

ASIA WOMEN LEADERS PROGRAM PHASE III FORWARD PLANNING

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OUTLINE



AWLP Approach

Regional Training
(2014-2018)

In-Country TOT+Roll-out
Cambodia (2019)

Planning for AWLP Phase III



AWLP APPROACH



THREE-PRONGED PROGRAM

- **Making connections** between gender equality, women's leadership and inclusive growth
- **Improving skills** for
 - Communication w/video-taped practice, peer feedback and expert coaching
 - Negotiation w/small group case study discussion and role play
 - Building networks and coalitions w/focused discussion and peer exchange
- **Learning from inspirational role models** in public/private sector and civil society

TARGETED TO:

Senior women government officials in

Ministry of Finance

Ministry of Economy

Ministry of Planning and Investment

Ministry of Women and Children

Infrastructure-related Ministries

Transport/Roads

Public Works/Housing

Rural development

Urban infrastructure

Energy/Power

AWLP – 5 Regional (2014-2018)



- **96 senior women government officials trained**
- **30 eminent women leaders** from government, private sector and civil society in the region **as motivational resource speakers**
- **27 countries** in Asia and the Pacific:

Central Asia: **Armenia, Georgia, Kazakhstan, Kyrgyz Republic, Pakistan, Tajikistan**

East Asia: **Mongolia, China, South Korea**

South Asia: **Bangladesh, India, Nepal, Sri Lanka**

Southeast Asia: **Cambodia, Indonesia, Lao PDR, Myanmar, Philippines, Timor Leste, Viet Nam**

Pacific: **FSM, Fiji, Nauru, PNG, Marshall Islands, Tonga, Vanuatu**

SEOUL – 2014



PHNOM PENH – 2015



MANILA – 2016



MANILA – 2017



TOKYO – 2018

ASIA WOMEN LEADERS PROGRAM



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COUNTRY-BASED AWLP: CAMBODIA – 2019



ASIA WOMEN LEADERS PROGRAM | CAMBODIA



ADB



AWLP Cambodia - March 2019



Core Training:

Learning/Practicing Communications and Negotiation Skills + Motivational speakers on leadership and gender equality

- 32 senior women (+2 men) government officials
- 19 Ministries in Cambodia
MoWA, MoP, MoME, MoE, MAFF, MoC, MoCS, MoCFA, MoND, MoEYS, MoH, MoEF, MoI, MoJ, MoLVT, MoLMUPC, MoPWT, MoRD, CNCW
- 7 AWLP alumni
- CARM Social Development Officer

Training Of Trainers (TOT):

AWLP Certified Master Trainers + TOT Manual

- 8 Cambodian Master Trainers from MoWA, CNCW, and RSA trainers became AWLP-Certified Communication Trainers
- 4 Translators joined training and translated AWLP materials
- TOT Manual in Khmer : "The Art Of Communications Training"

AWLP – Cambodia Network: 40 Alumni and resource speakers different ages, levels and backgrounds supporting each other

AWLP Roll-Out Training: National Budget Support



• Women's Leadership Training Post AWLP-Cambodia (2019 April onwards)

AWLP-Cambodia MoWA
pool of trainers (8)

*Under the leadership of
H.E. Kheng Sam Vada*

1. MoWA Provincial leaders
2. 4 times, 205 participants and 185 women
3. *Female leaders at district level from 9 provinces: 54 women*
4. *Youth's Networks of MoWA: 20 Women, 6 men*

1. Ministry of National Defense: 64 women, 1 man
2. Ministry of Environment: 2 times, 177 women
3. Ministry of Interior/female police officers
4. National School of local Administration (NASLA) program- to female district governors and deputies

AWLP Cambodia – Enabling Environment



- **Government's commitment to women's empowerment and leadership at the highest level** - PM's goal to ensure full & equal participation of women in decision-making at all levels and to strengthen accountability mechanisms in government institutions to monitor progress
- **Ministry of Women's Affairs collaboration with ADB** to organize the 2nd Regional AWLP + ownership to carry out the first country-focused AWLP +TOT + Country Roll-Out
- **Sector Line Ministries' Gender Mainstreaming Working Groups**
- **Sector Line Ministries' Strategic and Gender Mainstreaming Action Plans** (incorporating women's leadership training)
- **CARM's commitment to strengthen women's leadership** under its CPS and project portfolio. (Country gender assessment)

AWLP Cambodia – Lessons Learned



- The country-level investment made with AWLP Core Training + TOT
 - benefits from **policy level support**
 - requires **institutional mechanisms**
 - needs **qualified local trainer pool + TOT manual in local language**
 - needs **financial resources** for trainings at national and provincial levels to become sustainable
 - Strong **support from higher-levels in organization** in making significant progress regarding the roll-out training for line-ministries and sub-national levels to enhance capacity building in leadership and promote gender equity
 - More **attraction**, more **benefits**, better **coaching methods** (key point in the training)







How to Scale Up in AWLP Phase III



- **SCOPE:** Regional or Country-Focused Training? Or Both?
- **APPROACH:** Keep Three-Pronged Approach or Adjust?
 1. Connecting women's leadership with gender equality and inclusive growth
 2. Building communications and negotiations skills and networks
 3. Motivational speakers on personal leadership journeys
- **PARTICIPANTS:** Continue targeting senior women public sector officials in male-dominated sectors or Diversify?
(wider range of Ministries? Open to private sector/civil society? Different Levels/Ages?)
- **DELIVERY METHOD:** In-Person Training vs. Virtual Training
(In-person: small groups +video-taped practice vs. Virtual: larger groups, no video practice)

POLLING

THANK you