, mental health services in Cambodia started to re-emerge after the first ever UN sponsored election in Cambodia in 1993. The burden of mental health is very high among the population according a psychiatric morbidity study done in Kampong Cham province at household level³⁵ where 42.4% of the respondents reported symptoms of mental disorders and about 25% reported being socially impaired. Due to the lack of human and financial resource support, the development of mental health services across Cambodia is poorly implemented and has also been undertaken by many NGO's who provide community mental health services in different provinces in Cambodia.

The *health system* today in Cambodia is characterized by a mix of public and various private providers. While the public sector dominates preventative (e.g. Maternal & Child Health, Malaria control program) and in-patient services, a growing and largely unregulated private sector provides curative out-patient care to the majority (up to 70%) of the population.³⁶ This includes also the largely unregulated pharmaceutical sector where mostly untrained staff dispenses a wide variety of drugs as affordable first line health care to the public. As antibiotics are one of the most commonly dispensed drugs, these facilities contribute largely to the problem of antibiotic use and resistance. Low income of rural households severely limits the provision of public health care quality. The cost of medical care is a major cause of debt and impoverishment of households. It is estimated that health care accounts for 11% of household spending.³⁷ One of the main challenges facing the health sector is related to human resources management and organization of services, quality of services (staff capacity), financing, governance and hygiene. It is also to note that there is no overall ambulance system in Cambodia. Therapeutic itineraries reflect a significant lack of trust of the patient towards public services and care accessibility issues (related to the financial cost and time), but also a significant lack of knowledge of biomedical care. This adds to inadequate traditional representations of disease which remain strong.

Access to good drinking water and good sanitation has an important impact on the health of the population³⁸. Even if Cambodia stands out for its achievements in increasing access to improved drinking water sources and sanitation in urban areas the wealthy are benefiting more than the poor and open defecation is still an important issue³⁹. The development targets for improved sanitation access are not at all met: in 2012 still 54% of the Cambodian population practiced open defecation⁴⁰. This has clearly its impact on the prevalence and further spread of antibiotic resistant enteric bacteria, as has been observed in other Asian countries.

First aid training to the general public remains a major element in increasing the public resilience to disasters and emergency situations. Recruiting and training of particularly motivated citizens can add to the emergency care resources that are available at a later stage in the emergency situation.

³⁵ <http://www.ncbi.nlm.nih.gov/pubmed/15293434>

³⁶ WHO, 2012, "Country Profile"

³⁷ EU, 2007, "Cambodia - European Community Strategy Paper for the period 2007- 2013".

³⁸ UNICEF/WHO rapport 2011 http://www.unicef.org/publications/files/UNICEF_Annual_Report_2011

³⁹ WHO/UNICEF (2014). Update on progress on Drinking Water and Sanitation. Retrieved from <http://www.unwater.org/publications/publications-detail/en/c/231531/>

⁴⁰ WHO/UNICEF (2014). Update on progress on Drinking Water and Sanitation. Retrieved from <http://www.unwater.org/publications/publications-detail/en/c/231531/>

A first **gender analysis of the Cambodian Health Sector** was done in 2011⁴¹. Gender equity as a principle of equitable development and as a goal in and of itself is enshrined in Cambodia's constitution and in key government national policies. In the health sector, gender equity is still relatively underdeveloped and not as well reflected in policy and practice as it could be with effort and determined leadership⁴².

Communicable diseases program: The policies on malaria, dengue and TB have no reference to gender dimensions. In contrast, the gender implications of HIV/AIDS are well addressed in policy and gaining ground in practice.

Non Communicable diseases program: Smoking and alcohol consumption are the two main risk factors of chronic diseases, which occur more among men than women. Poverty and domestic violence compound health issues for women and girls.

Reproductive health: There is growing recognition among health care providers and other stakeholders that men's involvement in reproductive health, from family planning decisions, to antenatal and postnatal care of women and children, is necessary to improve women's health and the health of the family. Contraceptive prevalence has gradually increased however unmet need remain high at 17%.

Health staff: The total number of staff employed in all professional health categories is 18,045 with women numbering 8,213 (45%) and men 9,832 (54%). Most of the female positions are in assistant categories. Women account for 16 percent of doctors (375/2300). Too few numbers of women are in decision-making positions generally across all departments and at all levels.

Access to health services: In terms of gender responsiveness for access to health services in rural areas, only the voucher and conditional cash transfers are specifically targeting women on reproductive health.

Information systems in the health sector are on track to ensure the production, analysis, and dissemination of reliable sex disaggregated information on health status and outcomes from central to local levels. However there is low awareness about the potential benefits of a more gender responsive information system, and use of statistics generated by the MoH, especially those related to gender, that could inform the design of national health surveys.

Decentralization initiatives have yielded positive initiatives by the VHSGs (Village Health Support Group), CCWCs (Commune Committee for Women and Children) and district women's affairs staff, who engaged more on education with respect to men's and women's access to health services, less on the transparency and accountability of the services.

During the workshop in PP some other issues related to health have been raised also such as the misuse of pesticides, hormones, antibiotics and other dangerous chemical products used in agriculture and that contaminate water, land, crops, animals, and represent a threat for the health of the population. Other trends like junk food and fast food are increasingly popular mainly among youth and contain a lot of salt and sugar and may increase further the burden of diabetes and other non-communicable illnesses. The bad quality of drugs and the weak access to generic drugs have been underlined as well as the already mentioned problem of antimicrobial resistance.

3. Justice and Human Rights

When Cambodia became a democracy in 1993 under UN guidance, the international community has heavily invested in the good governance agenda and the respect of international standards. This included the creation of supportive legal frameworks. Cambodia's legal system is hence primarily

⁴¹ A gender analysis of the Cambodian Health sector <http://dfat.gov.au/about-us/publications/Documents/health-sector-gender-analysis.pdf>

⁴² Cambodian Gender Strategic Plan – Neary Rattanak 4. http://www.kh.undp.org/content/cambodia/en/home/library/democratic_governance/cambodian-gender-strategic-plan---neary-rattanak-4.html

based on the French civil law tradition⁴³. The Constitution of Cambodia contains a comprehensive catalogue of fundamental rights and guarantees the independence of the Judiciary (article 128). The country has ratified the most important international conventions and treaties in terms of human rights protection, including the Rome Statute⁴⁴ and the core ILO Labour Conventions. The justice system comprises the Courts of first instance (composed of the Provincial and Municipal courts; the Military court; and the Commercial court), the Appellate Court, the Supreme Court, and the Constitutional Council⁴⁵. Yet, there is no labour court, but a Labour Arbitration Council advises on labour conflicts.

However, to allow Cambodians to live in peace and harmony, the accounts with the past needed to be settled first. *The Extraordinary Chambers in the Courts of Cambodia (ECCC)*: a hybrid Cambodian tribunal, officially created in 2004, has finally brought to trial senior leaders of Democratic Kampuchea who were responsible for the crimes and genocide during the Khmer Rouge regime. Additional cases are currently being investigated upon.

In spite of reasonably good legal frameworks, Cambodia's track record of respect for human rights has been very bleak. Law enforcement remains very weak and so is access to justice for Cambodians due to lack of impartiality and independence of the judiciary system. There is no comprehensive legal aid system in the country. Legal aid is currently provided to the Cambodian population by NGOs and the Bar Association⁴⁶. The police and judiciary suffer from corruption⁴⁷ and political interference⁴⁸ leading to a high degree of impunity, especially of those in power, and to arbitrary arrests or straightforward violence and killings. Especially conflicts over natural resources (land, forests, water, minerals) continue to be ruled in favour of state agents or their business friends against the joint interests of whole communities and the protection of the environment. Prisons are overcrowded (occupation level: 178.6% in 2014⁴⁹), lack medical and sanitation provisions, shortage of food and water, there is no separation of adults and juvenile prisoners, generally lack resources. From 2010 to end 2014, local human rights organisations reported 561 cases of torture or degrading punishment by police or prison officials. They also reported numerous cases of trafficking of men and women, even children, to work on the Thai fishing trawlers, as domestic worker or sex worker, or to be married in China. Absence of rule of law, makes children and women the first victims in the domestic sphere where they are exposed to domestic violence. Almost 1.5 million 7-17 year-olds are estimated to be in some form of child labour. In 2008, 41% of 165 officially reported trafficking cases were children. As many as 20,000 children in cities live or work on the streets because of family breakdown, violence and abuse, poverty, being orphaned, abandoned or trafficked.

According to Transparency International, corruption has pervaded all sectors of public life; both petty and grand corruption is widespread, but law enforcement agencies are perceived to be the most corrupt. In spite of the Anti-corruption law that took effect in 2010, Cambodia is still ranked 156th out of 175 countries⁵⁰ on the Corruption Perceptions Index 2014.

⁴³ Hauser Global Law School Program / New York University School of Law (2013). *Overview of the Cambodian History, Governance and Legal System*. Available at <http://www.nyulawglobal.org/globalex/Cambodia1.htm>

⁴⁴ Office of the High Commissioner for Human Rights (2015). *Status of ratification*. Available at <http://indicators.ohchr.org/>

⁴⁵ Available at <http://www3.online.com.kh/users/kid/pdf/The%20Cambodian%20Judicial%20Process.pdf>

⁴⁶ Office of the High Commissioner for Human Rights (2013). *Legal Aid in Cambodia*. Available at http://cambodia.ohchr.org/EN/PagesFiles/legal_aid.htm

⁴⁷ *Supra* note 12.

⁴⁸ Cambodian Center for Human Rights (2013). *Briefing note: Judicial reform*. Available at http://www.cchrcambodia.org/admin/media/analysis/english/2013-02-18-CCHR%20Briefing%20Note%20-%20Judicial%20Reform_en.pdf

⁴⁹ International Centre for Prison Studies (2015). Available at <http://www.prisonstudies.org/country/cambodia>

⁵⁰ Transparency International (2015). Available at <http://www.transparency.org/country#KHM>

In spite of some improvements such as the progress made with land titling, the yearly reports of the Special UN Rapporteur on human rights are indicative of this trend⁵¹ and the government has been frequently requested by the international community, such as the European Parliament, to improve its human rights performance. A lot can be explained by the power position of the Cambodian People's Party (CPP) who has been in power ever since 1993. Indeed, the CPP can keep to its power by a combination of violence against opponents, corruption and a well-established system of patronage over the rural areas.

The latter is also a result of the tight grip of the government on TV and radio stations. There are but a few independent radios in urban areas; they can only operate in limited range and are often subject to censorship. Journalists face threats, harassment and even extra-judiciary killings. As more Cambodians are getting access to internet, critical websites are regularly blocked. Currently the Government works on a Cybercrime law and a law on telecommunications, authorizing them to control social media activity. The Law on Peaceful Assembly is far from a guarantee for civil rights, as leaders of protests or organisations can easily be criminalized, while police forces are increasingly making use of poorly trained para-police forces, with increasing risk for escalation. Freedom of Association is equally under threat via the draft law on Local Associations and NGOS (LANGO), controversial for its bureaucratic and unreasonable restrictions. The same is valid for the draft revision of the Trade Union law.

In reaction however, Cambodian people, mostly in urban areas, built up a rights' awareness, leading the CSO's to increasingly demand the rule of law and to challenge the political elites. The results of the national parliamentary elections in July 2013 were considered fraudulent by the opposition, united in the Cambodian National Rescue Party (CNRP), this in spite of their good scores. Consequently, they boycotted the national assembly and demanded political and electoral reforms. The agendas of CNRP and the social movements increasingly merged in the second half of 2013, mostly driven from below due to fast growing dissatisfaction and political consciousness of citizens. Mass demonstrations at the end of 2013 were violently repressed, with the labour movement receiving the biggest blow. For 6 months, there was a public ban on demonstrations. Only when CNRP compromised, political space for CSOs opened up again to a certain extent. The government has made a number of concessions following the 2014 UPR, but fundamental changes are still missing. New laws regarding the Supreme Council of the Magistracy, the status of judges and prosecutors and the organization of the Courts, actually undermine the judicial independence of the courts, and ensure Government's control over the Judiciary. Similarly, two election-related laws were passed on 19 March 2015, without any debate at the National Assembly, containing provisions that infringe upon the freedom of expression, assembly and association of civil society, while allowing businesses and officials of the armed forces and the judiciary to conduct political activities and campaigns. This represents a step back from democracy.

4. Education, Training and Research

Access to education

At first glance, education in Cambodia has made considerable progress over the past two decades, reaching more children and young people than ever before:

- The net enrolment rate in pre-primary education increased from 5.3% in 2000 to 14.7% in 2013.
- Primary net enrolment has moved from 82.7% in 1997 to 98.4% in 2012.
- Net enrolment in secondary education - although still low at 38.2% in 2008 - has shown a considerable increase from 14.6% in 1999.

⁵¹ <http://cambodia.ohchr.org/EN/PagesFiles/Reports/SR-SRSG-Reports.htm>

- The number of public higher education institutions increased from 8 in 1997 to 39 in 2014 and to 64 concerning the number of private universities. The number of students in higher education increased from nearly 10,000 in the early 1990s to more than 200,000 in 2013. The gross enrolment ratio in tertiary education has increased from 2.4% in 2001 to 15.8% in 2011.

Quality and relevance of education

Upon closer analysis, however, the system continues to be hampered by a lack of quality, high dropout rates and grade repetition, and an abundance of over-aged students. The survival rate to the last grade of primary education was merely 61.3% in 2010.

Cambodia must tackle the next challenge of education reform: improving student learning. The 2010 Early Grade Reading Assessment found that 33% of Cambodian children could not read and that 47% of literate children could not comprehend what they had read. Other recent national assessments on Khmer language and mathematics also showed low student performance.

The Cambodian government recognizes that if general education performance is to be improved (especially at primary level), early childhood services must also be extended and strengthened. While in the past five years the percentage of five-year-olds accessing early childhood services has increased, little attention has been given to the age group 0-3 years with regard to nutrition and health, sufficient use of adequate teaching tools and proper training for preschool teachers and core mothers. The Ministry of Education, Youth and Sport (MoEYS) will shortly adopt minimum standards that all preschool centers must fulfil, in the hope of enhancing and improving the quality of early childhood services.

Teaching methods that encourage child participation are now being promoted at all levels of the education system, but actual implementation remains weak.

The quality of pre-service education and training for teachers is low and the opportunities for professional development are limited.

To compensate for the relatively low teacher pay, about 68% of primary and 50% of lower secondary school teachers hold another paid job, such as farming and sales, or - especially in urban areas - private tutoring. Similarly, university professors (even full time) also often have a second job in a private company. Due to a shortage of teachers and classrooms, children attend either a morning or afternoon session. As a result, many teachers teach double shifts, a quality-diminishing practice.

In 2009, only 8% of higher education instructors in Cambodia had a doctoral degree, and 52% had a Master's degree (UNESCO, 2014).

The education system in Cambodia has consistently failed to provide skills that lead to real world opportunities. Although some recent improvements have been noted, the current higher education and vocational training systems are, to some extent, still a mismatch with the job market requirements in terms of quality, skills and expertise. Only a small percentage of students are studying science, engineering and agriculture; areas of study considered to be key skills to foster the growth of the Cambodian economy. Further, there are concerns about the quality of higher education provision across the country.

Equity in education

At 2.6% of GDP in 2010, overall government spending on education, including donor support, is lower than most countries with similar income levels. As a consequence families' out-of-pocket expenditures are nearly as large as government spending. Within the same public school system

some students have a qualitatively different experience because their parents supplement the public provision with their own resources - for instance, by buying textbooks not provided by the government or by getting private tutoring. This introduces a wedge in terms of educational outcomes which tends to exacerbate inter-generational social inequity: the children of the well-off are educated better and so will tend to find better labour market outcomes. Public education, as a result, amplifies rather than mitigates social inequity.

Inequality in educational opportunity gets magnified at each stage of schooling from primary to higher education. Less than 7% of young adults from households in the lowest quintile (the poorest 20%) have ever attended higher education. In 2011, nearly three-fifths of higher education students in Cambodia were enrolled in private institutions. (UNESCO-UIS, 2014)

The school completion rate is significantly lower in rural and remote areas than in urban areas. There are learning outcome disparities between poor and non-poor and between rural and urban students. Children who belong to ethnic minority groups face particular problems in terms of language barriers. 55% only of school-aged children with disabilities in rural Cambodia attend schools, but most of them only attend one or two grades. The remaining 45% do not attend school at all.

The effects of climate change and disasters restrict the school participation of children in affected areas: floods provoke delay of study programmes, cause damages to schools infrastructure and often lead to higher student dropout.

Gender in education

Remarkable progress has been made in closing the gender gap in education. There is gender parity in access to pre-primary (GPI = 1.05 in 2013) and primary education (GPI = 0.97 in 2012). In lower and upper secondary schools, girls have traditionally been underrepresented. However, statistics show a reversing trend: the percentage of female students in secondary education increased from 34.8% in 1998 to 44.9% in 2008 (GPI = 0.92). The percentage of female students in tertiary education has grown from 19.4% in 1998 to 37.6% in 2011. In some cases, female students are given extra incentives, such as scholarships and accommodation.

The teaching profession in Cambodia has traditionally been male-oriented, but there is a trend towards greater feminization. School directorship remains a strongly male-dominated post with only 14.8% female school principals across all education levels from pre-school to upper secondary in 2011-2012.

Education strategy

The Education Strategic Plan (2014-2018) has been designed to respond to the challenges described above. The Ministry of Education, Youth and Sport (MoEYS) will continue to give a high priority to equitable access for high quality basic education services. The Education Strategic Plan focuses on results in 7 key sub-sectors: early childhood education, primary education, secondary and technical education, higher education, non-formal education, youth development and physical education and sport. Tasks within these sub-sectors include: development of teachers, improvement of the curriculum and learning and teaching materials, preparation of quality assurance frameworks, and decentralisation.

5. Social Economy (social protection, labour rights, informal economy)

FDI (Foreign Direct Investment) attraction became a corner stone in improving Cambodia's economic performance and competitiveness in the region, and includes beneficial fiscal and infrastructural measures, often concentrated in the many Export Processing Zones in Cambodia. Garments, textiles

and footwear exports increased four-fold between 2001 and 2013 and accounted for a long time for nearly all exported manufactured goods. The sector continues to boom thanks to the preferential tariffs to enter the European markets for Least Developed Countries, yet remains vulnerable to global competition due to a lack of adequate infrastructure, labour unrest, corruption & bribes and almost complete dependence on imported raw materials. With the ASEAN economic integration, competition with Myanmar is likely to increase.

