Kingdom of Cambodia

Nation Religion King

Royal Government of Cambodia

National Action Plan

To

Prevent Violence Against Women

2019-2023

Approved by the Council of Ministers in the Plenary Session

on 9 October 2020

Prepared by Ministry of Women's Affairs

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ABBREVIATIONS

ASEAN	Association of Southeast Asia Nations
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CCWC	Commune Committee for Women and Children
CDHS	Cambodia Demographic and Health Survey
CRC	Convention on the Rights of the Child
CNCW	Cambodian National Council for Women
CSE	Comprehensive Sexuality Education
CSO	Community Service Organization
DV Law	Law on Prevention of Domestic Violence and Protection of Victims
DWG-GBV	District Working Group on GBV
DMC	Department of Media and Communication
DWG-GBV	District Working Group on Gender-Based Violence
GBV	Gender Based Violence
GMAC	Garment Manufacturers Association in Cambodia
IPV	Intimate Partner Violence
LBT	Lesbian, Bisexual, Transgender
MoC	Ministry of Commerce
MoCFA	Ministry of Culture and Fine Arts
MoCR	Ministry of Cults and Religions
MoD	Ministry of Defend
MoI	Ministry of Interior
MoJ	Ministry of Justice
MoEYS	Ministry of Education, Youth and Sport
MoLVT	Ministry of Labor and Vocational Training
MoINFO	Ministry of Information
MoEF	Ministry of Economy and Finance
MoFAIC	Ministry of Foreign Affairs and International Cooperation
MoPT	Ministry of Posts and Telecommunications
MoT	Ministry of Tourism
MoSVY	Ministry of Social Affairs Veterans and Youth Rehabilitation
MSS	Minimum Service Standards
NAPVAW	National Action Plan to Prevent Violence Against Women
NIS	National Institute of Statistics
NCCT	National Committee for Counter Trafficking
NCDD	National Committee for Sub-National Democratic Development
NSDP	National Strategic Development Plan
OSSC	One Stop Service Center
PWG-GBV	Provincial Working Groups on Gender-Based Violence
RAJP	Royal Academy for Judicial Professions
RGC	Royal Government of Cambodia
RSA	Royal School of Administration
RULE	Royal University of Law and Economics
RUPP	Royal University of Phnom Penh
TWGG-GBV	Technical Working Group on Gender -Gender Based Violence
UNCRPD	UN Convention on the Rights of Persons with Disabilities
UNDRIP	UN Declaration on the Rights of Indigenous People
UNSRC	UN Security Council Resolutions
UYFC	Union of Youth Federation of Cambodia
VAW	Violence against Women

1 1 BACKGROUND

1.1 POLICY

1.1.1 National Framework

Women have an important role in Cambodian society and are the backbone of the national economy and social development. To prevent and respond violence against women (VAW), the Royal Government of Cambodia has issued policies, laws and regulations including

The **Constitution of Cambodia**, adopted in 1993, explicitly prohibits discrimination against women in its Article 45 which states "All forms of discrimination against women shall be prohibited. The exploitation of women in employment shall be prohibited."; Article 38 which guarantees "there shall be no physical abuse of any kind"; and Article 46 which states "Human trafficking, exploitation of prostitution and obscenities which affect the dignity of women shall be prohibited…"

The Cambodian Criminal Code 2009 and Criminal Procedure Code 2007 are used to punish all forms of violence against women and girls.

The Cambodian Civil Code 2007 and Civil Procedure Code 2006 state that every family members shall respect each other right, freedom and prevent domestic violence.

Law of Prevention of Domestic Violence and the Protection of Victims 2005, to prevent domestic violence, to strengthen non-violence culture and family harmony in society.

Law on Suppression of Human Trafficking and Sexual Exploitation 2008, all forms of human trafficking and sexual exploitation shall be prohibited in any picture.

The Cambodian Labor Law and Other Relevant Laws and the **Criminal Code** both prohibits sexual harassment and indecent behavior in the workplace.

