

# Gender, Voice, and Agency

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# Building Women's Leadership for Participation in Commune/Sangkat Councils in Cambodia



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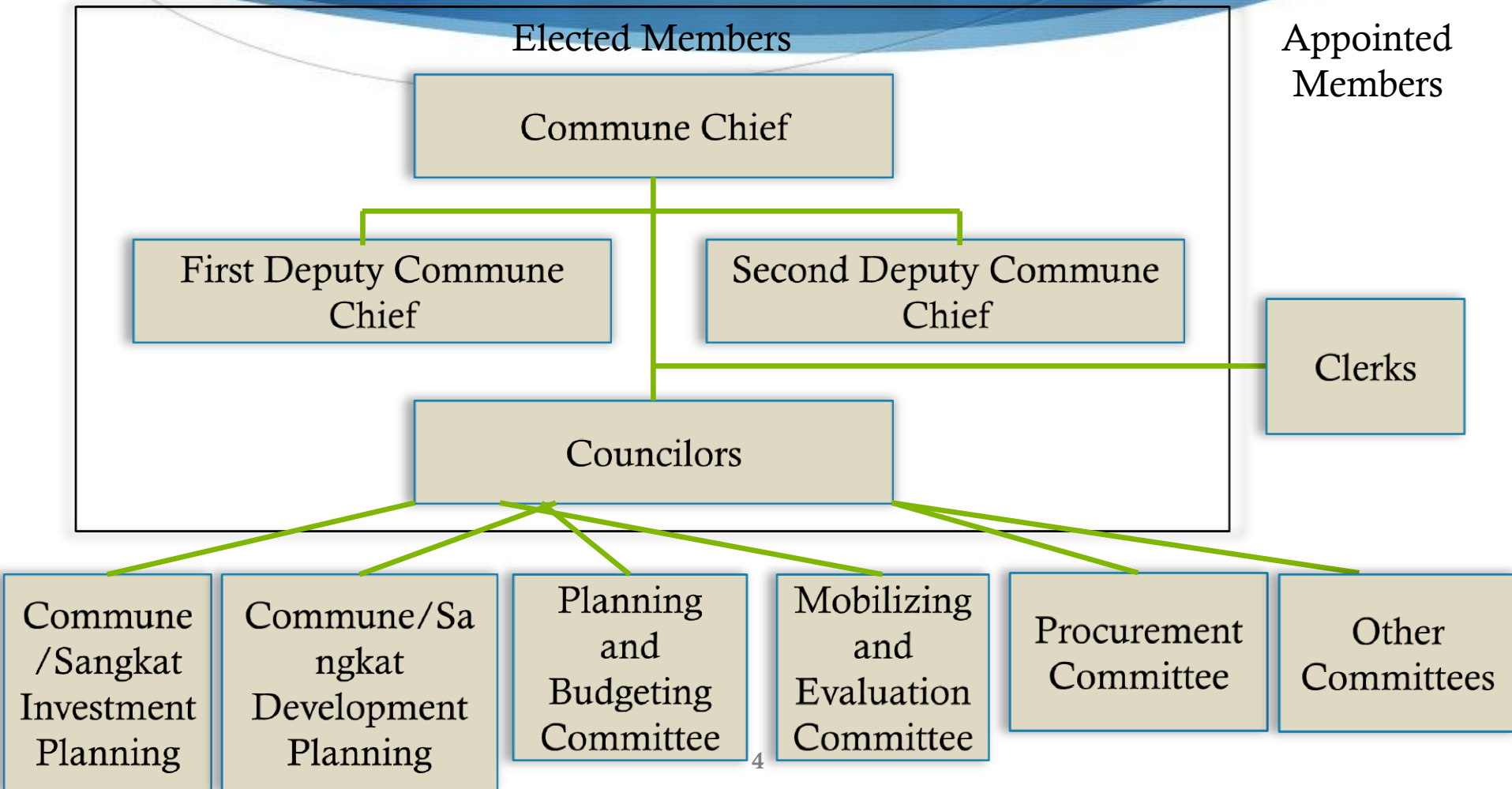
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# Cambodia's Sub-National Governance Structure



# What a Commune/Sangkat does?

- ❖ Economic Field
- ❖ Social Field
- ❖ Natural Resources and Environmental Field
- ❖ Administrative Services and Security Field
- ❖ Gender Field

# Women Representation at Commune/Sangkat Level

Year	N° of Party	N° of Communes	N° of Candidates		% of Female Candidates	N° of Elected		% of Female Elected	2015 CMDG (%)
2002	8	1621	75287	12375F	16.43	11261	951F	8.45	30
2007	12	1621	102266	21840F	21.36	11353	1663F	14.64	30
2012	10	1633	111056	28481F	25.64	11459	2038F	17.78	30

There is no quotas system provided for Cambodia during elections.



# Support Provided to Local Women Leaders (Before Election)

- ❖ Lobby Donors for funding support
- ❖ Lobby government and Political parties
- ❖ Training potential and female candidates
- ❖ Advocacy & Media Campaign
- ❖ Social Media
- ❖ Voters' Education



# Support Provided to Local Women Leaders (During Election)



- ❖ Organize forums, round table discussion & debates
- ❖ Social marketing strategy (media, resource materials)
- ❖ Monitoring election



# Support Provided to Local Women Leaders (Post Election)

- ❖ Capacity Development of female elected
- ❖ Capacity Development of CCWC & Members
- ❖ Form Female Commune/Sangkat Network
- ❖ Exposure Visit
- ❖ Guest Speakers
- ❖ Lead, Facilitate , and participate in CIP/CDP



# Capacity Development Program for Female Elected Commune Council Members

- ❖ Role and responsibilities & DD
- ❖ Good governance
- ❖ Lobbying and advocacy
- ❖ Planning and budgeting
- ❖ Writing concept papers
- ❖ Report writing/Minute taking
- ❖ Resource mobilization
- ❖ Conduct Need Assessment
- ❖ Facilitation skills
- ❖ Good listening skills
- ❖ Public speaking
- ❖ Presentation
- ❖ Problem solving skills
- ❖ Laws that protect women and children
- ❖ CEDAW, Constitution and CMDGs

# Building Networking among Women Leaders

- ❖ Assist female councilors to form network cross party-line
- ❖ Elect core group of Master Trainers amongst female commune/sangkat members in each province
- ❖ Core Group receives ongoing training in order to train other female councilors in their respective provinces
- ❖ Core Group are expected to raise funding to sustain the network
- ❖ The Core Group is recognized by the provincial governor and Ministry of Interior

# Successful Results

- ❖ Support from male partners, colleagues, and families
- ❖ Support from government
- ❖ Support from political parties
- ❖ Support from community
- ❖ Support from Civil Society
- ❖ Women becomes optimistically outspoken

# Challenges

- ❖ Lack of policies' enforcement
- ❖ Gender stereotype
- ❖ Lack of support from husband and family
- ❖ Few women hold senior position in party's central committees
- ❖ Women's Lack of self confidence
- ❖ Balancing home and work
- ❖ Lack of Financial support during election campaign
- ❖ Lack of safety (political violence)



# Next Step

- ❖ Enforce female political network
- ❖ Conduct more research on women's effectiveness in their position
- ❖ Monitoring/Evaluation
- ❖ Ongoing training/Capacity Building
- ❖ Mobilize Resource/Mainstreaming gender in all policies and guidelines
- ❖ Quotas system or more affirmative action

# ស្ត្រីរឹងមាំ ប្រទេសរឹងមាំ



**Strong Women,  
Strong Country**



# Thank you!