The garment and tourism sectors have long been the biggest export earners and the engine of economic growth. Only since 2009, exports started to diversify; garments account for only 76 % of all industrial exports. Tourism accounted for 17% of GDP in 2013, nearly a six-fold increase from 1995. This represents a heavy dependency on shock-prone sectors. Diversification toward higher value and more technologically advanced products and services is a key challenge for medium- and long-term growth. Public services on the other hand, have received little investment and quality remains very poor.

After the 1992 elections Cambodia opted to integrate into the regional and the global economy through an industrial development mainly based on the exploitation of cheap labour in the garments, textile & shoe wear sector. With massive Foreign Direct Investment (FDI) flowing in mainly from more developed Asian countries (China, South-Korea mainly, but recently also neighbouring ASEAN countries), the industrial sector accounted already for 41%⁵² of GDP growth in 2013, this at the expense of the agricultural sector. In more recent years, the service sector is gaining importance (42% of GDP-growth), thanks to tourism infrastructure development, including a booming entertainment sector, but in recent times also thanks to the financial and distribution sectors. The private sector's share in the economy is more than 80%, but it is dominated by informal and very small enterprises and farms, with only a few large, modern enterprises. A limited number of firms operate between these extremes.

This development has brought significant changes to the labour market in Cambodia: a large part of the Cambodian population needed to make a living in the informal sector or as waged workers. The industrial and services sectors are gaining importance, now already employing 66,7 % of the total workforce, as compared to 33.3 % in agriculture⁵³. Along these trends came new important challenges.

Unemployment rate is only about 2,7 % of the labour force, similar for both sexes, but with a higher rate in rural areas and even 4.5% among those aged 20–24 years, followed by 3,1 % among those aged 25–29 years⁵⁴, while 46% of the unemployed has completed at least secondary education. Besides, there is a huge underemployment in rural areas, triggered by insufficient productivity in small scale farming, loss of land or by demographic pressure. About 200.000 youngsters enter the labour market every year for who the formal sectors can't generate jobs. Many of them migrate to urban centres or even abroad, others end up in the informal sector economy. An amazing 16,7% of the labour force are internal migrant workers, a bit more men than women, and predominantly present in urban areas. It is estimated that as many as 500,000 young Cambodians are working in Thailand now, mainly as undocumented migrant workers⁵⁵. To face the problem, the Cambodian government is currently negotiating with other Asian governments to supply regulated Cambodian labour to foreign economies, such as to Malaysia or South-Korea. In the first half of 2015, Cambodia has dispatched some 11, 529 workers to five different countries⁵⁶.

⁵² Cambodia diversifying beyond Garments and Tourism, Country Diagnostic Study, ADB, November 2014

⁵³ Cambodia Labour Force and Child Labour Survey 2012, Labour Force Report, November 2013, International Programme on the Elimination of Child Labour (IPEC) National Institute of Statistics, Ministry of Planning, ILO

⁵⁴ Cambodia Labour Force and Child Labour Survey 2012, Labour Force Report, November 2013, International Programme on the Elimination of Child Labour (IPEC) National Institute of Statistics, Ministry of Planning, ILO

⁵⁵ In Asia, Migration Puts Cambodia's Youth in Danger, June 5, 2013

⁵⁶ <http://www.opendevdevelopmentcambodia.net/news/cambodia-sends-11529-laborers-abroad-in-first-half-of-2015/>

Only 6,5% of the total labour force work in formally registered jobs that fall under the protection of the labour laws. The formal sector is dominated by the garment sector, located at the lower end of the garments supply chain, employing over 700.000 workers in 2015, mainly low skilled young women migrating from rural areas. The ILO's Better Factories project has improved working conditions during the last 15 years, but nevertheless conditions remain very poor due to lack of labour law enforcement by the Ministry of Labour. Minimum wages, which are only established for the garment and shoe sector, are far below living requirements, pushing the workers into long over-time (on average 53 hours/week) and bad nutrition habits. The mass fainting of women workers has been frequently in the news in recent years. On average, paid employees earn about 119 USD per month, but men earn more than women (130 USD vs. 105 USD).

But of all non-agricultural employment, an average of 90,3% of workers is informally employed, with even up to 98% when looking at crafts and petty trade. They are not protected by any labour law, as they don't have contracts, or do not have employers. A large proportion of garment workers is in that position.

Although women's participation in the labour force is higher in Cambodia than in neighbouring countries, about 70% of employed women are in vulnerable employment (compared to 59% of men)⁵⁷, namely as unpaid contributing family workers and own account workers.

Child labour is prevalent, with an estimated 27 percent of children between the ages of 10 and 14 working, the majority of who are engaged in agriculture. More pernicious forms of child labour are also in evidence, including minors working under dangerous conditions in brick-making, mining, and on rubber plantations, salt farms, and fish processing plants. In urban areas, children engage in a variety of income-generating activities, from scavenging to shoe polishing. Children, particularly girls, are employed in domestic work and the sex trade.

The government has taken measures to put in place a roadmap towards the Social Protection Floor, a comprehensive framework developed by the ILO that has potential to build higher levels of resilience, even to reduce inequality. This was concretised in the National Social Protection Strategy for the Poor and Vulnerable 2011-2015 that has a focus on social assistance (food security, health care) for selected target groups. Yet the budgets are missing to fulfil its ambition and there are numerous implementation issues. Only 2% of the poorest quintile of the population received some kind of assistance. ADB ranks Cambodia 34th out of 35 Asian countries on the Social Protection Index. The 2014 review puts the focus on social insurance with a much larger coverage, but largely financed via workers' and employers' contributions, also for those in vulnerable employment. But nevertheless, public services have received little public investments as a result of the a.o. poor tax collection systems, resulting in poor service to its users. Cambodia invests only 0.9% of the GDP on social protection. Own-account workers and unpaid family members constitute about 53,6 % of total employment. Formal workers can benefit from the National Social Security Fund that provides a certain degree of health insurance and accident compensation when workers are subscribed. Only 12,4 % of all employers contribute to NSSF, majority of who are government employees. Informal economy workers do not have access.

Trade unionism is relatively new to Cambodia, but took shape in the mid-nineties after serious exploitation of workers in the upcoming garment sector. While actually only about 9.6 % of all workers is organized into unions or associations, the vast majority of organized workers are found in garments industry where about 37.5 % of workers are unionized. Yet, the independent unions have been playing an important role to increase the wages and push the employers to respect all provisions in the labour law, often with the support of the international community.

In other sectors unionization is on the rise, including building and construction, transport, hotels and tourism, and plantation workers. However, most workers in these sectors are working informally (no

⁵⁷ Asian Development Bank, Cambodia Country Poverty Analysis 2014

or verbal contracts, or via recruitment agencies or middlemen), they often work in isolation or in small groups, and depend on daily recruitments.

Please also refer to the country analysis of Cambodia annexed to the thematic CCA on Decent work.

During the workshop in PP it has also been stressed that: there is no national minimum wage, the economic growth has no impact on improving public services, the tax collection system is weak and the labour inspection is poor, jobs are insecure for rural migrants while they are not equipped with knowledge and skills when moving to work in factories, labour insurance has limitations.

6. Crosscutting theme (Environment/Gender)

Gender:

Gender issues are addressed in all the thematic areas. A small overview is given hereunder but most information is given in the thematic areas. Please also refer to the UN Women Gender Fact sheet⁵⁸

The last ten years have seen women's status improved in Cambodia. Women are however still exposed to the risks of domestic violence and the lack of access to jobs in the civil service (especially senior positions) and are underrepresented in the electoral body. Women represent 34% of civil servants and hold 22% of seats in the National Assembly. Cambodia has adopted a legislative framework for the prevention of domestic violence and protection of victims, however, a study by the Ministry of Women, Veterans and Youth in 2009 showed that 22.5% of married women had suffered from domestic violence. Trafficking of women and girls remains a major problem, with about 40 000 Cambodian victims in Thailand alone. The Ministry of Women, Veterans and Youth and the Ministry of Interior are working together to promote public awareness, while the role of the police has been strengthened in this context. Regional initiatives within ASEAN are also being developed or strengthened. The sustainability of Cambodia's efforts in this area will depend on its success in the fight against poverty, especially in rural areas, as well as continuing its efforts to improve the legal framework and the judicial system (EU, 2007).

Concerning vulnerability and inclusion, there is an agreement that gender has fewer incidences on vulnerability in Cambodia than in other African or South-American conditions. Despite this, surveys have identified several issues respective to women: - Disproportionate access to financial resources, land, natural resources, education, health, rights, and development services; - Barriers to women participation and gender mainstreaming because of social stereotypes active within government, communities; - Unequal gender parity in governing bodies, in everyday live (girls are expected to help their mothers in basic household tasks); - Unequal repartition of economic returns.

Environment:

As one of the members of the CCA is working specifically on environmental issues, this crosscutting issue has been developed as intervention domain or separate thematic area.

From an ecological point of view, it is suitable to look at Cambodia within the ecoregion of Greater Mekong. The Greater Mekong spans Cambodia, Laos, Myanmar, Thailand, Vietnam and the southern province of Yunnan in China. The landscapes of this vast area are just as diverse as the countries that it enshrines and is of great biodiversity. Few places on Earth show such a strong link between human and ecosystem connectivity, as the Greater Mekong. The Mekong River basin accounts for up to 25%

⁵⁸ <http://www.unwomen-eseasia.org/docs/factsheets/01%20CAMBODIA%20factsheet.pdf>

of the global freshwater catch, making it the world's largest inland fishery. It is a vital source of food and income for over 60 million people living there.

Forests supply ecosystem services, including: carbon sequestration; protection against floods, landslides, avalanches, ocean surges and desertification; provision of clean water, medicines, timber, non-timber forest products, crops and fish; pollination services; soil stabilization; sources of clean water; space for recreation; and places sacred to the world's various faiths. But the Greater Mekong Region is one of the 11 places in the world that will experience over 80% of future deforestation⁵⁹.

The main drivers of change in ecosystems in the Greater Mekong are (1) Human population growth and increasing population density, along with worsening income inequality; (2) Unsustainable levels of resource use throughout the region, increasingly driven by the demands of export-led growth rather than subsistence use; (3) Unplanned and frequently unsustainable forms of infrastructure development (dams, roads and others); (4) Government policies, along with lack of integrated planning, poor governance, corruption and wildlife crime on a massive scale.

The Cambodian population is very dependent on their natural resources to survive. The World Bank states that poverty has been reduced during the last years but this is much more the case for citizens than for rural population. 80% of Cambodians live in rural areas and 70% depend of small-scale agriculture and natural resources from the forest and Mekong River to survive. Environment and natural resources are threatened by short-sighted exploitations on an increasing and threatening scale. Among the main critical issues are: depletion of forests, land allocation and use, surface water management, and degradation of soil by unsustainable agriculture practices.

Forests and economic land concessions

Among the direct benefits of forests for local people figure timber, fuel wood, wildlife, eatable and medicinal plants. Forest resources contribute from 30% to 42% of total household income for rural people (Hansen and Top, 2006). Burning the forest brings nutrients into the soil for agriculture (slash-and burn agriculture). Indirect benefits of forest are climate regulation, erosion control and fresh water regulation.

But forest cover is being reduced dramatically every year. In 1990 forest cover was 71% of total land cover of Cambodia, which is 12 944 000 ha out of 18 103 500ha. In 2000, land cover fell down to 64% and in 2010 land cover was 56% of total area. Main drivers of this high deforestation rate are population growth and economic land concessions (ELC's). An ELC is a long-term lease from the government that allows the beneficiary (mostly enterprises) to clear land in order to develop industrial agriculture. ELC's were introduced in the 1990s to boost the agricultural production. Due to a lack of transparency, it is difficult to assess exactly how many ELCs have been approved or are still active today. Figures differ between the Ministry of Agriculture, Forestry and Fisheries (MAFF) website and the NGO reports from respectively 1.204.750 ha (118 companies) to about 2.000.000 ha (around 1/6 of total land area).

More and more concerns are being raised by communities, local and international organizations, UN agencies and development partners. Frequent cases have been reported of land being taken from villagers. Grants have been leaned that exceeded the 10.000 ha limit and concessions were being granted in forested areas, which is not legal. Open Development Cambodia states: "Although concessions often generate work for local people, pay varies and work is often insecure. Another major concern is that consolidating large tracts of land in the hands of less and less people contributes to the increasingly inequitable division of Cambodia's land. The German development organization GTZ found that in the last several years landlessness has risen to 20%, and 40% of

⁵⁹ Living Forest Report Chapter 5 : saving Forests at Risk, WWF 2015

households have farmland that is less than 0.5 hectare – the minimum required to meet basic nutritional needs⁶⁰

Since 1993, the government has been building up a system of protected areas, cancelling a large number of forest concessions in 2003 which reduced the pressure on deforestation. By now a total of 32% of Cambodia's territory has some form of protection status. Nonetheless, illegal logging has not been eliminated and shifting cultivation, agricultural expansion and illegal wildlife trade remain critical factors over pressure on the country's rich biodiversity.

The forests act as climate regulators as well as a flood barriers to the large and unique hydrological systems which replenish the country throughout the year. These water systems include the Mekong River and Tonle Sap Lake⁶¹.

Large hydraulic infrastructure projects threaten the ecosystems and more specifically inland water and fish, knowing that Cambodia's per capita consumption of inland fish is among the highest in the world and its people depend on fish for three-quarters of their protein intake⁶². The projects include off-shore petroleum extraction, road and bridge projects cutting across the Tonle Sap Lake, the construction of hydropower dams on the Mekong River and its major tributaries⁶³.

Awareness levels about environment are critically low in all groups of the population. Donor collaboration with government agencies is challenging, making concerted efforts difficult. Lessons learned are not concretizing in actions and donor support is not sustained over sufficient time.

Biodiversity

The full extent of Cambodia's biodiversity is not yet known; however Cambodia is thought to have a rich diversity of species and is considered a biodiversity 'hot spot' (an area very rich in biodiversity). Following recordings give an estimation but are probably underestimated: 100 species of terrestrial mammals, 500 bird species (especially on wetlands), 850-1200 freshwater fish species and about 12000-15000 flora species (flora species for Cambodia, Laos and Vietnam combined)⁶⁴.

Climate change

Because of its geography, the lacking development in economy, health services, infrastructure, etc., the prevailing severe poverty (esp. in rural areas) and because of the great dependence of the population on natural resources for their livelihoods, Cambodia is highly vulnerable when it comes to climate change (9th rank World Risk Index 2011 Vulnerability ranking catastrophes and natural disasters, 6th rank Maplecroft Climate Change Vulnerability Index 2012)⁶⁵.

During the workshop in PP issues such as water resources management, soil, water and air pollution, waste management, latrines and sewage systems have also been addressed and links have been made with all the other thematic areas. There's no recycling enterprise in Cambodia, most waste is sent to Vietnam or recycled on private basis.

⁶⁰ <http://www.opendevdevelopmentcambodia.net/briefing/economic-land-concessions-elcs/>

⁶¹ Cambodia environment outlook p1.

⁶² <http://www.internationalrivers.org/resources/mekong-dams-put-cambodian-food-security-at-risk-8109>

⁶³ http://wwf.panda.org/who_we_are/wwf_offices/cambodia/?232130/Environmental-Groups-Warn-Delegates-to-Ramsar-Meeting

⁶⁴ National Biodiversity Strategy and Action Plan, Royal Government of Cambodia, Ministry of Environment, 2002

⁶⁵ https://energypedia.info/wiki/Climate_Change_Situation_Cambodia

4° Description of the local civil society, the decentralised authorities and government institutions and their major financial partners

0. General overview

Civil society organizations, associations, collective actions or movements serve the interests of the members rather than the general public. They include youth groups, trade unions and their federations, occupational associations and with a clear membership base or receiving the funding from outsiders. Grassroots civil society organizations, associations and movements are socially and historically embedded and have emerged out of local people's desires, needs, interests and commitments.

Civil Society (CS) has considerably developed and strengthened notably in Cambodia under the impulse of international and national NGOs whose presence is important and ancient. Its organization and internal coordination with national partners or structures are strengthened by the establishment of the Technical Working Group by sector and response sub-sector (eg Medicam or the Working Group on non-communicable diseases).

The Cambodian Ministry of Interior reported in 2008 that more than 1,500 international and national NGOs are registered in Cambodia. The number of organizations that have undertaken activities in the country without being first registered with the ministry is estimated between 2 500 and 3 000. Recent bills (2011-12) on associations and NGO's have been heavily criticized by civil society as a significant breach of the right of association in the country. The space and liberty conferred to the CSO remains unequal. Organisations active in the medical sector are allowed to address problems to the government. On the contrary, organisations active in Human Rights still encounter a lot of difficulties to address problems related to political issues and violation of HR.

The Cooperation Committee for Cambodia (CCC) is an association committed to facilitate the exchange of information between members of the Cambodian development community and the Forum NGO that organizes advocacy on issues of concern for Cambodians, and its main mission is to improve the economic and social justice, respect for human rights and democracy, peace and non-violence. These umbrella organisations have been created for coordination purposes, to defend the interests of the NGO sector towards the governments, or to join forces in defence of common advocacy agendas. Grassroots organizations are doing the same and regroup in social forums, networks or alliances.

Community organizations based on location (ex. village development committees); some interest (agriculture, fisheries, water and sanitation); or a group of people (women, elderly) are present in most villages in Cambodia, but are essentially endogenous communities and dependent on external support. Many of these interest-based and member-based groups are local trade union branches, organized in the workplace, mainly in garment factories, but now also in tourism, construction, services. Other groups function at community level, grouped around occupational activities and organised as associations or informal groups, such as waste picker groups, sex worker union, tuk tuk driver associations, street vendor groups, etc. The number of such groups is on the increase; some have a particular focus on women workers. Their main role is to constitute a collective bargaining force and they constitute the basis of a nascent labour movement.