Rectangular Strategy of Royal Government of Cambodia (RGC), Phase IV Side 4 Improving Gender Equity and Social Protection states that the RGC's "strategic goal is to strengthen gender quality and social protection to enhance the socio-economic situation and strengthen women's role in the society who are the backbone of the economy and society".

The Political Platform of the Sixth Legislature of the National Assembly noted the importance of "investing in gender equity along with strengthened partnership between stakeholders to prevent trafficking of and violence against women and children".

Enforcing the Law on Prevention of Domestic Violence and Protection of Victims (DV LAW) (2005) and The Law on Suppression of Human Trafficking and Sexual Exploitation (2008)

The Cambodian Labor Law and Other Relevant Laws

The Safe Village Sangkat Policy

The National Strategic Development Plan (NSDP) 2019-2023 was approved.

1.1.2 International Framework

In addition to the national legal framework, to protect the women's rights the Kingdom of Cambodia has ratified a Number of conventions. As a member state of the United Nations (UN), Cambodia is bound by all decisions of the Security Council of the UN, especially decisions relating to women, peace and security. The key conventions ratified by Cambodia in addition to its current legal framework are:

- Convention on the Elimination of All Forms of Discrimination against Women 1999 and its' Optional Protocol 2010 (CEDAW)
- UN Convention on the Rights of the Child 1992 (CRC)
- UN Convention on the Rights of Persons with Disabilities (CRPD)
- UN Declaration on the Rights of Indigenous People (UNDRIP)
- Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children
- UN Security Council Resolutions (SRC) 1325, 1920, 1888 related to women, peace and security

Sustainable Development Goals 5 "Achieve gender equality and empower all women and girls" includes a target to eliminate all forms of violence against women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.

The Kingdom of Cambodia has also joined regional commitments through the Association of Southeast Asia Nations (ASEAN) to protect the rights of women. The key commitments through the ASEAN Committee are:

- Declaration on the Elimination of Violence against Women in ASEAN 2004
- ASEAN Declaration against Trafficking in Persons particularly Women and Children which was adopted in 2004
- Declaration on the Elimination of Violence Against Women and the Elimination of Violence Against Children 2013
- ASEAN Regional Plan of Action on the Elimination of Violence against Women
- ASEAN Consensus on the Promotion and Protection of the Rights of Migrant Workers
- ASEAN Convention Against Trafficking in Persons, Especially Women and Children, Nov 2015

1.2 SITUATION

Violence against women (VAW) is any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life. Globally it is recognized that gender inequality is the underlying cause of violence against women[1].

In Cambodia, women and girls continue to be subjected to physical, sexual, emotional and economic violence, cutting across all divisions of income, culture, and class. Women experience violence in the home, in the workplace and in the community. The most common types of violence against females in Cambodia have been identified as domestic violence (intimate partner)[2] and sexual violence.

There is increasing awareness that diverse groups of women suffer from multiple and intersecting forms of discrimination and inequalities making them vulnerable to violence. Social norms, stigma and discrimination can increase their risk of violence or challenges in accessing protections and services.

[1] UN Women (2018) *Ending Violence Against Women* Website accessed on 5 December 2018. http://www.unwomen.org/en/what-we-do/ending-violence-against-women.

[2] Intimate Partner Violence (IPV) refers to any behavior within an intimate relationship that causes physical, psychological or sexual harm to those in the relationship. This includes physical violence, sexual violence, emotional violence including controlling behaviors, and economic violence[2]. Domestic violence is similar to the term intimate partner violence as it refers to violence within an intimate relationship. In Cambodia, in the Law on Prevention of Domestic Violence and Protection of Victims (2005), domestic violence as defined as between husband or wife; on dependent children or persons living in the same house and who are dependents of the households. This narrower definition results in some limitations or differences in data that will be identified when relevant.

The Royal Government of Cambodia has made significant progress in its efforts to prevent and respond to violence against women, but challenges still remain to be addressed. Key successes identified in the Mid-Term Review of National Action Plan for Prevention Violence Against Women (NAPVAW) 2014-2018 further assessment in preparation for NAPVAW 2019-2023.