The 2002 local elections were an important step forward in the decentralization process. In June 2005, the Government, wishing to promote the development of democratic structures at the level of municipalities, approved the strategic framework for deconcentration and decentralization. This framework has been materialized by the organic laws on the management of provincial and regional municipalities. The deconcentration process will involve the transfer of executive and financial competencies towards provincial and regional integrated authorities, according to principles of "democratic participation" and "public responsibility"⁶⁶.

Cambodia is a parliamentary monarchy. Essential element of the stability of the country during the post-conflict period which followed the Paris agreements, the monarchical institution has persisted after the abdication of Norodom Sihanouk in 2004, with access to the throne of his son, Norodom Sihamoni. The action of the sovereign falls within the constitutional framework, whereby "the king reigns and does not govern". The current Government is made up as follows: in addition to the Prime Minister, there are ten Deputy Prime Ministers.

In 2011, financial aid to Cambodia was from three different sources: 1) Multilateral organizations: 24.9% (ADB: 10%, UN: 8.3%, WB: 6.6%); 2) Bilateral: 66% (EU: 21.9%, Japan: 17.2%, China: 7.1%, ...) and 3) INGO: 9.2%. While the multilateral and bilateral financial aid passes through government, an important part channels through NGOs in order to reach rural population. Dependency of RGC toward external aid is impressive. Decentralization is not initiated by local communities demanding improvement of their development priorities or on their recognition of their interests, but is initiated by an exogenous vision.

1. Agriculture / Food Security/ Water/ Rural Development

The overall mandate of the Ministry of Agriculture, Forestry and Fisheries (MAFF) is to develop, implement and evaluate policies and regulations in the agriculture sector, and to support the development of technology, human resources and extension services to ensure improved food security, incomes, employment and nutrition status for the Cambodian people. Other key agencies involved in agricultural and rural development include the Ministry of Land Management, Urban Planning and Construction and the Ministry of Water Resources and Meteorology (MOWRAM). However, capacity at both national and subnational levels is still insufficient, and strategic planning functions are inadequate to ensure efficient service delivery. The Council for Agricultural and Rural Development (CARD), which is part of the Council of Ministers, is mandated to enhance coordination, improve programme effectiveness, reduce food and nutrition insecurity and provide policy guidance for agricultural and rural Development (IFAD, 2013). The Ministry of Rural Development developed a National Strategy for Rural Water Supply, Sanitation and Hygiene that runs from 2011 till 2025 and states everyone must live in a hygienic environment by 2025.

The Ministry of agriculture, forestry and fisheries is a priority ministry for the RGC in term of increases in financial allocations, probably due to his role in fighting poverty, essentially driven by budget for development actions from external donors. Despite having a formal organization chart with division of tasks and responsibilities, these are distributed and functional based on political and relationship. In addition to the limitation of active operational staffs, the ministry and his departments are hampered by weak competencies. In line with participatory trends described in the above chapter on generalities, early 2000, many saving and credit groups were established at village levels. These slowly evolved toward farmer organizations (FO) involved in commercial activities. The autonomy of these FO is linked to their commercial functions rather than their legal entities and is

⁶⁶ https://ec.europa.eu/europeaid/sites/devco/files/csp-cambodia-2007-2013_fr.pdf

expressed in democratic structures; they are registered with Provincial Department of Agriculture, Forestry and Fisheries (PDAFF) as Agriculture Cooperatives. However, MAFF does not finance these structures that are completely based on a participatory model of share-holdings. These FO are aware of the challenges to cooperate to achieve commercial advantages, and are often joining FO Federations at national level to speed up business development and overcome their scale problem.

Several types of Farmers Organizations are operational. They differ in term of functions and activities, as well as in term of the formalization of their legal inscription. Community Base Organizations (CBO) are established at commune level and are quite informal institutions; Informal groups such as Credit and Saving Groups (CSG), Water User Groups (WUG), Paddy Collection Groups (PCG) ... ; Farmer associations are or informal or registered with the Ministry of Interior (MoI) for the Farmer Organization (FO) Federations; Agriculture Cooperatives are registered with MAFF; Farmer Water User Communities are registered with Ministry of Water Resources and Meteorology (MoWRAM); etc.

These structures are essential to increase population participation in local governance, improve service delivery, speed-up agri-business development, overcome scale problem, exercise political influence, and build on for long-term and ensure sustainability. Means should be channelled to strengthen / establish processes into which these entities engage their professional activities.

In term of Federations, there are five FO Federations in Cambodia: FAEC (Federation of Farmer Associations Promoting Family Agriculture Enterprise in Cambodia), FCFD (Federation of Cambodian Farmer Organizations for Development), FWN (Farmer and Water Net), CFAP (Cambodian Farmer Association Federation) and FNN (Farmer Nature Net). The FAEC, created in 2009, represents today 26 agriculture cooperatives and 28 farmer associations for a total of 4,105 families from 9 provinces. The FCFD created in 2010, represents today 22 agriculture cooperatives and 45 farmer associations for a total of 4,908 families from 4 provinces. The FWN, created in 2009, represents today 19 FWUC (Farmer Water User Communities) from 10 provinces. While FWUC are professional associations aiming at ensuring operations and maintenance of irrigation schemes, they are as well organising paddy selling groups for their members, who have similar profile, resources and needs than the small-scale farmers of the FAEC and FCFD. The CFAP, created in 2007, works in four provinces of the East of Cambodia and functions like an NGO. The FNN is represented by CEDAC, an NGO created by GRET (a French NGO).

The main donors in agriculture are WB-IFC program, AUSAid with the CAVAC project (multi-sub-sectors), USAID with the HARVEST program (completed the three years first phase on production, and will now launch another phase), GIZ with diverse supports but mainly on value chains (green belt, CEDAC, etc), AFD with the SCCRProject on rice value chain for export and the WASProject linked to Water User Communities, the new ADB with the Rice-SDP program, the new Suisse Aid Agency for Cooperation in the north and northwest and the EUD bilateral 300 million EURO to MAFF.

2. Health / Access to health care

In Cambodia, the Ministry of Health has overall responsibility of the health sector, including: policies, legislation, strategic planning, resource mobilization and allocation, monitoring, evaluation, research, providing training to support the provinces, and coordination of external aid. The only remarkable exception to this undisputed authority concerns the provision of rehabilitation services (physiotherapy, occupational therapy, prosthetics & orthotics) to people with disabilities which falls under the responsibility of the Ministry of Social Affairs, Veterans and Youth rehabilitation.

Under the ministry of health, there are 12 national institutes/programmes, 7 departments, 24 provincial health department (PHD) plus Phnom Penh municipality health department. There are 77 operational districts, 69 referral hospitals and 931 health centers. National Institutes have the lead responsibility for recommending and implementing policies and strategies (communicable and non-communicable diseases, maternal and child health).

The MOH's main objective in health sector reform has been to improve and extend primary health services through the implementation of the operational districts system. Provincial health departments are the link between the MOH and operational districts, and implement health policies, ensure equitable distribution and effective use of resources, manage provincial referral hospitals, and support the development of operational districts. Operational districts implement national, provincial and district health objectives, deliver services according to the community's needs, ensure equitable distribution and effective utilization of resources and mobilize additional resources, for example from NGOs, and work with communities and local and administrative authorities. NGOs constitute a special group in the non-government sector: there are more than 100 international and national NGOs active in the health sector, several of which provide health services directly, thereby substituting for the public sector. Efforts have been undertaken by the NGO sector to strengthen the level of clinical training provided to medical students and recent graduates. This education is delivered in concert with international volunteers or in specialities.

MEDICAM is an organization of NGOs working in the health sector in Cambodia. This is a non-profit, non-partisan, non-sectarian organization, which serves as a focal point for the sharing of information on health. Over 100 local and international NGOs are members of MEDiCAM.

Since the early days of recovery after the Khmer Rouge regime, civil society organizations have played a significant role in the rebuilding of Cambodia's health system. INGOs involved largely in MCH and women's health care delivery and policy, groups that are conducting advocacy and policy analysis and also a large number of local NGOs that deliver specific services for special populations. Financing for civil society efforts is largely provided by private foundations or bi-lateral donors with a specific topic focus such as MCH, HIV or TB. The delivery of health care by civil society is typically not included in nationwide statistics, so little is known about the scope and context of this sector. In fact, 57% of Cambodians sought healthcare for their last episode at private providers⁶⁷. The sector is largely unregulated, with Cambodians seeking care with traditional healers, pharmacies where unrestricted access to antibiotics is common and private clinics, where public sector physicians often also work to supplement insufficient government salaries. Civil society providers often act as a safety net, especially in rural Cambodia, for a public health system that is slowly gaining ground in quality and service delivery efforts.

Consumers participate in health service delivery through Village Health Support Groups (VHSG), HC management committees (HCMC), and through third party financing mechanisms. VHSG plays an importance role to help people to make decision about their health and acquire the necessary confidence and skills to put their decisions into practice⁶⁸. In addition Village Malaria Workers or VMWs contribute to the decline of malaria⁶⁹.

⁶⁷ 2010 Cambodia Demographic and Health Survey as mentioned in the Kingdom of Cambodia Health System review, Annear. (2015)

⁶⁸ <http://unicefcambodia.blogspot.be/2012/06/village-health-volunteers-helping-to.html>

⁶⁹ Yasuoka J, Poudel KC, Ly P, Nguon C, Socheat D, Jimba M: Scale-up of community-based malaria control can be achieved without degrading community health workers' service quality: the Village Malaria Worker project in Cambodia. *Malar J* 2012, 11:4.

For-profit private practitioners are not organized as a sector, and services are not based on operational districts.

NGO hospitals or health services are mainly financed through faith-based organisations and private donations. They play an important role in the access to health care for the poor and in strengthening the level of clinical training.

The Cambodian Red Cross (CRC) is recognized by the government as an additional service of humanitarian assistance. The CRC objectives in 2015 include further expansion of the health promotion capacity, the community first aid trainings, health education, to implement further initiatives on disaster responsiveness. The CRC is also actively engaged in the promotion of road safety. The CRC has been a partner of the National Blood Transfusion Centre (NBTC) in blood donor recruitment.

The national budget allocated to health has risen significantly in recent years, reaching nearly USD200 million in 2012, which represents about 1.4% of GDP. This budget is mainly used to finance public health service provision, management, and capacity building. Within the government sector, approximately 60% of funding comes from general taxation revenues and the remainder from international donors. Major donors have contributed significantly to building and strengthening the health system and Cambodia continues to be highly dependent on this funding. The second largest donor is the Global Fund for HIV/TB and Malaria⁷⁰.

Multiple health financing schemes, from both supply and demand side, have been developed to remove financial barrier to access and provide financial protection to the population, especially to the poor. In addition to the efforts to improve supply-side system based on tax based funding plus user fees and exemptions, there is performance-based contracting to improve health facility performance and service provision and the government midwifery incentive scheme (GMIS) to promote institutional delivery. There are also several demand-side financing mechanisms, including health equity funds, reproductive health vouchers and voluntary community-based health insurance. However, out-of-pocket spending for health remains excessive at nearly 60% of total health expenditures.

Major donors have contributed significantly to building and strengthening the health system and Cambodia continues to be highly dependent on this funding. Of the donor funds that contribute to implementing the health strategic plan, 45% go towards reproductive, maternal and child health, 25% to communicable diseases, 15% to NCDs, and 15% to health service strengthening. To address issues of fragmentation in donor funding, the need for alignment with government strategies and harmonization between donors, a number of the key stakeholders made a commitment to pooling donor and government funds under the Health Sector Support Program.

3. Justice and Human Rights

Civil Society and their main financial partners:

HR NGOs came into being since the democratic elections in 1992. Now there are over 15 HR NGOs, some of which have specialized in specific HR areas, such as children's rights, labour rights, sex trafficking, women's rights or land rights. At first they focused mainly on building awareness of the people on rights and duties in the new political context. But as the situation worsened, these NGOs started to play an increasingly important role with regard to monitoring of human, civil and other

⁷⁰ Health Service Profile Cambodia 2012, WHO and Ministry of Health, Cambodia

socio-economic rights. The government's attempts to restrict civil rights (freedom of expression, of association, the NGO law revision,...) became a priority in their work and is crucial for the functioning of civil society in general. Usually they take up a coordinating or leading role in advocacy on issues that threaten the work of civil society actors, both individuals and organisations, such as joint petitions with regard to revision of the NGO laws, unlawful detention of activists, anti-corruption campaigns, election monitoring, etc. Besides direct campaigning and advocacy on such issues, they are of great value to the many local, community based organisations that are involved in protests against land grabbing, illegal forestry or other threats to their livelihoods. They help them in linking up to media, international human right watchers, etc. They also provide strategic support and legal aid if necessary. Often they also provide financial support for these struggles. Besides communities, they serve equally the many NGOs and trade unions that are caught up in struggles to defend their social, cultural and human rights. As such, the Human Rights NGO's contribute to a great extent to a higher visibility and effectiveness of the actions of civil society as well as to the promotion of the rule of law.

Main financial partners:

- HR NGOs receive financial and other support from a wide variety of actors, including large international NGOs, but also a number of western governments and the local office of UNHRC.

Decentralised authorities and their main financial partners:

The Court of First Instance is the lowest court, which includes the Provincial, Municipal, and Military Courts. The Provincial and Municipal Court are the lowest trial court, covering both civil and criminal cases. Many conflicts are handled at this level, such as conflicts over land, disputes on labour or public activities, etc.

Local police forces play a role in law enforcement and maintaining rule of law.

The mandate of commune, district and provincial elected councils is to promote and sustain democratic development, including accountability, promotion of quality of life and of equity, fighting corruption and abuse of power and consultation and participation, a.o. regarding to development planning and implementation within their assigned responsibilities. They equally have legislative power through the issuing of by-laws.

Main financial partners:

Local and provincial courts as well as police forces are financed by the government, yet generally under-resourced.

Public institutions and their main financial partners:

The Ministry of Justice a.o. assures the smooth operation of the courts, monitors the execution of judgements, ensures uniformity and consistency in the drafting of laws and the implementation thereof. The Supreme Council is the highest court of appeals and is composed of two chambers: a Civil and Social Chamber (civil disputes, labour and commercial disputes) and a Penal Chamber for criminal matters. The Appellate Court hears all cases appealed from a court of first instance- municipal, provincial or military.

Authorities and public bodies:

- Ministry of Justice; Ministry of Interior; Ministry of National Defense; Ministry of Foreign Affairs and International Cooperation; Ministry of Women Affairs and Veteran; Ministry of Education, Youth and Sports.
- Judges; Prosecutors; Royal Academy for Judicial Professions;
- General Department of Prisons.

Funding agencies:

- European Union⁷¹
- French Embassy in Cambodia⁷²
- World Bank; Asian Development Bank; CIDA, DAID, DFID, SIDA, USAID etc.

4. Education, Training and Research

Civil Society and their main financial partners:

The NGO Education Partnership (NEP) is a membership organization whose 118 members - 73 local and 45 international - are committed to support Cambodia develop the quality of its education system. The NEP supports this goal through research, advocacy and campaigns, capacity building work with education NGOs, and on-going dialogue with government and development partners, e.g. at the Education Sector Working Group.

Most NGOs active in the Cambodian education sector target selected geographical areas, with interventions concentrated at district, commune and school levels.

Decentralised authorities and Public institutions their main financial partners:

In 2014 Cambodia finalized its national education strategy for 2014-18 ("National Priorities and Education Strategy"⁷³), which prolongs the Strategic Plan for Education (2009-2013). In all strategic documents MoEYS acknowledges that improving the quality of education continues to be a key focus of the new basic education strategy insofar as considerable work still needs to be done.

The government recognizes that if general education performance is to be improved (especially at primary level), ECCD must be extended and strengthened. However, while in the past five years the percentage of five-year-olds accessing ECCD services has risen from around 21% to 35% in the 2008-2009 academic year and 56.49% in 2012-2013, little attention has been given to the age group 0-3 years, nutrition and health, to sufficient use of adequate teaching tools and to proper training for preschool communal teachers and core mothers.⁷⁴

⁷¹ European Commission (2014). *Commission implementing decision on the Annual Action Programme 2014 in favour of Cambodia to be financed from the general budget of the European Union*. Available at http://ec.europa.eu/europeaid/sites/devco/files/cambodia-2014-aap-commission-decision_en.pdf

⁷² La France au Cambodge (2014). Available at <http://www.ambafrance-kh.org/Appel-a-proposition-Fonds-Social>

⁷³ National Priority and Education Policy.

⁷⁴ Kingdom of Cambodia, Ministry of Education, Youth and Sports (March 2014). *National Priority and Education Policy. 2014-18*.

The Ministry of Education, Youth and Sports (MoEYS) is in charge of designing policies and strategies for the early care, stimulation and education of children from 0 to 6 year old and coordinating the implementation of interventions. Unlike other countries, where ECCD related competences are often disaggregated between different ministries, MoEYS has the leading role in ECCD – which involves not only education and stimulation, but also health, nutrition, and hygiene issues. MoEYS collaborates with different ministries and state agencies - The National Policy on Early Childhood Care and Development has been designed for 5 years (2014-18) and covers both state, community, and home based ECCD Models. One of the future challenges will be to integrate pre-school teachers' training.

The Primary Education Department is responsible for all that goes on in primary schools in Cambodia and plays an important role for school-based In-Service Education and Training (INSET) through school clusters. Also the provision and follow-up of school operational budgets and the implementation of the Child Friendly School Policy at primary schools belongs to the department's formal responsibilities. The Special Education Office, in charge of the inclusion of children with disabilities into mainstream school falls under the responsibility of the Primary Education Department.

The Provincial Offices of Education (POE) are responsible for supporting the Ministry in implementing education policies, preparing and submitting plans for further development of education, providing data and statistics of schools, staff and students, and managing educational staff issues within the province or municipality. The District Offices of Education (DOE) are considered technical implementing bodies and implement educational policy and strategy interventions under direct supervision of the POEs.

In 2002, the Royal Government of Cambodia started implementing its Deconcentration and Decentralization (D&D) reform, with the election of the first Commune Councils. Recent programs to strengthen the D&D reform have focused mainly on the "deconcentration" component at provincial and district levels with Commune Councils' technical, financial and planning capacity remaining limited.⁷⁵

The Commune Councils can contribute financially to the running costs of schools while involvement of parents in school-related activities may increase awareness of value of education and reduce drop-outs. Community Preschool teachers are to be given a monthly stipend out of the Commune Council budget.