- A Media Code of Conduct for Reporting on Violence Against Women was approved;
- The Commune Alcohol Notification System was piloted targeting alcohol abuse and violence against women;
- The "Positive Parenting" Strategy was developed to target prevention of violence to parents.
- Referral Guidelines for Women and Girl Survivors of Gender Based Violence completed;
- Minimum Standards of Basic Counseling for Women and Girl Survivors of Gender Based Violence completed;
- A Sexual Harassment Workplace Policy and Prevention Package was developed and implemented in garment factories;
- National Guidelines for Managing Violence Against Women and Children in the Health System and a Clinical Handbook for Responding to Intimate Partner and Sexual Violence were developed;
- By the end of 2018, 101 public health facilities received training on health sector response to VAW in line with the National Guidelines and providing services to victims of violence[3]
- Discussions leading to a planned review of the Domestic Violence Law were initiated;
- The Technical Working Group on Gender -Gender Based Violence (TWGG-GBV) re-organized its structure, held regular coordinating meetings and developed and initiated a joint Annual Operational Plan between five key ministries;
- Sub-Working Groups on Gender Based Violence were initiated in at least eight provinces to improve coordination between key service providers;
- One-Stop Services Center (OSSC) is being piloted at two provincial hospitals, Kampong Cham and Stung Treng province.
- The "Healthy and Happy Relationships" prevention project targeting young people was piloted;
- Social norm change has been included on training for minimum service standards for state and non-state service providers;
- The "Why Stop" Campaign targeting sexual harassment was implemented;
- Significant awareness raising continues especially around the 16 Day Campaign to End Violence Against Women;
- Judicial police agents were trained in all provinces using the Legal Protection Guidelines;
- A Data Collection for Services Provided and Referred was piloted;
- Increased budget for legal aid services through Cambodia National Council for Women to support attorneys Bar Association;
- Increased budget to meet the urgent needs of victims/survivors of violence against women.
- Secondary analysis of data sets existing data sets was conducted identifying key areas for intervention: Media, Alcohol Abuse, Child Abuse, and Education.

While these efforts are significant, gaps remain. Prevention efforts remain underfunded and not coordinated. Prevention efforts are still project based and limited in scope. Minimum service standards have been approved or are in progress for essential services, health, mediation, referral, media, and others. These are significant steps toward improving the quality of services, however,

[3] Health Sector Progress Report 2018

training to build capacity for their implementation is limited to a few pilot provinces, so prevention and response services are still limited in scope and quality. Also, often times services are located very far from the victim/survivor resulting in lack of access to services or high costs for transportation. Few women are able to access the formal justice system, and mediation continues to be conducted that is not survivor centered.

Significant research has been collected on violence against women in Cambodia in the last five years. Two recent studies have provided national level data to better understand the prevalence of intimate partner violence and sexual violence in Cambodia. The Cambodia Demographic and Health Survey (CDHS) conducted in 2014 and the National Study on Women's Health and Life Experiences conducted in 2015. A secondary analysis was conducted that explored the findings of both these studies. This data along with other studies provides a better understanding of the current situation of violence against women in Cambodia.

1.2.1 Domestic Violence / Intimate Partner Violence

Domestic violence / intimate partner violence is the most common type of violence against women in Cambodian society.

- One in five women age 15-49 reported they had experienced physical violence at least once since age 15, and 9 percent experience physical violence within the 12 months prior to the survey. Overall, 18 percent of ever married women age 15-49 report having experienced physical or sexual violence from a spouse[4].
- About two in five women have sought assistance to stop the violence they have experienced violence and only 24 percent reported seeking help from a formal service[5].

1.2.2 Rape and Sexual Violence

Data on Rape and sexual violence in Cambodia.

- Six percent of women age 15-49 report having experienced sexual violence at least once in their lifetime[6].
- Five percent of women reported having experienced at least one form of sexual harassment in their lifetime[7].
- Four percent of girls reported at least one incident of sexual abuse before 18[8].
- Sexual abuse by more than one perpetrator is not uncommon. Among 18 to 24-year old's, more than one in 10 females and more than one-quarter of males aged 18-24 reported that the first incident of child sexual abuse was perpetrated by more than one person. Among 13 to 17-year old, one in eight females and one in six males reported multiple perpetrators as the first incident of sexual abuse[9].

1.2.3 Trafficking in Persons

Trafficking in persons is a serious problem affecting women's and girls' lives in Cambodia. This issue has not been included in National Action Plan to Prevent Violence Against Women 2019-2023.

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[4] National Institute of Statistics (2015) *Cambodia Demographic and Health Survey 2014.* Phnom Penh and Rockville, Maryland USA: National Institute of Statistics, Directorate General for Health, and ICF International

[5] National Institute of Statistics (2015) *Cambodia Demographic and Health Survey 2014.* Phnom Penh and Rockville, Maryland USA: National Institute of Statistics, Directorate General for Health, and ICF International

[6] Ibid.

[7] Ministry of Women's Affairs (2015) *National Study on Women's Health and Life Experiences Cambodia.* Phnom Penh.

[8] Ministry of Women's Affairs (2014). *Cambodia Violence Against Children Survey*. Phnom Penh.

[9] Ministry of Women's Affairs (2014). *Cambodia Violence Against Children Survey*. Phnom Penh.

strategies as the RGC has a separate National Plan of Action of the National Committee for Counter Trafficking 2014-2018 that is currently being updated. The priority areas in this National Action Plan to Prevent Violence Against Women 2014-2018 are complimentary to this National Plan of Action.

1.2.4 Violence against Women with Increased Risk

Women who are stigmatized and are neglected or ignored in their communities or in society occupy a very vulnerable position, which increases their risk of human rights abuses, including violence. Women are often less likely to be protected from violence as a result of their work, community infrastructure, interventions, addiction, health, economic status, gender identify, sexual orientation, race, religion, ethnicity, and incarceration. In Cambodia this includes (but not limited to) women with disabilities, women living with HIV, Lesbian, Bisexual, Transgender (LBT) women, women migrant workers, entertainment workers, sex workers, garment factory workers and other female workers, women who use drugs or their partners use drugs, women in prisons, indigenous women and women from religious or ethnic minorities. Global national disaster reports commonly agree that when disaster occurs women and girls are at increased risk of sexual violence, exploitation, abuse, trafficking and domestic violence. Women experiencing violence before the disaster are more likely to experience more intensive violence after the disaster as they are separated from their support and protection systems. Women with increased risk are more likely to face violence and less likely to have access to justice. Some women also have specific needs that require different response strategies and special targeting in prevention and response efforts.

- Women in rural areas experience physical violence at higher rates than urban women[10].
- Women with disabilities in Cambodia experience similar rates of intimate partner violence, but higher rates of controlling behavior from partners; and significantly higher levels of all forms of violence (emotional, physical and sexual) from family members compared to other women. Barriers to disclosure and access to services are worsened by the fact that many women with disabilities have less financial autonomy and less power in their lives than other women [11].
- A qualitative study of women in indigenous communities identified that indigenous women also report experiencing all types of violence and report challenges in accessing justice, safe shelter, counseling services, legal supports and other services[12].
- A study of women that survived the Khmer Rouge regime identified that many experienced gender-based violence including forced marriage with far reaching impacts on the survivors identify, self-worth, social status and financial stability. The trauma is internalized and extends to the next generation and has long term impacts with limited support for the trauma they have experienced [13] [14].

1.3 PRIORITY ISSUES

Studies on the situation of violence against women in Cambodia have shown that women and girls continue to be the subject of violence. Some forms of violence against women have long existed in Cambodian society including physical violence, emotional violence, sexual and economic violence. However new and emerging issues of violence against women have been recognized such as the vulnerability of marginalized groups to violence against women.

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[10] Ibid.

[11] Astury, J., Walji F. (2013) *Triple Jeopardy: Gender-based Violence and Human Rights Violations Experienced by Women with Disabilities in Cambodia.* Phnom Penh. Australian Aid.

[12] Mauney (2015) *Gender-based Violence in Ethnic Minority Communities in Rattanak Kiri*. Phnom Penh: Care International Cambodia.