In 2012, the MoEYS issued guidelines to set up Primary School Supporting Committee composed of different representatives of the local society including the school principal, parents, monks, retired teachers or council members. Their duties include amongst others developing and implementing a school development plan, encouraging children to go to school, monitoring students' studies and seeking funding (MoEYS, 2012).

The National Training Board (NTB) is an apex body for TVET policy information and for the approval of strategies to implement that policy. NTB is chaired by a deputy prime minister and includes senior

⁷⁵ Committee for Free and Fair Elections in Cambodia (COMFREL) (2013). *Assessment of the second term of Decentralization in Cambodia: Commune Performance and Citizens' Participation (2007-2012)*.

representatives of all involved ministries, employers, employees, trade union, training providers and donors with limited private sector memberships. NTB has not only a coordinating function but also the leadership role in linking a national training program to the needs of the economy. The ministry of Labour and Vocational training (MOLVT) upon took on the responsibility for TVET programs. The Directorate General of TVET (DGTVET) under the authority of the MOLVT acts as the secretariat for the NTB. It is responsible for supporting, expanding and assuring the quality of public and private provision of TVET.⁷⁶

Higher Education

In Cambodia, there are now 103 Higher Education Institutes, 39 of them are public, 64 are private, all are supervised by 14 different ministries.

The Ministry of Education, Youth and Sports (MoEYS) hosts nearly 60% of students in its 8 public and 49 private schools. The teaching staff is still inadequately trained since hardly 6 % of teachers have a PhD. This leads to academic research at an embryonic level in the universities. Private institutions increase their presence in the country taking advantage of the lack of public higher education institutions.

A research culture has begun to emerge through the implementation of an innovative research grant program and there is now stronger regional cooperation, collaboration and jointly implemented activities. A number of key policy actions have been taken including the approval of the Research Policy Master Plan, a Royal Decree on Professor ranking and the preparation of the Higher Education Vision 2030⁷⁷. The creation of the Higher Education Technical Working Group has been an important milestone in establishing a forum for debate and discussion on higher education issues.

MoEYS receives only 1.8% of Gross Domestic Product (GDP). Higher Education receives approximately 0.1% of GDP and gets financial resources from bilateral or multilateral international cooperation, especially from the ASEAN.

The Asian Development Bank (ADB) supports the improvement of secondary education. Recently the government in cooperation with the Asian Development Bank (ADB) has agreed on a second phase of STVET (2014-2019). For TVET, there are also some direct funding of programs from a variety of sources, including the Governments of Korea, India, Japan and Germany.⁷⁸ In agreement with the Ministry of Education, Youth and Sports, the World Bank has invested in early childhood education programs, in primary education and scholarships for university degrees⁷⁹. The World Food Program invests in school feeding programs. Several development partners provide financial and technical development of primary education: the Global Partnership for Education, SIDA and the EU (via budget support). The multi donor funded Capacity Development Partnership Fund provides opportunities to strengthen capacity at all levels.⁸⁰

⁷⁶ World TVET Database Cambodia. January, 2014.

⁷⁷ Policy on Higher Education Vision 2030, Kingdom of Cambodia, Ministry of Education, Youth and Sport, April 2014

⁷⁸ Policy review of TVET in Cambodia, 2013 (UNESCO. Education Sector), p. 41.

⁷⁹ <http://www.worldbank.org/en/country/cambodia/overview#3>

⁸⁰ http://www.moeys.gov.kh/en/primary-education.html#_Vcm5BP0w-Uk

5. Social Economy (social protection, labour rights, informal economy, ...)

Trade unions expanded fast in the nineties with the introduction of the garment industry, and later also in other sectors such as tourism and services. There are over 1750 registered trade unions, organized in 68 federations and 9 confederations. In all they represent over 650.000 workers, or an estimated 25% of the total waged workforce and constitute the largest civil society membership-based institution. These membership-based organisations are usually independently organised in the workplace itself and elect their own independent leaders. Only a few of them are truly independent, yet they have the highest membership, while many are chaperoned by political parties or employers. In recent times the independent federations have affiliated to international trade union bodies. They are supported by a number of labour NGOs who have specialized in labour law training and legal aid. Employers are organized in the Cambodian Federation of Employers and Business Associations (CAMFEBA) and in the Garment Manufacturers Association in Cambodia (GMAC) to jointly defend their interests in tripartite meetings. Only a few trade unions, namely those that are considered independent, receive financial support from western trade unions and international NGOs. Others receive some support from Cambodian political parties. NGO's providing support to trade unions are funded mainly through international NGOs.

A number of local NGOs provide specific support to the grassroots labour organisations and to the labour unions and federations: legal aid support, training and capacity building, support to organising, gender awareness raising, alliance building, advocacy and campaigns. Most of them have an outspoken rights-based approach. Some are research NGOs. There is also a growing interest from regional networks and NGOs to invest in Cambodia so as to bring Cambodian actors in regional advocacy.

The Ministry of Social Affairs, Labour, Vocational Training and Youth Affairs (MOSALVY) is responsible for labour law development and enforcement and should play a neutral role in conflict resolution between workers and employers. They also play a role in shaping the labour market. They operate a number of consultation mechanisms, such as the Arbitration Council, the Labour Advisory Committee, Committee 8th, and the National Social Security Fund consultation. There is no labour court in Cambodia. Recently they engage in Labour Export deals with other countries, in an attempt to increase and regulate migration. They also involve in issues regarding human trafficking. Individual and collective labour disputes are referred to the Arbitration Council, which is a non-binding conflict resolution mechanism in a tripartite setup of 30 labour arbitrators. The Labour Advisory Committee studies labour and employment related issues, formulates recommendations for the minimum wage and gives advice on the scope of collective bargaining agreements.

Ministry of Women's Affairs ensures women's protection in work places and migration, fights discrimination in the labour market and promotes women's economic empowerment. However, MoWA's interventions in these areas are very limited. MoWA has designed National Strategic Plan 2014- 2019, which lays emphasis on women's economic rights, however, the strategic plan lacks modalities of ensuring this commitment. Women are majority in the garment sector as well as

informal employment, however, there is abysmally low representation as the leaders. Very few women are represented in negotiating or decision making positions at government, employers, or trade unions alike.

The Ministry of Trade, of Mines and Energy, and of Industry and Handicrafts all have a role in shaping the economy, with obvious consequences for the labour markets.

Council for Agricultural and Rural Development (CARD) is in charge of developing the National Social Protection Strategy, considered a priority by the Cambodian government. They also chair the ASEAN working group on social protection.

Municipalities play a role in regulating informal sector activities as they are responsible for organising and providing safety of public spaces, such as markets, roads and pavements, sport events,....

ILO supports the Cambodian government with putting in place the Decent Work agenda.

ASEAN has declared its commitment to putting in place social protection in the member countries. Cambodia plays a leading role in designing the framework, however, in terms of financing for the social protection within country remains a challenge.

6. Crosscutting themes (Environment/gender)

Environment:

Three main actors are important within the civil society for the environment: (1) community based organizations (CBOs, mainly fishery and forestry communities, green enterprise communities (rattan and bamboo) and ecotourism communities), (2) community supported organizations (CSOs or local NGOs) and (3) international NGOs. As local communities are very dependent on natural resources and government lacks in a proper governmental sustainable management of natural resources, there are many NGOs/CSOs working on natural resources and conservation sector such as River Coalition in Cambodia, Forestry Network (NGOF), Community Prey Lang network, Non Timber Forest Product (NTFP) working group, EISEI (working to ensure environment sound for the Extractive Industry); climate change network, REDD network, Land and Housing rights network, IP network and others. Other key relationships have been formed with REDCROFT & My Village for assisting with formal steps of Community Forests to be implemented within protected areas. Institute for Essential Services Reform, Cambodians for Resource Revenue Transparency, Indigenous Rights Active Members. In addition to a growing local and national civil society, a number of regional civil society networks and partnerships have begun to emerge, often in cooperation with international organizations and donors. Examples of conservation partnerships between NGOs and local CSOs include the Rattan Association of Cambodia and My Village, advocacy groups such as the Cambodians for Resource Revenue Transparency. The Cambodia Community-Based Ecotourism Network (CCBEN) counts more than 30 members including communities, non-governmental organisations, academic institutes and private companies who are working closely with ecotourism.

Many partnerships between various NGOs to conserve threatened species (WWF Cambodia, WCS, WA, ACCB, Birdlife PRFC, FFI, CBC) through currently active working groups (Cambodian Vulture Conservation Project). At provincial level there is an existing NGO network called Mondulkiri Network and represents all NGOs working on various sectors. There are sub committees on NRM and livelihood, education, and health.

In addition to CSO role – there are also existing taskforces or committees set up by the government such as the National Community Forestry Coordinating Committee which has CSO representatives advising the government of policies and programs related to community forestry and also as a venue in discussing issues facing community forestry.

A Cambodia's Royal Decree states that all Khmer citizens have the right to join together, on a voluntary basis, to establish community fisheries and community forestries in their own local areas, as well as taking the initiative to improve their own standards of living by using fisheries/forestries resources sustainably to contribute to economic and social improvement and poverty alleviation. A Community forest is an area of state forest subject to an agreement to manage and utilize the forest in a sustainable manner between the cantonment of the Forest Administration and local communities or an organized group of people. Community forestries are initiated and promoted mainly by the various international NGOs and donor agencies, national NGOs, civil society, and later by the Royal Government of Cambodia.

Civil society organizations play an important role in the fight against deforestation. As government is often non-active against illegal logging, local groups get organized to patrol and collect data. But being an environmental activist is dangerous in Cambodia.

Ministry of Agriculture, Forestry and Fisheries is responsible for ELC's and Management responsibility for Protected Forests.

Ministry of Environment has management responsibility for National Parks, Wildlife Sanctuaries, Protected Landscapes, Multiple Use Areas and Ramsar Sites.

The Cambodian Mine Action Centre (CMAC) is the largest, national demining operator in Cambodia, and is one of the largest single-country demining operators in the world. CMAC was established as a demining organisation in June 1992 by the supreme National Council of Cambodia, conferring to CMAC the statute of a public institution with the legal authority placed under the Prime Minister. CMAC has grown since its establishment into a professional mine action program currently employing a workforce of around 1,800 staff deployed all around the country with multiple demining tools such as manual demining platoons, demining machines, brush cutters, mine detection dogs, mechanical clearance systems, survey teams, EOD, and mine/UXO risk education local networks.

Main financial partners: mostly EU, USAID, Germany, Swiss development cooperation.

The National Committee for Disaster Management (NCDM) and National Climate Change Committee (NCCC) are the primary duties bearers in Disaster Risk Reduction and Climate Change Adaptation but they remained separate in both policy and programming. The Cambodian Red Cross (CRC) is implementing disaster preparedness programs. The focus of most NGOs implementing DRR is on strengthening the institutional capacities and mechanisms of the National Disaster Management Offices. There is limited mainstreaming of DRR in government agencies and both human resource

and institutional capacity is limited. Funding for implementing NAPA and raising awareness on the issues surrounding climate change is also limited.

Gender:

The Ministry of Women's Affairs (MoWA) is the lead government agency and acts as facilitator, advocate coordinator and monitor of policies and programmes to promote the status of women. MoWA is delegated to contribute to promoting gender responsive policy making; women's participation in decision making at all level; economic empowerment of women; programmes against all forms of violence against women and the development of related laws and law enforcement; health including reproductive health and HIV/AIDS prevention and nutrition of women and children; participation of girls in education and women in literacy programmes; and strong social values.

The international and local NGOs have been jointly providing their services free of charge to Cambodian people. The services that women get are usually trainings, workshops, or campaigns regarding to gender promotion, sexual reproductive health, and women's rights and access to education, health care, decision making, politic power etc. Moreover, some organisations have sent their staff members to rural villages to encourage parents to let their daughters obtain the knowledge at school. They even provide money for transport and meals for poor students whose houses are far from schools. There is also some vocational training for illiterate, disabled and HIV/AIDS infected women.

Gender and Development for Cambodia (GADC) is a leading gender specialist NGO and has served as a secretariat for three main following networks:

- Gender and Development Network (GADNet) is a group of 62 representatives from local and international NGOs and government institutions that are working to advocate for gender equality and women empowerment in Cambodia.
- Cambodian Men's Network (CMN) is comprised of 600 men members that are working to eliminate violence against women (VAW) and promote women empowerment by working with men at all level in Cambodia.
- Committee to Promote Women in Politics (CPWP) is a women movement working to advocate and lobby political parties to promote women leadership. The CPWP is working at the national level to advocate for women's leadership and to conduct research within this issue area. Established in 2005, the goal of the CPWP is to increase women's access, presence and influence in political decision-making at all levels.

Gender issues should be mainstreamed in all the Ministries. Please also refer to the other thematic areas.

5° Analysis of the situation of the local civil society, the decentralised authorities and the government institutions and the ideas considered to promote the circumstances of their strengthening.

0. General overview

According to the Cambodian government national strategic development plan 2014-2018, the RGC foresees an increase of its actions without real questions on the results obtained so far. Policies implying participation of local communities, such as decentralization, promotion of farmer organizations, participatory irrigation management, etc, are adopted by the RGC in a perspective of non-engagement rather than an effective support to rural communities. It results to under-investment from the RGC, to a weak system of conflict resolution, to a weak service delivery to those who need it the most. In this context, the role of civil society and private providers are key to ensure inclusive process of local communities, women, youth, and vulnerable groups. Currently many legal frameworks are developed or updated by government agencies. These policies need to take into account evaluations carried out of what works, when, where and why. Sustainable funding approaches are needed to facilitate participation and empowerment processes, to facilitate interactions between the different actors.

A SWOT-analysis realized during the workshop in Phnom Penh both on CSO's and Local authorities has identified following trends regardless to the different thematic areas:

CIVIL SOCIETY ORGANISATIONS:

- Small groups and Easy management
- Clear and transparent policies
- Direct approach at grassroots level, close to the local populations (including vulnerable)
- Good cooperation with the local authorities
- Innovative
- Large pool of capacities and committed staffs

STRENGTHS

- Commitment to standardized and good practices
- Independent by law
- Networking with other NGOs of

- Donor driven, strongly relying on donors grants
- Limited participation (involvement) from the population and can't support all addresses needs
- Lack of coordination among CSOs
- No real local association, NGO
- lot of time spent to raise fund and going through paperwork

WEAKNESSES

- different ways of working, different internal principles and policies
- lack of neutrality
- poor representativeness or legitimacy in advocacy

different expertise

- High commitment and good capacities
- Motivation toward social equity and social economy
- Compensate the lack of grassroots work by the government
- Complementary role with the government (CSOs can raise grassroots issues to the government)

- Cambodian Constitution recognize Human Rights and Cambodia is part of Human Rights treaties
- Peace (Paris agreement) and stability
- Integration at regional (ASEAN) and international (WTO) levels
- Access to advocacy international platform

OPPORTUNITIES

- CSO are recognized by the Government and the population
- Independence
- Support from International organisations
- Support to democracy and Human Rights

- Surveillance (electronic), loss of internet neutrality
- Legal restriction on rights and expression, NGO law and liberty of association as well as demonstration

THREATS

- Harnessed, Instrumentalised by authorities
- NGO or association created to hide or turned to malevolent (political, religious extremist), or profit oriented organisation (fake association)

LOCAL AUTHORITIES:

- Many NGOs to fill the gaps of government activities
- Good structure of the ministries allows stability, peace
- Government structure, rules and regulation, laws
- National health strategy, national HIV Strategic Plan
- Commitment of the government in the Millennium Development Goals

STRENGTHS

- National infrastructures (access to all part of the country)
- Size of the country (any part of Cambodia can be reached in a day)
- Amount of self-financial capacities is increasing (taxes collection)

- Lack of intercommunication between ministries
- Lack of implementation of laws, policies
- Law reinforcement remains weak
- Limited human and financial resources)
- Low knowledge, capacities of the staffs
- Lack of motivation and of commitment (lack of responsiveness)

WEAKNESSES

- Low salaries and incentives
- Implementation of the culture of dialogue
- Absence of clear national policy on salary incentives
- Corruption, conflict of interest, misuse of funds

- Reliable partners, long standing collaboration, mutual respect

- ASEAN
- Influence of the democratic model by donors
- Large support from international bodies
- Capacity building for staffs and communities

OPPORTUNITIES

- Part of the process and contributor of the global goals (Millennium Development Goals)
- Scaling up successful program at national scale

- Misuse of power
- Abuse of rights
- Political party, opposition party different from government party
- Economic colonization
- High and fast economic growth doesn't allow enough time for development planning or long term view

THREATS

- Difficult financial situation in many donor countries
- World economic down (again): the global crisis is a threat for the capacities of the local authorities
- Conflict between political parties arises: political, social instability;
- No coordination or participation of stakeholders (CSOs, private sector).

1. Agriculture / Food Security/ Water/ Rural Development / Environment

Small-scale family agriculture concerns the majority of the rural population, the main source of employment, and the first provider for nutrition in Cambodia. Intimately linked to the land shaped by their practices, family farming can contribute to the management of natural resources and biodiversity, and to local development. Small-scale farmers are thus central to dynamics of change in the Cambodian society and environment. Supports should be channelled to allow them to act in the context in which they live, to enhance individual and collective voices and capacities to exercise and defend their interests, strengthening their capacities to create wealth based on durable natural resources and ensure food security.

Supports should be provided to overcome constraints and improve soil fertility, access to irrigation, technical and methodological knowledge, and access to market. The unregulated competition with agro-industries keeps them vulnerable. To meet the challenges of development, small-scale farmers are in need for technical and organizational innovations and also adapted public policy supports.

The average aptitude of Cambodian technicians involved in agriculture is quite low in terms of analytic and propositional capacities. There are needs to know better the local agricultural systems to propose and test practices that are really adapted to the different Cambodian contexts. Today most agricultural research in Cambodia focused on rice production. Despite calls for more diversified agriculture there remain a lack of research-based information on current practices, constraints, and

opportunities, leading to the building of local expertise for the conception of agro-ecological models and approaches to scale.

In 2014, there were 556 agricultural cooperatives located in the 21 provinces of Cambodia. Compared to agricultural cooperatives in Thailand and to other developed countries, agricultural cooperatives in Cambodia are still at early stage of development of their enterprises. Hence, it requires both the Government and Development Partners to provide further technical support to strengthen their institutional capacity and promote their business affairs for the sake of the farmers. It is noted that the main challenges that have been experienced by agricultural cooperatives are lack of business knowledge, poor financial management, lack of good business plan, small working capital, no access to loans from the commercial banks, poor access to markets, poor leadership and management, lack of business networking, small membership and so on.

The local authorities should be reinforced to provide a clearer policy and implementation framework on agricultural land use. For example, to limit speculation the state should impose higher taxes on unused land in agricultural production zones and to promote family agriculture, the state should impose taxes on big farm land (> 20 ha) owned by private company and use the money from this tax to support small scale farmers (mainly on irrigation and production and post-harvest technology). The state should also improve agricultural extension services to farmers at village level and to create a favourable environment and specific conditions for MFI and Banks to enable them to have a specific credit scheme for agricultural production with low interest rates.

During the workshop in PP several ways of strengthening the farmers, the FO, the CSO's and the local and national authorities have been discussed such as: increase and promote social land concessions for small scale farmers and agriculture; create a link between the farmers (implementers and local knowledge), the universities (technical expertise) and the private investors (funds, market, infrastructure) with the MAFF as coordinator and policy-maker and the CSO's as facilitators; introduce a national mechanism that supports the farmers to get cheap inputs for their production and get assured buyers; increase access to credit/capital particularly for poor farmers; promote traditional agriculture in order to protect the environment and health of the population; increase inter-Ministry synergies (MAFF, MoL, MoWRAM, ARDI, Min. of Environment, Education, etc), improve informal vocational training on agricultural themes with MoL and MAFF; improve mechanism for disaster preparedness and resiliency and adapt local farming techniques to climate change; revise the national agricultural strategy with policies in favor of poor farmers and adapted to each market and commodity; enhance processing to increase the added value to products; give priorities to education and vocational training as well as research on advanced technologies and improve value addition.

2. Health / Access to health care

Cambodia has one of the largest shares of out-of-pocket payments in the Western Pacific Region. Most out-of-pocket payments (68%) go to private medical services, including payments to unregulated private practitioners, to unofficial payments in the public sector and to various participation costs, such as transportation costs. Only 18.5% is spent in the public sector. There are

data identifying various types of barriers to accessing care. Lack of ability to pay is considered a major obstacle to the poorest people, but physical access, including distance and transport, knowledge about assistance schemes, beliefs and socio-cultural practices, and lack of trust in public health care facilities are all factors.

Lack of regulation and monitoring of the private sector need to be addressed. Traditional medicine is not yet integrated with modern medicine in Cambodia, and is only delivered in the private sector⁸¹.

Civil Society for healthcare remains fragmented.

A proven cost effective strategy to strengthen the capacity of lay men and women consists of training lay people (e.g. first responders, CRC volunteers, etc.) in first aid⁸² and their knowledge of dangerous products and health related topics through a decentralized training structure using evidence based localized materials. The training is to include potential preventive measures to help in the prevention of potential hazardous situations. Similarly, continuous hygiene promotion combined with improved sanitation at the local level results in improved health and has significant social economic returns.⁸³

Education and clinical training of medical professionals for delivering high-quality, free medical care for the poor and disadvantaged in Cambodia are insufficient. There are clear needs and opportunities to build further partnerships within the health education systems for doctors, currently offered by the University of Health Sciences, and 2 private educational institutions.

The capacity of National Health Institutions is relatively weak compromising the implementation of evidence-based programming to address infectious diseases and other health problems in Cambodia. More support is needed to conduct operational research and monitoring and evaluation.

The workshop has also stressed the need for health education towards the population also related to nutritional aspects and dangers of chemical products. It was also mentioned that chronic diseases and mental health should be integrated in the public health system. The participants also suggested to give more power and voice to the patients through a more democratic health system.

3. Justice and Human Rights

Analysis and strategies to strengthen civil society's position in the area of Human Rights:

The HR NGOs bring crucial and indispensable legal support to many cases of rights violations, such as regarding land disputes, labour disputes, conflicts with police forces, unlawful detention of activists, etc. The biggest among them are very vocal in the public sphere, such as in the media, and do not shy away from taking up a political watchdog role, such as monitoring of elections and holding the government to account with regard to rights violations and a variety of governance issues. They

⁸¹ Health Service Profile Cambodia 2012, WHO and Ministry of Health, Cambodia

⁸² Jamison, D. T. et al. (2006). *Disease Control Priorities in Developing Countries* (2nd ed.). Retrieved from <http://elibrary.worldbank.org/doi/abs/10.1596/978-0-8213-6179-5>.

⁸³ WSP/Wold Bank Group (2015). Economic assessment of sanitation interventions in Southeast Asia.

especially keep an eye on new legislation that impacts space for CSOs to act. Thereto, they increasingly join forces in nation-wide coalitions, such as the Cambodian Human Rights Action Committee. They also cooperate with international HR NGOs thereby bringing Cambodia's lack of respect for HR in international platforms and provide important inputs to the Special UN Rapporteur on HR and UNHCR. Funding of such actors remains important so as they can continue to play this crucial role. Improvements need to be made with regard to a better coordination between them, as well as to better services to a wider range of actors. Other areas that require improved strategies: strengthening of the monitoring role towards governance in a wider range of areas to strengthen the overall rule of law, better strategies to push the government to better deal with corruption.

Analysis and strategies to strengthen decentralized authorities/public institutions' position in the area of Human Rights:

The Cambodian judiciary system is known for being partial towards the interests of the ruling party and for being affected by corruption at all levels. Both local as international development actor's call for a judiciary reform, for an amendment to the Anti-Corruption Law and for legislation ensuring access to information. To strengthen their mandate of democratic development, there is a need to promote consultation and participation mechanisms at the level of provincial, districts and commune councils.

4. Education, Training and Research

Analysis Civil Society and ways to strengthen them:

Given the challenges experienced by the Commune Councils, local CSOs play a critical role in community development and have pre-dominantly delivered services (including ECCD) resulting in Commune Councils having little control over projects carried out in their communities.

In Cambodia 70 percent of the population is under the age of 35. Youth, therefore can be potential change agents. If youth are educated about their political rights and supported to advance key human rights issues, then they will act as a catalyst for political and social transformation in the future. This theory reflects recent evidence of strong youth interest and participation in the recent 2013 Parliamentary elections. It is therefore recommended to support Civil Society to increase skills, awareness, networking and participation in democratic development activities.⁸⁴

Overall, there is much room for strengthening the accountability of school management to parents and community members at the primary and lower secondary levels. Measures to empower parents by providing them with the necessary information to monitor school performance and participate in the management of schools could reduce the opportunities for funds misuse and could improve service delivery. Parents and communities need information on school finances and other aspects of school performance, including teacher performance, and the ability to use this information to voice their expectations or concerns.⁸⁵

⁸⁴ USAID Cambodia (2013). *Country Development Cooperation Strategy 2014-2018*.

⁸⁵ Human Development Sector East Asia and the Pacific Region The World Bank & Ministry of Education, Youth and Sport Royal Government of Cambodia. (2008). *Teaching in Cambodia*.

Analysis Decentralised authorities and Public institutions and ways to strengthen them:

As technical leads, for education in the province, the ability of MoEYS to monitor and train teachers and local staff according to plan is limited due to a variation in capacity of staff and other resources.

The technical, financial and planning limitations of the Commune Councils greatly affected their leadership of the Commune Investment Planning process. Researchers have found a large disconnect between planning focusing on improving social services (like ECCD) and implementation focusing on rehabilitation of infrastructure.⁸⁶

The Commune Councils, including the Commune Committees on Women and Children (CCWC), are aware of their roles and responsibilities under the National Strategic Development Plan (NSDP) and the importance of ECCD. However, they are constrained in implementing their role because of: a lack of budget, limited skills and capacity to coordinate development efforts, and limited ability to advocate with the sub-national government departments for better services on behalf of the community

Ways to strengthen them:

- “increase the capacities of technical staff of the Ministry of Education at district level,
- provide higher-quality content to schools in rural areas while improving the capacity of communities/parents to tackle the social and economic problems,
- improve the performance of teachers by means of monitoring and evaluations,
- provide school heads with better support in leadership and management,
- improve the accuracy of data and quality assurance”.⁸⁷

During the workshop in PP it was also stated that there was a lack of cooperation between the MoEYS and the MoLVT. It is really important to strengthen Vocational Training in order to facilitate access to the job market. More innovative and adapted approaches should be implemented related to the type of students (poor, illiterate, young working girls, etc). School programs should integrate more critical thinking and adapt learning approaches. This will lead to better skills for research and creative thinking.

Higher Education

- Students enrolment is not consistent with priority programs: less students enrol in STEM (Sciences-technology, Engineering and Mathematic); lack of access to relevant information that could help them to make adequate decision
- Competition between HEIs by lowering tuition fees
- Quantity vs. Quality: Many graduates do not have adequate skills (technical & soft skills)
- Fragmented system (HEIs are managed by 14 ministries)
- Public budget expenditure for HE remains the lowest in the Asian region

⁸⁶ ibid

⁸⁷ Draft Strategic Plan for Education (2014-2018/August 2013 version).

- Weak links between HEIs and employers, companies and the society in general (poor information, low capacity, weak incentives)
- Few HEIs have programs linked with industries & users
- Limited financial resources (0.1% of GDP for HE) and low salaries are the biggest obstacles to link higher education to the development of the society. HEIs depend mainly on the student tuition fees and external collaborations.
- Funding for R & D is limited
- Research is not yet a culture

The Communes design their own development plans, but still need support to do it and know how to prioritize social issues (like ECCD, Education or health). They need knowledge of the financial resources available and need assistance with designing budgets and submitting financial requests.

The needs are:

- More scholarships in the different important sectors to diverse the development challenges (master, PHD and research), specially scholarships for disadvantaged students
- Strengthen the quality of the education with new methodologies; technical support, curricula development
- Implement research in the HEIs as part of the academic activities of the staff (professors, research-assistants,...), as a support to improve teaching at master level
- Enhance public-private partnerships
- Strengthen the governance and capacity of the HEIs
- Provide competitive development and Innovation grants (in S and T) from the HEQCIP (see chapter 4) to strengthen the capacity of participating HEIs and provide the enabling conditions for improved quality in academic research, teaching and management; and introduce an efficient and sustainable mechanism
- Promote an international academic and research collaboration with other HEIs

Develop a research culture to support PhD programs in HEIs with Cambodian professors acting as promoters.

During the workshop in PP it has been stressed several times that Ministries from thematic areas such as agriculture, health, education,... need human resources that have the ability to do action research in order to formulate evidence based policies.

5. Social economy (social protection, international trade, informal economy, ...)

Analysis and strategies to strengthen civil society's position:

The independent trade unions play an important role in giving visibility to workers' exploitation, and have succeeded in improving the working conditions of workers in the garment industry, notably a regular increase in the minimum wage for workers, which they negotiate directly with employers, or via national tripartite meetings. Nevertheless their work remains challenging, due to a very poor law enforcement and implementation (lack of labour inspection by the Ministry of labour), the high level of informal workers that fall outside regulate trade union work, the government's attempt to restrict trade union action, the lack of internal check and balances, the lack of unity, even the tendency to compete or to boycott each other. The unions in the garment sector tend to dominate the movement, also thanks to their international networks, leading to increasing frustration in other

sectors. While most trade union members are women (83%), the leadership remains largely male and integrating gender issues in collective bargaining is therefore a challenge. Normal social dialogue is a challenge in many ways, not in the least due to heavy anti-union practices by employers. Workers often resort to strikes to force employers into dialogue (the number of strikes is again on the increase in recent years), but this also contributes to social instability. Strategies for organizational development of trade unions remain a priority. Next to this, the Decent Work agenda should be reinforced via increase support to workers' organisations in the non-garment sectors, promotion of collaboration and alliances between various labour actors and sectors in Cambodia and at the regional and international level.

Analysis and strategies to strengthen decentralized authorities/public institutions:

The Arbitration Council is widely respected for its impartial investigations and rulings, but many employers appeal against the Council's decisions in the provincial courts or choose not to apply the Council's recommendations. Hence there is a need to increase the role of the Council.

Many workers are not or not sufficiently covered by the labour law, in particular informal sector workers and informalised workers. This governance gap results in heavy exploitation and marginalization of these workers, such as domestic workers, sex workers, etc. Strengthening governance for a better protection of these workers is a priority, including the promotion of formal collective bargaining mechanisms in these sectors.

6. Crosscutting themes (Gender/Environment)

To improve awareness levels about environment, best ways are to promote participatory process for landscape planning including farming systems, forging close linkages between wildlife protection and development of agriculture production through agro-ecological practices and empower local communities' decision making on agriculture development initiatives to render them accountable for environment.

Local NGOs are quit well-organized (through NGO forum). But there is a lack of funding, a lack of capacity for fundraising and engaging the private sector and the government. CBOs (community fisheries, community forestries) are very close to nature and have an in-depth knowledge of the environment and sustainable use of natural resources. They suffer of a lack of management and planning skills as well as monitoring and evaluation, difficult access to policy and legal documents for their rights. With help of the CSOs they have more voice but this is mostly still in low-level. A new law on NGOs in Cambodia will reduce rights and voice during elections.

The D&D agenda is far from finished. Please refer to http://www.delog.org/cms/upload/pdf-asia/ADBstudy_Deconcentration-Decentralization-Cambodia.pdf

Specifically for environment and conservation, the sector suffers from non-transparence process to CBO and CSO and unclarity and complexity to know who decides on the land.

Main public authorities concerned: Provincial Governor Offices, Forestry Administration, and Provincial Department of Environment.

Two important Universities are a knowledge provider regarding environment in Cambodia: Royal University of Phnom Penh Department of Natural Resource Management and Development (DNRM/RUPP) and Royal University of Agriculture (RUA). MOE is using RUPP and RUA services instead of creating its own research unit to improve the role and importance of research. These 2 universities are supported by Universities of Japan, German, South Korea and Australia for knowledge sharing and scholarships to build their capacity. Both Universities have a good relation with governments and are therefore an entry point to work with the government.

The Ministry of Agriculture, Forestry and Fisheries (MAFF) is responsible for ELC's and has the management responsibility for Protected Forests. The Ministry of Environment (MOE): management responsibility for National Parks, Wildlife Sanctuaries, Protected Landscapes, Multiple Use Areas and Ramsar Sites. The sustainable development unit is part of the MOE.

On paper, the Royal Government of the Fifth Legislature will reinforce and broaden the management of natural resources to strike a "balance between development and conservation", in particular, increase the contribution of natural resources to the development of agriculture sector by ensuring: (1) green cover, forest and wildlife conservation; (2) the sustainability of fisheries resources; and (3) the sustainability of the eco-system, so that the quality of land and sustainability of water sources could be improved by focusing on the protection of biodiversity, wetlands and coastal areas.

In general the policy level and strategic programs are good (National Socio-economic Development Plan, Forestry Strategy,...). But there is a lack of good implementation and more likely the follow up and commitment in the practice. At local level peoples don't fully understand the application of all policies and strategies. At the national level, the new Minister for Environment level is trying to bring capacity in MOE, move towards better governance. The MAFF shows difficulties to move forward with community forestries (approval of CF). Ministry of Environment (MOE) created a sustainable development department that is covering green economy – Also MOE, MAFF and Ministry of Planning are meeting more regularly to discuss on land use and ELCs.

Coordination and communication improved between Ministries but the issues of land grabbing, illegal logging and ELCS are still present.

In the last decade, efforts to improve the situation for women have made progress, particularly in the legislative and political arenas. International agreements, such as the Millennium Development Goals and CEDAW (Convention on the Elimination of all Forms of Discrimination Against Women), have received a boost in political commitment. Since 2001, gender equality efforts, including CEDAW implementation, have gained momentum, furthered by the strengthening of the national women's machinery—the Ministry of Women's Affairs (MOWA) and the Cambodia National Council for Women (CNCW)—and the engendering of national plans, such as the National Strategic Development Plan (2006-2013). MOWA's third plan of action, Neary Rattanak III (2009-2013), is underway, outlining the mainstreaming of gender throughout national policies and programmes, and focusing on increasing women's political participation and economic empowerment, and on removing discrimination against women in the areas of education, legislation, and health including HIV/AIDS prevention and care⁸⁸.

The gender related issues have been addressed in each thematic theme.

⁸⁸ <http://www.unwomen-eseasia.org/docs/factsheets/01%20CAMBODIA%20factsheet.pdf>

Actors and partners

6° Identification of the relevant actors with regard to development.

Relevant development actors	Their interest, knowledge, importance, role in the thematic area	Their Interest (+; -; ±)	Their influence (+; -; ±)
ACTORS RELEVANT IN AGRICULTURE/ ENVIRONMENT			
CIVIL SOCIETY			
Farmer cooperatives	Shareholding associations can be strong when initiated by farmers, with a real potential to deliver services to small-scale farmers. They are essential to levy agriculture production to quantities and qualities required by major markets and to achieve economy of scale. They are partners to private sector in term of organizing value-chains and markets. Recent movements, agriculture cooperatives are developing fast. Can be opportunistic (donor driven), but long term prime actors. Potential to become more inclusive and representative, adding voice to farmers. Can raise government and public awareness on farmer's issues. Service-delivery oriented or corporatist. Accountability issues towards all beneficiaries, especially women?	+	+/-
Farmer Organisations	Farmer organisations are providers of value to agricultural activities of small-scale farmers, who by better income succeed to live with dignity from their farming activities.	+	-
Community fisheries and forestries	Have in-depth knowledge of environment and sustainable resource use. Small influence but important as best representatives of local needs. Depend on help from national/international associations	+	-
Indigenous Communities	IC are recognized entities to own land titles in indigenous villages; forestry and fisheries communities are part of their land management plans; Agriculture development is as well taking a big part to value the ownership of the land.	+	-
Federations of Farmer Organisations	Registered with the Ministry of Interior, are representing farmer organisations at national level. Recently established, they are already involved in the different movements and inter-professional organisations for promotion of agriculture value-chains. Potential partners to channel supports to agriculture cooperatives and small producer groups to advocate for small-scale farmers interests, lobby government and private sectors, and deliver transversal services to small-scale farmers.	+	+
Green enterprise communities (rattan, bamboo)	Have in-depth knowledge of environment and sustainable resource use; with a focus on green economy and local entrepreneurship. Influence varies but important bottom-up approach for local governance	+	-
Community based ecotourism	Have in-depth knowledge of environment and sustainable resource use; with a focus on ecotourism. Influence varies	+	-

groups (CBET)			
National NGOs and international NGOS	Supporting local needs and having more capacity and relation with private and public sectors. Widely present and usually stronger than CBOs, they have the strength of setting up networks and impact sphere is more wide	+	+/-
Small producer groups	Practice low-input agriculture; heavily depend on natural resources for their livelihoods, but also engage in unsustainable agriculture and NRM practices. Power of women? Limited influence. Important space to create awareness and learn about collective actions. Easily accessible for local NPAs and agencies to develop programs and experiences. Potentially these groups can start linking with each other, but important to ensure female leadership for change	+	-
Land issue networks	Networking group (CBO's). Can work with MOE (Ministry of environment) on land law review. Conducts research into land grabbing, other land issues. Their research can inform policies and mobilise other actors	+	±
Consumers	Concerned about quality of food and of agricultural products but mostly low purchasing power, resulting in buying patterns favouring cheap imports. Can be mobilized through campaigns / media to change beliefs and attitudes in order to buy local, organic, fair trade, but probably still a niche market for now?	±	±
Agroecology networks	Initiated by INGO to develop agroecology in the South-East Asia region. Used to build references, inform and exchange on AE models, and organise the supply of AE inputs (quality standards, policy reviews, Value-chains promotions). Are essential to overcome constraints on lack of research in Cambodia.	+	+/-
Informal Vocational Education	There are several informal education systems organised by farmer organisations (such as the Maison Familiale Rurale (MFR)) or by INGO supporting young farmers with training programs of or less than one year, that lead to the installation of the youth farmer in his agriculture project. There are as well vocational training provided by INGO and federations of farmer organisations providing continuous training modules intended to farmers or entrepreneurs.	+	-
Human Right Network	Want to ensure that people (rural communities) have more access and right to NRM. They can engage in dialogue and push for policies reform. Have some influence on donors communities	+	±
Self-Help groups		+	-
GOVERNMENT			
Local government	Ambivalent. On the one hand they try to promote government policies on contract farming/cash crops. They may also have an interest in investors setting up business in their area. Some are corrupt. On the other hand they are closer to the local population and their concerns and inclined/compelled to defend their interests. Can also issue guidelines to higher level authorities. Implement and monitor impact of national policies as well as flagging social problems (also related to policy implementation) and trying to mitigate these. District and provincial authorities have the power to approve investments, so can be very influential. Local population can demand more accountability from their local governments?	±	+
National government	Ambivalent. On the national level, policies are contradictory. They promote industrial farming and massive land concessions	±	+

	on the one hand, while working apparently hard against climate change issues. Develop general policies for national development. Are important but lack monitoring and capacity. More external consultations needed on best strategy to open up democratic space?		
Rural Development Bank (RDB)	RDB, under the Ministry of Finance, is a small specialized public bank acting as policy bank for the RGC, whose main objective is to service and refinance loans to licensed financial institutions. The RDB has no branch network, and is experienced in lending to the agricultural private sector and farmers organizations mainly in the rubber sector, through the Agriculture Support Development Fund (ASDF). RDB is currently developing new credit schemes intended to MFI provision of loans to FO with an embedded guaranty system.	+/-	-
Specialised government institutions, Research institutes	Research into seeds, livestock, both cash and food crops. Recognize producer groups. Develop extension tools/methods (most of the time not appropriate to the rural context reaching the most needy). Committed and convinced staff could influence their line ministries by demonstrating good practice and economic productivity	+	?
Cambodia Mine Action Center	CMAC is a public institution committed to maximizing land release of mines/Explosive Remnants of War (ERW) affected areas and eliminating mine/ERW incidents in Cambodia. It plays an active role in land release for agriculture and economic development.	+	+
Media	Is largely free but no knowledge of their position on environment – also mostly access in English consumers Can inform the public and consumers by covering more news on useful consuming locally produced organic products and campaign and advocacy on bad practice cases from the fields.	+/-	±
National Assembly	MPs represent their provinces and are concerned by what is going on there. They are also part of the power games with collusion with investors. Approval and monitoring of Government Plans. There is a trend for MPs to be closer to their constituency. So these groups can approach them and MPs could play a role in making these voices better heard.	±	+
ADB (GMS) WTO WB ASEAN EU USAID	These institutions promote liberalization, commoditization of NR, and regional and global market integration and facilitate/invest in projects and policies to this effect. Facilitate the development of hydro power, large-scale infrastructure and plantations as well complicate the possibilities of market regulation. Requires a region-wide / worldwide approach.	-	+
Mekong river commission	Good quality technical advice to member governments. Decisions by country members. No decision-making power or influence	±	-
PRIVATE SECTOR			
Agrobusiness companies / investors	The present situation favours private enterprises. Depending on their interests companies can use legal means, corruption and other instruments to defend their interests, which are increasing profits within their sector for which they need favourable conditions for business development like cheap resources (land labour), incentives (tax breaks), and little regulation and control; increasing presence (both local and international). They profit from the land concession system. In many ways they are in direct competition with local farmers over resources and have a	-	+

	strong influence on government policies and a growing influence on the Cambodian development model. To a degree they can be kept accountable on their practices via local governments, people and interest groups, provided that farmers can be organized to support their political representatives. But a lot of work still needs to be done		
Local traders	Part of the value chain; have information about markets, products, consumers and are financial partners of large private companies. Want to control buying price and market share; driven by profit but can also help farmers. Can facilitate producers organizing and connect producers to new markets. But accountability needs to be built in	±	±
Microfinance institutions	Provide affordable rural finance; support savings groups and farmer groups to organise, to network with other groups, and organise learning visits; provide training. Can provide agricultural loans to farmers and to agricultural traders but they are not flexible and don't provide loans to agricultural cooperatives (high interest rates, etc).	+	±
Banks	Banks are supporting mainly investors and private sectors having an important volume of activities. Several projects such as Economic Land Concessions, being involved in controversial land grabbing, were supported.	+ -	
The Cambodian Rice Federation (CRF)	The CRF, initiated by the Ministry of Commerce, is composed of rice millers and exporters and three federations of farmer organisations. The first of such inter-professional organisation to promote value-chains. The CRF established working groups (rice seeds, legal framework review on contract farming, ...) to work on issues related to the rice sector, and mainly to implement actions to lobby the government in which small-scale farmers are associated.	+	+
Public higher education institutions and research centres	Lack of research programs; lack of scientific research spirit. Budget limited. See also "Education".	+	+
ACTORS RELEVANT IN EDUCATION			
CIVIL SOCIETY			
Local NGOs	Local NGOs play an active role in delivering ECCD services. Certain NGO's have started to support Commune Councils to take up a stronger role in the delivery of ECCD services. Local NGO's can play an important role in identifying gaps related to the implementation of the national education action plans and advocating on these issues at a higher level. Local NGO's will require capacity building in order to be able to do efficient evidence based advocacy at these levels.	+	+
Education NGO Coordination Platform	NEP is committed to support Cambodia develop the quality of its education system. The NEP supports this goal through research, advocacy and campaigns, capacity building work with education NGOs, and on-going dialogue with government and development partners, e.g. at the Education Sector Working Group. Most NGOs active in the Cambodian education sector target selected geographical areas, with interventions concentrated at district, commune and school levels.	+	+
Universities, higher education institutions and	Universities and higher education institutions are the drivers of change in the society, being the strategic actors for the evolution of the country and public society. They act at the level	+	+

research centres	of education and research (including academic research) and are main partners.		
Community organisations (parenting groups, Parent Teacher Associations, ...)	Community organizations in the education sector mainly include PTA's and Parenting Groups. They work at community/village level and create the bridge between the community and the education sector. They are also important for raising awareness at community level on the importance of Education with a specific focus on ECCD. Commune councils and pagodas can contribute financially to the running costs of schools while involvement of parents in school-related activities may increase awareness of value of education and reduce drop-outs. In 2012, the MoEYS issued guidelines to set up Primary School Supporting Committee composed of different representatives of the local society including the school principal, parents, monks, retired teachers or council members. Their duties include amongst others developing and implementing a school development plan, encouraging children to go to school, monitoring students' studies and seeking funding (MoEYS, 2012)	+/-	-
GOVERNMENT			
National Ministry of Education and	Their role is to develop and implement the different National Education Strategies. In relation to ECCD MOEYS has developed and started to implement a robust strategy and action plan. One of the challenges will be to clarify the support that needs to be provided to the community based preschool model (e.g. pre- and in-service trainings). MOEYS is also highly active in defining the guidelines to develop the higher education institutions (e.g. universities) to bring them to a quality level compatible with international standards and to contribute to the development of the country by facing the needs of the Cambodian society.	+	+
Teacher Training Department (TTD), Primary Education Department (PED) and other relevant departments within the Ministry of Education	Teacher Training Department (TTD): TTD has a formal mandate for all teacher development activities in Cambodia, both PRESET and INSET. They are in charge of developing the teacher training curriculum as well as the monitoring of all Teacher Training Centres. Primary Education Department (PED): The PED is responsible for all that goes on in primary schools in Cambodia and plays an important role for school-based INSET through school clusters. Also the provision and follow-up of school operational budgets and the implementation of the Child Friendly School Policy at primary schools belongs to the department's formal responsibilities. Other departments: Other relevant departments of MoEYS include the Department of Curriculum Development in charge of textbook development, and the Quality Assurance Department in charge of inspectorate and education quality monitoring (excluding teacher training).		
Provincial Offices of Education (PoE)	POEs are responsible for supporting the Ministry in implementing education policies, preparing and submitting plans for further development of education, providing data and statistics of schools, staff and students, and managing educational staff issues within the province or municipality. The POEs organise seminar-type training for in-service teachers with the support of PTTC teacher trainers.	+	+
Provincial Teacher Training	Primary school teachers are provided a 2-year initial teacher education at one of the country's 18 PTTCs, free of charge. To		

Centers (PTTCs)	enter the program applicants need to have completed 12 grades of general education and pass an entry exam in Khmer language, Mathematics and General Culture.		
District Offices of Education (DOEs)	District Offices of Education are considered technical implementing bodies and implement educational policy and strategy interventions under direct supervision of the POEs. The DOEs manage the budgets for the District Training and Monitoring Teams (DTMT) and disburse funds to schools.		
Commune Councils	Commune Councils are responsible for the operational and financial management of the Community Based Preschools, they also play a role in construction and recruitment and payment of the Community Based Preschool teachers.	+/-	+/-
Primary demonstration and cooperative schools	A demonstration school refers to the primary school located on the campus of each PTTC. Cooperative schools are affiliated primary schools near the PTTC, totaling 85 schools nationwide. Students at PTTCs conduct a teaching practicum at these schools		
Ministry of Interior	They play a role in supporting capacity building of commune councils in their development of ECCD services provided by the communes	-	+/-
Ministry of Labor and vocational training (MoLVT)	The Royal Government of Cambodia determined the labor sector and vocational training as the priority sector. The ministry of labor and vocational training implements the above strategies. The National Training Board (NTB) identified that a coordinated, long-term development plan was needed for technical vocational education and training (TVET). Of most importance, the legislation forming the NTB ensured that it could take effective action and not simply receive reports. The Directorate General of TVET within the Ministry of Labour and Vocational Training (MOLVT) has the responsibility of supporting the NTB. DGTVE has 3 operating departments. It is responsible for developing national competency standards and a labour market information system as well as supporting, expanding and assuring the quality of public and private provision of TVET. The policy direction of the NTB is responsible to develop and sustain a TVET system that meets the needs of the Country for economic and social development as expressed in the Rectangular National Development Strategy, to provide Enterprise with a skilled and adaptable workforce and to respond to the life-long needs of individuals for decent jobs or self-employment by supporting appropriate training	+	+
International organisations (OIF)	Helping to access to international pedagogical programmes on a free basis. Access to better international standards. Access to a network development	+	+
ADB	Budget for investment in the public sector and education in particular		
Public higher education institutes and research centres	see also in "civil society"	+	+
PRIVATE SECTOR			
Private schools	In major urban areas private primary schools offer Cambodians an alternative for public schools as they also teach the Cambodian curricula, sometimes in addition to an international curriculum. Due to relatively high admission fees, only children		

	of wealthy parents can afford this type of education. Additionally, private tutoring is common in Cambodia and is usually conducted by teachers from government schools with their own students after school. The focus is on covering the required school curriculum, which is not (well enough) taught during school hours; e.g. due to the large class sizes or insufficient government school hours.		
Companies	Private companies play an important role to ensure sustainability of the activities of higher education institutions. They give feedback about how the diplomas match the needs of the industry/society. They also give support by making internships available for students, mainly at the level of master theses.	+	+
Private higher education institutions and research centres	As well as the public universities and higher education institutions, they also are strategic actors for the evolution of the country and public society by acting at the level of education and research (including academic research).	+	+
ACTORS RELEVANT IN HEALTH			
CIVIL SOCIETY			
Village Health Support Groups (VHSG) and village health volunteers.	VHSG play an important role to help people to make decision about their health and acquire the necessary confidence and skills to put their decisions into practice. Village health volunteers may play an active role in the promotion of health care and prevention, to promote and strengthen the HC referral system and assist in logistics such as transportation.	+	±
NGOs providing health services	NGOs involved largely in MCH and women's health care delivery and policy, groups that are conducting advocacy and policy analysis and also a large number of local NGOs that deliver specific services for special populations (including mental health, chronic diseases). NGOs bring alternative models and approaches to development, emphasizing participation, equity, gender sensitivity and environmental sustainability. NGOs have been instrumental in advocating for national reforms that pave the way for improvements in health.	+	+
International NGOs (MSF, Family Health International, Marie Stopes International, CRC, ...)	They strengthen local partners and local authorities, influence strategies and policies and implement activities in order to give evidence-based information and share best practices	+	±
GOVERNMENT			
Ministry of Health	Define the policy in the health sector to improve and extend primary health services through the implementation of the operational districts system. The mission of the ministry of health is to provide stewardship for the entire health sector and to ensure supportive environment for increased demand and equitable access to quality health services in order that all the people of Cambodia are able to achieve the highest level of health and well-being.	+	+

National Health Institutes	National Institutes (e.g; CNM, NCHAD) have the lead responsibility for recommending and implementing policies and strategies (communicable and non-communicable diseases, maternal and child health). There are also involved in research and look for evidence based strategies. Institutions recognised by the MoH (Institut Pasteur du Cambodge and SHCH) belong to this category.	+	+
Provincial health departments	Provincial health departments are the link between the MOH and operational districts, and implement health policies, ensure equitable distribution and effective use of resources, manage provincial referral hospitals, and support the development of operational districts.	+	+
Operational health districts	Operational districts implement national, provincial and district health objectives, deliver services according to the community's needs, ensure equitable distribution and effective utilization of resources and mobilize additional resources, for example from NGOs, and work with communities and local and administrative authorities	+	+
International Organizations WHO UNICEF ASEAN	These institutions provide guidelines and recommendations for national, regional and worldwide policies.		
Donors: Global Fund Gates foundation	Global Fund for HIV/TB and Malaria. Gates foundation for supporting operational research.	+	+
Other Ministries: M of Economic Affairs M of Agriculture M of Education M of Environment M of Rural Development Ministry of Social Work, Veterans and Youth Ministry of Interior	Regulation on importation of affordable (generic treatments) and fake drugs; Regulation on chemical use including pesticides; - Integrate health and environmental related thematics in primary schools. - Promotion of healthier environment - Rural water and sanitation programmes - Management of the physical rehabilitation sector (physical rehabilitation centers providing rehabilitation services to people with disabilities) - Road Safety		
PRIVATE SECTOR			
For-profit private practitioners	For-profit private practitioners are not organized as a sector, and services are poorly regulated. (e.g. traditional healers, pharmacies, private clinics, public sector physicians often work to supplement insufficient government salaries.	-	+
ACTORS RELEVANT FOR JUSTICE AND HUMAN RIGHTS			
CIVIL SOCIETY			
Human Rights and	Play an important role in demanding law enforcement, via the	+	+/-

legal defense NGOs	defence of individual or collective cases of HR violations, in promoting a better respect of international HR norms and standards via monitoring of practices (elections, law enforcement, budgets...) and gathering international support. They provide legal advice and support services to other CSO's or to individuals, including training, defence in court, media work, especially to social activists		
Human Rights Networks	Are instrumental to generate a wider public support to HR campaigns on specific issues, such as violations on land, corruption, violence against women, etc. They are also involved in joint monitoring of elections. With a wider support they aim to have more influence over stakeholders (authorities, public administrations, policy makers, powerful individuals (ambassadors, UN representatives...), private sector, etc.) They can exist temporarily as an alliance or can become long-lived. They are often closely linked to social movements.	=	+ -
Social Movements	Many social movements that are active in a specific domain, include an important HR component in their work, following restriction of their activities by the government or others. They become active defenders of a number of crucial Human Rights, such as Freedom of Speech and Assembly, Freedom of Association, transparency of governance, land rights movement, labour movement, anti-corruption movement, women's movement.	+	+ -
GOVERNMENT / AUTHORITIES			
National Courts	Various bodies in the juridical system (Supreme Court, Appellate Court) ensure that violations of the laws are identified, assessed or judged and appropriately punished in a neutral, impartial and objective way, on basis of Cambodia's rules and laws. However, increasing corruption and bribing undermines their function and credibility	-	+
Local Courts	The Court of First Instance (including Provincial and Municipal Courts) are often involved in judging conflicts at community level (such as land conflicts, public protests), and need to ensure the rule of law. Yet, these courts are prone to corruption, given they are close to local stakeholders (local authorities, businesses).	-	+
Public Administrations	The Ministry of Justice monitors and ensures the good operation of the Courts, in coherence with the laws. But they lack capacity in terms of financial and human resources. There is a big influence of the political party that is in power. Other Ministries play a role in their specific domain to ensure that international HR standards are incorporated in their work.	- +	+
Police Forces	(under Ministry of Interiors) Are important to ensure the rule of law is applied, but are often used as an abusive instrument to exert power by the political parties that are in power. They may cooperate with private militia, hereby reducing government's control over their actions	-	- +
General	(Under Ministry of Interiors): organise and implement the	- ?	- + ?

Department of Prisons	penitential systems and procedures according to the laws, while incorporating standards. But they are underresourced and equally used as a repression mechanism by those in control.		
Army	(under Ministry of Defense): are exceptionally used as a repressive force against social activism by those in power	-	+
Parliament	Is approving the country's laws and regulations, and is hence crucial player to ensure safeguarding of HR standards. The Parliament however is dominated by one party and lacks initiative	+ -	+
Private Sector			
Bar Council and Bar Association	Professional Association of lawyers organising training and issuing accrediting for members so they can operate in the judiciary system, such as defined by the laws. The Association can promote professional and ethical standards, but are they willing to do so?	- + ?	- +
Lawyers	In general, they sell legal advice to their clients. If accredited, they can represent victims of HR abuse in the judiciary system. Not all of them apply ethical standards, they are money driven.	- +	- +
ACTORS RELEVANT FOR SOCIAL ECONOMY			
Civil Society			
Grassroots trade unions	If they enroll more than half of all the workers as members, the leaders can represent all the workers in the workplace towards the employers and engage in negotiation to implement the labour law or to improve working conditions, often secured in a Collective Bargaining Agreement. Their bargaining power depends on the support of the workers, of union federation, and of the employer's willingness and ability to improve working conditions, which in turn depends on the economic (supply chains, trade,) and social environment (climate of intimidation/repression vs. open dialogue) of the company. Bargaining power also depends on the nature of the economic sector in which the union operates. When environment is very disadvantageous, a union may operate outside the workplace. There are also many "yellow" unions in Cambodia; these are controlled either by the employer, either by a political party, and thus do not represent the interests of the workers.	+ -	+ -
Trade Union Federations	As a member-based federation of local unions coming from one economic sector, the federation represents the interests of their members towards government and employers' associations in the same sector w/r to sector-specific issues. They can also participate in sector based tripartite negotiation, if selected. Their bargaining power depends on similar factors as for the local unions. Yellow union federations are equally in place in Cambodia, undermining united views in sectorwide negotiation. Have tendency to focus on formal workers only, so leaving out a big group of workers	+ -	+ -
Trade Union	Confederations regroup federations from different sectors with		

Confederations	a similar vision and approach and represent them in various nation-wide platforms, bilateral or tripartite. These platforms usually concern consultation on draft labour and labour-related laws or their implementation. Yellow confederations can play an undermining role. Have tendency to focus on formal workers only.	+ -	+ -
Labour Movement	Is usually guided by the progressive labour confederations, but can grow spontaneously, following policies and practices that are too detrimental to workers, hereby mobilising thousands of workers, not necessarily unionised. They represent a powerful force and pressure point, hence is also prone to intimidation and repression.	+	+ -
Labour NGOs	Specialised in support to the trade union actors (legal advice, training, research, gender awareness raising, leadership building, etc.), they build capacity and bargaining power of the leaders and activists. They play an indirect role.	+	-
Women NGOs focus on women workers	Promote women workers' rights within labour work; this is crucial given that some economic sectors are dominated by women workers, especially the most vulnerable jobs. But they have difficulty to create sufficient buy-in from trade unions	+	+ -
GOVERNMENT / AUTHORITIES			
Ministry of Social Affairs, Labour, Vocational Training and Youth Affairs	As they are mandated to inspect the enforcement of the labour law, and to investigate complaints, they can ensure the rule of law. As member of the tripartite meetings, they can promote social dialogue rather than conflict. As they are involved in drafting new laws on labour, social protection of labour markets, they can protect the interests of the citizens. Yet staff, managers and ministers are prone to corruption and political pressure.	+ (?)	+
Other ministries	Ministry of Trade, Mines & Energy, Industry & handicrafts, ... play a role in shaping the development path, and the role of the workers' in it. Yet there is a lack of coordination and coherence. The Ministry of Women Affairs plays a role to protect women workers.	-	+
Council of Agricultural and Rural Development (CARD)	Are responsible to design a social protection roadmap and policy and can advocate for better workers' protection. Yet they lack resources and are confronted with lack of political will.	+ -	+ -
National Social Security Fund	Organises social security for formal workers that contribute to the S.S. system, but depend on government support to expand their services to a bigger group	+ -	+ -
Municipalities and their public services	Can facilitate the work and protection of informal sector workers, especially in cities, but are often inclined to favour private sector players.	-	+
PRIVATE SECTOR AND OTHERS			

Individual employers	Must apply the labour law, but tend to subject this to financial and economic considerations. They must engage in social dialogue with factory union representatives, but are often avoiding or repressing union activity.	-	+
Employers' Associations, per sector or nation-wide	The Employers Association in the Garment Sector (GMAC) is very strong, dominated by foreign companies and also very anti-union minded, with a big influence in the government. They participate in tripartite meetings in the garment sector and block advancement of Decent Work agenda, but can be pressurized via international mechanisms. The overall Employers Association plays a similar role, represents in majority Cambodian entrepreneurs, that are less dependent on external pressure	-	+
ILO office in Cambodia	Supports the labour actors to practice international standards in all aspects of labour rights. But lacks teeth to convince them	+	-
ASEAN	Promotes the social agenda regarding social protection and decent work. Yet, this agenda is often conflicting with the economic agenda, ex. w/r to migration and other labour market policies.	?	+

7° Identification of the possible types of partners of the ANGC.

ACTORS RELEVANT IN AGRICULTURE/ ENVIRONMENT	Belgian ANGC interested to work with these relevant actors
CIVIL SOCIETY	
Farmer cooperatives	Vredeseilanden, ADG, WWF, Trias, LD
Farmer Organisations	ADG, LD, WWF, Trias, Vredeseilanden
Community fisheries and forestries (CBOs)	ADG, WWF, Trias, LD
Green enterprise communities (rattan, bamboo)	ADG, WWF, Trias, LD
Federations of FO	ADG, Trias, Vredeseilanden, LD
Indigenous Communities	ADG, WWF
Community based ecotourism groups (CBET)	ADG, WWF, LD
National NGOs and international NGOS	LD, Vredeseilanden, ADG, WWF
Small producer groups	LD, Vredeseilanden, ADG, WWF, Trias
Land issue networks	ADG, LD, WWF
Consumers	Vredeseilanden, ADG, Trias, LD
Agroecology Networks	ADG, LD, WWF, Vredeseilanden
Informal vocational education	ADG, LD

Human Right Network	
Self-help groups	LD, ADG
GOVERNMENT	
Local government	Vredeseilanden, ADG, LD, WWF
National government	Vredeseilanden, ADG, LD, WWF
Rural Development Bank	ADG, Vredeseilanden
Specialised government institutions, Research institutes	Vredeseilanden, ADG, LD, WWF, Trias
Cambodian Mine Action Center	Handicap International
Media	ADG, Vredeseilanden
National Assembly	ADG
ADB (GMS), WTO, WB, ASEAN, EU, USAID	ADG, Vredeseilanden, LD
Mekong river commission	WWF
PRIVATE SECTOR	
Agribusiness companies, investors	Vredeseilanden, ADG, WWF, Trias, LD
Local traders	Vredeseilanden, ADG, WWF, Trias, LD
Microfinance institutions	Vredeseilanden, ADG, WWF, Trias, LD
Cambodian National Interprofessional Organisations (CRF, ...)	ADG
Banks	Vredeseilanden, ADG, WWF
ACTORS RELEVANT IN EDUCATION	
CIVIL SOCIETY	
Local NGOs	Plan, Handicap International
Education NGO Coordination Platform	Plan, ARES-CCD, Handicap International
Community organisations (parenting groups, Parent Teacher Associations, ...)	Plan, Handicap International
GOVERNMENT	
National Ministry of Education and its agencies (Primary education department, Teacher Training Department, higher education department)	VVOB, Plan, ARES-CCD, APEFE, Handicap International
Teacher Training Department (TTD), Primary Education Department (PED) and other relevant departments within the Ministry of Education	VVOB, Handicap International
Provincial Offices of Education (PoE)	VVOB, Handicap International

Provincial Teacher Training Centers (PTTCs)	VVOB, Handicap International
District Offices of Education (DOEs)	VVOB, Handicap International
Provincial Offices of Education (PoE) and provincial Teacher Training Centres from the public sector	VVOB, Plan, APEFE, Handicap International
Commune Councils	Plan, VVOB, Handicap International
Ministry of Interior	Plan
Ministry of Labor and vocational training	APEFE
Vocational Training Centres	ADG, Vredeseilanden, Handicap International
Public higher education institutes and research centres	ARES-CCD, ADG
PRIVATE SECTOR	
Commercial basic education schools	
TVET associated companies	APEFE
Companies	ARES-CCD (working with private companies involved in programs with higher education institutions)
Private higher education institutes and research centres	ARES-CCD
ACTORS RELEVANT IN HEALTH	
CIVIL SOCIETY	
Village Health Support Groups (VHSG) and health volunteers.	ITM (indirect support), LD, Handicap International
NGO providing health services & training (CRC,...)	ITM, LD, Red Cross (RKV INT)
GOVERNMENT	
Ministry of Health	LD (Department of Mental Health and Substance Abuse & Department of preventive medicine), Handicap International
National Health Institutes and reference labs	ITM, LD
Provincial health departments	ITM (indirect support), LD (indirect support), Handicap International
Operational health districts	ITM (indirect support), LD (indirect support), Handicap International
International Organizations: WHO, UNICEF, ASEAN	ITM collaborate with WHO in Cambodia, Handicap International, LD
Donors: Global Fund, Gates foundation	ITM (expertise), ITM (grants), Handicap International

Other Ministries	Handicap International: MoSVY (Physical Rehabilitation), Ministry of Interior (Road Safety)
PRIVATE SECTOR	
For-profit private practitioners	
ACTORS RELEVANT FOR JUSTICE AND HUMAN RIGHTS	
CIVIL SOCIETY	
Human Rights NGOs	Oxfam, Handicap International, RCN Justice & Démocratie
Human Rights networks	Oxfam, Handicap International, RCN Justice & Démocratie
AUTHORITIES / GOVERNMENT	
National Courts	RCN Justice & Démocratie
Local Courts	RCN Justice & Démocratie
Ministry of Justice	RCN Justice & Démocratie
General Department of Prisons	RCN Justice & Démocratie
PRIVATE SECTOR	
Bar Council and Bar Association	RCN Justice & Démocratie
ACTORS RELEVANT IN SOCIAL ECONOMY	
CIVIL SOCIETY	
Grassroots trade unions	Oxfam, ADG
Trade Union Federations	Oxfam, ADG
Trade Union Confederations	Oxfam
Labour NGOs	Oxfam
Women NGOs focus on women workers	Oxfam
GOVERNMENT / AUTHORITIES	

Ministry of Social Affairs, Labour, Vocational Training and Youth Affairs	APEFE, ADG, Oxfam, Handicap International
Council of Agricultural and Rural Development (CARD)	Oxfam, ADG, Vredeseilanden
National Social Security Fund	Oxfam, Handicap International
Municipalities and their public services	Handicap International
PRIVATE SECTOR AND OTHERS	
Individual employers	Oxfam, Handicap International
Employers' Associations, per sector or nation-wide	APEFE for TVET, ADG, Trias, Handicap International
ILO office in Cambodia	Oxfam
ASEAN	Oxfam

Future intervention domains

8° Identification of the future intervention domains of every ANGC, taking into account the relevant actors (6°).

Overview: future sectors and relevant actors

Sectors per ANG and their relevant actors		
ANGs	Sector	Relevant actors/intervention domains
LD	Agriculture, Health, Social Economy	Local NGO's working on chronic diseases like mental health and diabetes and on food and economic security. Local, regional and national authorities working in these areas like MAFF, MOH,... Private and public institutions like ITM, Universities, etc to contribute to operational research on intervention domains.
Vredeseilanden	Agriculture (and social economy)	National and local governments, research institutes for policy changes in favor of smallholder farmers Farmer groups and cooperatives for enhanced production and link to markets Private actors for development of Inclusive business to source products from farmer organizations Consumers for their awareness improvement and behavior changes
ITG/IMT/ITM	Health	ITM foresees to continue working with National health centers and National Health institutes such as the National Center for Parasitology, Entomology and Malaria Control being a governmental organization in the Ministry of Health (CNM), the National Centre for HIV/AIDS, Dermatology and STD (NCHAD); the National Institute of Public Health (NIPH); Institute Pasteur du Cambodge; Sihanouk Hospital Center of HOPE (SHCH), etc
WWF	Environment, Agriculture	WWF foresees to continue working on sustainable economic development and climate change resilience together with local and national governments, local NGOs, private sector and communities (fishery, forestry, ecotourism, agriculture). Partnership with Research Institute will ensure the science-based work.
VVOB	Education	VVOB plans to continue working with the public sector (teacher training department, primary education department and all other relevant departments of MoEYS include the Department of Curriculum Development in charge of textbook development, and the Quality Assurance Department in charge of inspectorate and education quality monitoring

		<p>(excluding teacher training).</p> <p>At decentralized level VVOB also continues to work with PTTCs, POEs, DOEs and primary demonstration and cooperative schools.</p> <p>For the private sector VVOB plans to work with private schools. And for the civil society VVOB plans to work with donors and international development agencies, NEP and NGOs and community groups.</p>
ARES	Higher education and research	<p>ARES-CCD will develop cooperation programs between Belgian universities and Cambodian partners (higher education and research institutions -public and private-, universities, private companies, NGO's, ASEAN network, ...)</p> <p>Intervention domains: support to higher education, research capacities, pedagogic skills, academic and administrative staff, governance, ...</p>
APEFE	Education	<p>APEFE will continue to support the vocational training in Cambodia especially with the Ministry of Labour and Vocational Training</p>
ADG	Agriculture	<p>ADG is working with CIRD (local NGO) and FAEC (National Federation of Farmer Organisations) to durably improve small-scale farmers production and access to resources and market, institutional and capacity reinforcement of partners and agriculture cooperatives, support partners to develop advocacy strategy and interventions on the agriculture sector; with WWF (INGO) to promote farmers' product value chains in reward of their engagement in the conservation efforts of endangered species; in a consortium with CIRD and AVSF (INGO) to support small-scale farmers all over Cambodia to catch greater value addition from business arrangements and advocacy when cooperating with actors of the rice export sector.</p> <p>ADG is also involved in networks involving INGO and research institutions on farmer organisations and agroecology (AFDI/GIZ/GRET, Universities (UBB and URA)); ADG is as well involved in organising consumers and business / quality standard associations (COorAA/ValueLinks). ADG plans to emphasize more work on nutrition and food sanitation, and on environment in supporting rural communities in partner with local NGOs (CRDT, CED, IADC, FACT, etc)</p>
Oxfam Solidarity	Social Economy/Decent Work and Justice & Human Rights	<p>Oxfam Solidarity aims to increase the bargaining power of workers that are marginalized in the current development model, so that they can better defend their rights as workers and as citizens towards external stakeholders. More in particular we focus on workers in the informal economy,</p>

		migrant workers, poor women workers, etc; Hereto, we will strengthen their organisations at the grassroots level , but also at national level (a.o. women leadership building, organizational development, policy influencing capacity, negotiation skills, etc.). We will support the groups to create and effectively use bargaining space with employers, authorities and other relevant stakeholders. Increased government accountability is an important outcome we aim for. It is important to link labour rights to human rights more broadly as both are intertwined. Active citizenship for increased government accountability is key in Oxfam's intervention.
Plan Belgium	ECCD, Education (Basic Education & TVET), Child rights, Child Protection	Civil Society Organisations, National sector networks/platforms, Commune Councils (CC), Community organisations (e.g. parenting groups, PTA's), INGO's, Ministry of Education at national, provincial and district level, Ministry of Interior (for strengthening of CC involvement in education), Other relevant ministries involved in ECCD and TVET.
Rode Kruis RKV INT /Red Cross	Health	First Aid Education via CRC. Sanitation programmes via CRC.
Mekong Plus	Community Development	
DISOP	Capacity building, Technical Education, Agriculture, Social Economy and urban land tenure issues.	Local NGOs, INGO's, People's organizations and relevant ministries (Agriculture, Education, Environment and urban planning).
Caritas International	Food Security	Caritas Cambodia.
Trias	Agriculture, Social Economy, Education, Crosscutting issues	National and local groups of smallholder farmers. Farmer groups, small scale entrepreneur groups and cooperatives for enhanced production and link to markets, lobby & advocacy capacity, quality of services, strengthening membership participation, inclusive with focus gender & youth, leadership training. As member of Agricord group Trias interconnects partners with other agroagencies as Asiadhra in the Asian region for knowledge exchange, lobby& advocacy, service delivery, organizational strengthening.
Handicap International	Health, Education, people with disabilities' rights, Environment, socio-economic inclusion	Mother & Child health, with a focus on children with disability early detection and referral. Physical rehabilitation services provision (Physiotherapy, P&O, assistive devices). Road safety (sensitization about road dangers and safe behaviors, research (speed, helmet use, drink driving) to inform Road Safety policy decision-makers. Inclusive education for children with disabilities. Socio-economic inclusion of people with

		disabilities through access to livelihood and participation to the CIP process. Mine action and mine risk education.
RCN Justice & Démocratie	Justice and HR Capacity building, support to the development of good policies, monitoring, awareness raising, advocacy, access to justice	Local human rights NGOs and human rights networks, Courts, Bar association and Bar Council, Ministry of Justice.
MSF Belgium	Health	

Strategies of change for the ANG's (strategies of intervention)

Although all members of the CCA Cambodia have different strategies and theories of change most of them are based on common principles that we have summarized hereafter.

The Belgian ANGC's aim at strengthening communities and local partners by implementing evidence-based programmes that enable them to achieve a higher level of proficiency and self-determination. They also contribute to the capacity building of disadvantaged vulnerable populations to meet their fundamental needs and thus access to the realization of their fundamental rights (health, education, decent living and working conditions, natural resources, ...). The contexts in which the ANGC's realise their programmes change rapidly meaning that strategies and methodologies must evolve in line with these dynamics. Innovation, research, capitalization, networking and exchanges of best practices and knowledge sharing will help ANGC's and target groups to meet this challenge. ANGC's will work with the different types and levels of actor's (Communities, CSO's, public authorities at local, regional and national level, international organisations, etc) to protect, fulfil and respect the rights of the beneficiaries and to influence positive change through advocacy and awareness raising. The advocacy efforts to influence behaviour change, legislation, policies, plans and programmes will start at the family level and continue up to the national level. ANGC's will work with the government at all levels to build their capacity to be able to provide quality services and to implement policies in favor of the poor. At the same time ANGC's will strengthen and collaborate with civil society organizations to advocate for policy changes. At the grass root level ANGC's will continue to work with communities enhancing their capacity and encouraging them as right holders to be part of and own the development in their communities. ANGC's will promote social participation and engagement of right holders to play an active role in claiming and demanding their rights. These approaches must ensure the development and implementation of sustainable and gender sensitive practices and policies.

9° Analysis of the risks and opportunities per intervention domain.

0. General overview

The main risks and opportunities to work in Cambodia have been described in the SWOT of chapter 5 already. Very globally, main opportunities to work in Cambodia are the relatively small size of the country, the relatively stable political situation and the fairly good infrastructures that allow an easy access and a greater impact and sustainability of actions. The low salaries, the bad working conditions, the low research capacities of the universities and institutions, the level of corruption and the unusual gap between "old" and "young" generations due to the genocide represent the main risks and difficulties that can hamper the development of Cambodia.

1. Sector Agriculture

Agriculture	
Opportunities	Risks and mitigation
Major markets and donors are considering integrating small-scale farmer products and their valorization meaning that there is an opportunity for sustainable and integrated practices of small landholders for healthy and safe agricultural produces having less impacts on the environment	Land commodification, availability and fertility. International market requirements. Preference from the GoC to support agro-industry instead of family farming: necessity to work on advocacy. Technical capacities and GoC supports are not targeting small-scale farmers who do not improve their agricultural productivity: necessity to tackle young farmer installation, to create references, to promote farmer-to-farmer led extension systems and to accompany them toward adequate changes.
Agricultural sector development is the most efficient way for rural poverty reduction and the agricultural sector concerns the majority of the population	Confiscation of benefits by corrupt local authorities: necessity to institutionally and economically reinforce collective organisations, to develop and ensure internal control and procedures.
Farmer organisations are gaining in representativeness, professionalism and legitimacy.	Low availability of farmers and their family members (men and women) to participate to project activities: necessity to adopt participatory and gender sensitive approaches that will mitigate this risk as actions are adapted to challenges met by local populations. The social, economic and political environment is not in favor of collective actions and associations (groups): necessity to put in place steering mechanisms to identify issues and negative pressures on collective actions and to apply corrective measures.
	Strong impacts of climate changes on small landholders: necessity to build capacities of Federations and FO leaders on "disaster risk reduction and climate change adaptation" and to aware them on their roles of safety net and micro-insurance
Formal legal status in favor to indigenous and vulnerable populations to protect their culture and resources	Grabbing of resources: necessity to add value to production from protected areas and communities and capacitate them to use and manage their resources (increase ownership and accountability).

2. Sector Health

Health	
Opportunities	Risks and mitigation
Part of the process and contributor of the global goals (Millennium Development Goals)	Difficult financial situation in many donor countries; World economic down (again): the global crisis is a threat for the capacities of the local authorities; Conflict between political parties arises: political, social instability; No coordination or participation of stakeholders (CSOs, private sector).
Scaling up successful health programs at national scale	Idem

3. Sector Justice and Human Rights

Justice and Human Rights		
Opportunities	Risks	Risk Mitigation
High attention to Cambodia's HR situation from the international community, namely European Parliament, UNCHR, A. I. HT_R Watch, ...	Political space for CSOs will be reduced following restrictive laws on basic freedoms	Close monitoring Awareness building of public on challenges Create broad alliance that can mobilise broad public and media support Build consensus on ways forward and demands Engage with politicians and MPs Engage with Cambodia's representative for HR in ASEAN
Elections in 2018 New political parties being created? These are moments to put forward CSO demands	Continued or increased repression and intimidation by the GoC	Preparedness strategies Training in non-violence Keep international allies informed
International monitoring and attention of international donors	Interference of executive in work of judiciary. Poor training of judiciary. New laws adopted in 2014 will undermine the judicial independence of the courts, and ensure Government's control over the Judiciary	International monitoring and pressure by donors to guarantee judicial independence Engage with international donors politicians and MPs Engage with Cambodia's representative for HR in ASEAN

The Extraordinary Chambers in the Courts of Cambodia (ECCC) (Khmer Rouge trials)	Lack of independence of national judges and prosecutors	International attention for justice and example setting according to international standards of justice
Cambodia and ASEAN? The ASEAN Intergovernmental Commission on Human Rights (AICHR): Declaration of Human Rights can be better utilized...		

4. Sector Education

Education	
Opportunities	Risks
<ul style="list-style-type: none"> - Cambodia has made considerable progress over the past two decades in access to education, reaching more children and young people and in closing the gender gap in education but general education performance is still to be improved, early childhood services must also be extended and strengthened. - Shortly adopted minimum standards that all preschool centers must fulfill and teaching methods that encourage child participation will hopefully enhance and improve the quality of early childhood services. - Teacher development, improvement of the curriculum and learning and teaching materials, preparation of quality assurance frameworks and decentralization are the main challenges for the future. - The political situation presently shows a rather good stability and the country still has a positive growth rate. The development of the Cambodian society needs more highly educated experts and high number of job opportunities exist for students with higher degrees. - Cambodia is a member of the ASEAN network - Young population and the development of informal training and vocational training facilities involving CSOs 	<ul style="list-style-type: none"> - Overall government spending on education is still lower than most countries with similar income levels. - There's a low student performance due to problems of quality within the education sector related to quality and shortage of teachers, limited opportunities for professional development, double shifts, insufficient capacity of the related Ministries and Departments, etc. - Early childhood services have increased but little attention has been given to the age group 0-3 years. - The education system in Cambodia has also failed to provide life skills that lead to real world opportunities (poor linkage between vocational training sector and labor market and need for adapted informal vocational training), the inequality in educational opportunity is still important (between poor and non-poor and rural and urban students), for higher education there is a fragmented system in place (a lot of different ministries and lack of coordination), research is underrepresented in decision making and researchers capacities are to be improved - Limited government budget to universities and absence of scientific research program - No interest of GoC to invest in informal and

	vocational trainings: necessity to support the development of training services by local CSO, providing techniques well adapted to local context and post-training supports to integrate trainee in professional situation.
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5. Sector Social Economy

Social Economy		
Opportunities	Risks	Risk Mitigation
Yearly International Labour Conferences where Cambodia is present: prepare well the inputs / follow-up recommendations and guidelines.	More social unrest followed by Government intimidation and repression of labour movement	Preparedness strategies Training in non-violence Keep international allies informed
ASEAN's Social Agenda.	Alliance building between labour actors is difficult or impossible following differences, too many players in the field, growing importance of yellow unions.	Investment / support in unity building and management of alliances
ILO's Recommendation 202 on transition from informal to formal economy, recently voted; via peer pressure.	Further informalisation of labour, share of formal workers decreasing, putting in question representative quality of labour unions.	Pro-actively included informal economy workers in all aspects of labour rights defence at equal footing with formal workers.

6. Sector Environment

Environment		
Opportunities	Risks	Risk Mitigation
Several opportunities to leverage including the growing awareness of how healthy ecosystems can contribute to poverty alleviation and climate	Impunity and lack of regulatory action against misappropriations, encroachment, deforestation poaching and illegal logging increases	Strengthen the negotiating power of organizations working on these issues, such as RECOFTC, to ensure they are able to bring to the table all relevant parties

change resilience, increasing possibilities to leverage sustainable financing, the 'sustainable development' declaration by the governments of the Mekong River region and the political momentum created by the Chinese Year of the Tiger, ...	Economic land concessions are granted on community land and biodiversity hotspot areas without proper environmental and social impact assessment	Engage with the private sector involved in economic land concessions and identify entry points for mitigation measures and facilitation of meetings. Research and compile data and information/knowledge the social and environmental impacts of these investments
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Possibilities of synergy and complementarity

10° Analysis of the possibilities of synergy and complementarity between ANGC, with Belgian governmental cooperation and other organisations and the added value thereof.

During the workshop in PP the participants have been working one full day on the potential synergies and contributions between actors and thematic areas. This helped the participants to know each other and to think in a broader transversal way. We have noticed a very strong will to collaborate on issues like environmental problems, climate change and disaster preparedness, access to quality health services, drugs and information, improved vocational training, evidence based research, advocacy on human and labour rights, improved skills and competencies of HR, better coordination between development actors. The workshop report in annex relates the detailed information collected during these exercises.

These synergies and collaborations could be ensured through regular meetings between Belgian actors in order to reinforce interventions, share information, etc. The Belgian governmental cooperation is not represented anymore in Cambodia but the Embassy in Bangkok is interested to support and follow-up the Belgian ANGC's active in Cambodia. This means the collaboration and coordination between Belgian actors will have to be self-driven and boosted from inside. Very concrete ways of collaborating have been discussed between Belgian ANGC's after the meeting in PP.

Different levels and kinds of synergy are possible and a variety of potential collaborations have been discussed in function of the needs, interests, skills, programs, partners, regions covered, beneficiaries, etc from each ANGC's. These synergies and collaborations can be at an informative level (exchange of information and experiences), at an operational level (work together on some parts or on a common program) or at an institutional level (share funds, human and material resources (logistics, staff, offices), strategies, sign conventions between institutions). In the table below an overview is given on the main potential synergies and ways of collaborating.

Opportunities	Sector	Expected Added Value	States of Synergy	Between Belgian NGAs and or with INGOs
Rather informative	General	Regional awareness	To be started	Share information on effects of ASEAN, on gender issues, on migration on land issues... also on available funds,... on strategic issues,

				advocacy and research, on climate change and risk management (DRRM and CCA)..
	Health	Relevant and innovative research topics	Existing and to be further developed	Common definition of research themes in health but also in relations to other sectors (agriculture, environment, local economy, legal issues, education, social behaviors,...).
	Agriculture		Existing and to be strengthened and to be further developed	Sharing of technical information related to extension, agricultural productions (including organic production), market opportunities for agricultural products, Participatory Guarantee System (PGS), sustainable agriculture, etc. Sharing information related to (agricultural) communities and associations experiences.
	Education	Increased knowledge of available manuals, materials and trainings opportunities	Existing and to be further developed	Sharing on information on capacity building methodologies of human resources and officials from Ministries, curriculum, existing manuals and training materials developed for the different sectors (agriculture, school health,...), current research or Master thesis on topics identified by Belgian and local NGAs, informal vocational trainings and school opportunities (provided by Belgian NGAs and other institutions), Sharing information for a joint advocacy in Education.
	Justice and HR		To be started	Sharing information on human rights violations and human rights. Sharing information on labour rights, advocacy, garment industry, trade unions,... including with Belgian players via thematic CCA on Decent Work
	Social Economy	Shared knowledge	To be started	Improve skills of young (migrant) workers via vocational training and in joint research about the labour market and employment policies and advocate on common positions to improve working conditions.
	Environment		To be started	Sharing information between projects to link student practice demands and offers from project sides, to learn how to scale up pilot projects and on environmental impact assessments of projects.
Rather operational	General	Learning from each other practical experiences	To be started	Make field visits together to see the strategies, partners and issues of each ACNG and know each other better. Potential joint follow-up missions of local partners.
	Agriculture		Existing and to be further developed	Working together on strengthening of self-help groups, farmers groups, farmer federations..., and for the selling of agricultural products on market Cross NGAs technical advices and development of pool of expertise instead of using external consultants Exchange visits on best agricultural practices.
	Health		To be started	Development of joint research projects Development of awareness raising materials and trainings on cooking for young children with locally produced products (what and how to grow, how to process...).

	Justice and HR		To be started	Work together on gender issues, analysis and mainstreaming and on other HR (land issues) issues with garment industry, sex workers and existing farmer groups. Awareness raising on human rights, women's rights etc. also related to other sectors.
	Education		To be started	Develop research or potential master theses on topics identified by Belgian and local NGAs, develop research and jointly supervised PhD aiming at increasing the skill of professors in higher education (and obtain evidence based knowledge on research topics linked to development issues).
	Environment		Existing and to be further developed	Working together on the promotion of value chain including the protection of endangered species and ecotourism.
Rather institutional	General		To be started	Sharing staff like fundraising officer at regional level or a supporting team for joint actions Sharing of resources and equipment.

All ANGC's present in Cambodia work already in close synergy with local, Belgian and International actor's. Several Belgian NGO's are also part of a bigger international network. These international NGO's work of course in close synergy with the members of their network.

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Abbreviations list

AC	Agriculture Cooperative
ADB	Asian Development Bank
ADG	Aide au Développement Gembloux
ANC	Antenatal Care
ANGC	Actor of the Non-Governmental Cooperation
APEFE	Association pour la Promotion de l'Education et de la Formation à l'Etranger
API	Annual Parasite Incidence
ARES-CCD	Académie de Recherche et d'Enseignement supérieur - Commission de la Coopération au développement
ART	Anti-Retroviral Treatment
ASEAN	Association of South East Asian Nations
ASSDP	Agricultural Sector Strategic Development Plan
CAMFEBA	Cambodian Federation of Employers and Business Associations
CARD	Council for Agricultural and Rural Development
CBET	Community Based Ecotourism Groups
CBO	Community Based Organisations
CCA	Common Context Analysis
CCC	Cooperation Committee for Cambodia
CCWC	Commune Committee on Women and Children
CD	Communicable Diseases
CF	Community Forestries
CFAP	Cambodian Farmer Association Federation)
CMAC	Cambodian Mine Action Center
CNRP	Cambodia National Rescue Party
CPP	Cambodian People's Party
CRC	Cambodian Red Cross
CS	Civil Society
CSG	Credit and Saving Groups
CSO	Civil Society Organisations
D&D	Deconcentration and Decentralisation
DB	Database
DOE	District Offices of Education
DP	Development Partner
DRR	Disaster Risk Reduction
ECCC	Extraordinary Chambers in the Courts of Cambodia
ECCD	Early Childhood Care and Development
ELC	Economic Land Concession
ERM	Explosive Remnants of War
FAEC	Federation of Farmer Associations Promoting Family Agriculture Enterprise in Cambodia
FCFD	Federation of Cambodian Farmer Organizations for Development
FF	Family Farming
FFI	Fauna & Flora International
FIDH	International Federation for Human Rights
FNN	Farmer Nature Net

FO	Farmer Organisations
FWN	Farmer and Water Net
FWUC	Farmer Water User Communities
GDP	Gross Domestic Product
GMAC	Garment Manufacturers Association in Cambodia
GMIS	Government Midwifery Incentive Scheme
GNI	Gross National Income
GPI	Gender Parity Index
HCMC	Health Centre Management Committee
HEI	Higher Education Institutes
HI	Handicap International
HR	Human Rights
ILO	International Labour Organisation
INSET	In-Service Education and Training
ITC	Institute of Technology of Cambodia
ITM-ITG	Institute for Tropical Medicine-Institut voor Tropische Geneeskunde
ITN	Insecticide-Treated bed Nets
LANGO	Law on Local Associations and NGO's
LD	Louvain Cooperation au Développement
LLN	Louvain-la-Neuve
MAFF	Ministry of Agriculture, Forestry and Fisheries
MCH	Maternal and Child Health
MDG	Millennium Development Goals
MIC	Middle-income country
MOE	Ministry of Environment
MOEYS	Ministry of Education, Youth and Sport
MOH	Ministry of Health
MOI	Ministry of Interior
MOL	Ministry of Labour
MOLVT	Ministry of Labour and Vocational training
MOSALVY	Ministry of Social Affairs, Labour, Vocational Training and Youth Affairs
MOWRAM	Ministry of Water Resources and Meteorology
MSF	Médecins Sans Frontières
NAPA	National Adaptation Programme of Action
NBTC	National Blood Transfusion Center
NCCC	National Climate Change Committee
NCD	Non Communicable Disease
NCDM	National Committee for Disaster Management
NEP	NGO Education Partnership
NGO	Non-Governmental Organization
NGOF	Forestry Network
NSDP	National Strategic Development Plan
NSSF	National Social Security Fund
NTB	National training Board
NTFP	Non Timber Forest Product
PCG	Paddy Collection Groups
PDAFF	Provincial department of Agriculture, Forestry and Fisheries
POE	Provincial Offices and Education
PP	Phnom Penh

PTA	Parent Teacher Association
PTTC	Provincial Teacher Training Centres
RCN	RCN Justice et Démocratie
RGC	Royal Government of Cambodia
RKV INT	Rode Kruis Vlaanderen Internationaal
RUA	Royal University of Agriculture
SWOT	Strength-Weaknesses-Opportunities-Threats
TB	Tuberculosis
ToT	Training of Trainers
TTD	Teacher Training Department
TVET	Technical Vocational Education and training
UNDP	United Nations Development Program
UNHRC	<i>United Nations Human Rights Council</i>
VHSG	Village Health Support Groups
VLIR	Vlaamse Interuniversitaire Raad
VMW	Village Malaria Workers
VVOB	Flemish Association for Development Cooperation and Technical Assistance
WB	World Bank
WSM	Wereld Solidariteit - Solidarité Mondiale
WUG	Water User Groups
WWF	World Wide Fund for Nature

Annexes

Annex 1 List of members of the CCA Cambodia

Annex 2 Table of projects partners and sectors CCA Cambodia

Annex 3 List of participants Workshop PP

Annex 4 Agenda Workshop PP

Annex 5 Presentation context analysis Workshop PP

Annex 6 Report Workshop PP

Annex 7 Map of Cambodia

Annex 8 Executive summary in French