[13] Theresa De Langis et al (2014) A Study on the Impact of Forced Marriage under Khmer Rouge: Like Ghost Changes Body, P:125-131

[14] Nakagawa Kasumi (2015) Motherhood at War, P:92

In the situation of each type of violence key areas have been identified as the highest priorities for prevention in the National Action Plan to Prevention of Violence against women 2019-2023 based on the current regulations.

The three priorities include:

1. Domestic violence/intimate partner violence
2. Rape and sexual Violence
3. Violence against women in or vulnerable groups

2 STRATEGIES

The overall strategic priority of the National Action Plan to Prevent Violence Against Women 2019-2023 is to reduce violence against women and girls including those at increased risk through increased prevention interventions, improved response, increased access to quality services, and multi-sectoral coordination and cooperation. Four key areas have been identified as primary areas of focus:

1) Prevention
2) Legal Protection and Multi-Sectoral Services
3) Formulation and Implementation of Laws and Policies
4) Review, Monitoring and Evaluation

Based on these, the RGC has introduced the following key strategies and actions

Strategic Area 1: Prevention

- Improve coordination and cooperation at all levels, including between government ministries, institutions, development partners, service providers, civil society and the private sector in primary prevention interventions
- Enhance knowledge and skills of youth and adolescents to promote and build gender equitable, non-violent relationships and to improve their attitudes, behaviors and practices on human right
- Increase positive parenting knowledge, understanding and skills among parents to build safe, gender-equitable, non-violent families, and environment
- Promote safe and harassment free environment in the workplaces and community
- Promote gender-equitable, non-violent social norms, images, and messages and capacity of media including social media to sensitively to prevent violence against women is increased

Strategic Area 2: Legal Protection and Multi-Sectoral Services

- Increase coordination and linkages between government institutions, service providers and civil society at the national and subnational levels
- Strengthen systematic response to violence against women in the health system
- Improve access to justice for all women subject to gender-based violence
- Improve access to quality coordinated social services for women subject to VAW

Strategic Area 3: Laws and Policies

- Cambodia's legal framework on violence against women is strengthened
- Improved and well-coordinated sector policy framework to effectively respond to violence against women is in place

Strategic Area 4: Monitoring and Evaluation

- Establishment of monitoring and evaluation framework and a comprehensive system for data collection that integrates prevalence studies on violence against women and other relevant research

3 ACTION PLAN

National Action Plan to Prevent Violence Against Women 2019-2023 is based on the vision of Neary Rattanak "Cambodian citizens, both men and women, have equal rights under the law and women and girls should have personal safety so they can participate fully in social activities and public decisions on an equal basis with men and boys and have economic empowerment to ensure autonomy and the well-being of the family and community".

3.1 BRIEF DESCRIPTION OF THE PLAN

The National Action Plan to Prevent Violence Against Women 2019-2023 covers

- All relevant ministries and institutions
- National and subnational administration
- Development partners
- Civil Society
- Faith Based Organizations
- Survivors
- Vulnerable or marginalized groups
- General public

3.2 IMPLEMENTATION MATRIX

The approach to the National Action Plan to Prevent Violence Against Women is to provide evidence-based interventions through coordination and cooperation to increase the capacity and expand efforts to reduce and respond to violence against women and to support survivors and their children in the timely manner.

Multi-sectoral coordination of key actors who come into contact with issues relating to violence against women and girls and can significantly increase survivor protection and perpetrator accountability and improve effectiveness of prevention efforts. This process of coordination and cooperation at the national level is led by the TWGG-GBV and at the subnational level by GBV Working Groups initiated under the NAPVAW II.

While acknowledging the need for clear lines of responsibility and accountability, the effectiveness of many responses depends on the cooperation and coordination with others. Cooperation and coordination must occur at all levels: from national to subnational, and between different institutions (religious, economic, medical, justice, social services, media and education) private sector and individuals (survivors, activists, and local leaders) under a coordinated response will have a more powerful impact on creating equitable gender and other changes required to reduce violence against women.

Overall Objective: *Violence against all women and girls is reduced through increased prevention interventions, improved response, increased access to quality essential services and multi-sectoral cooperation and coordination*

Overall Objective Indicator 1: The prevalence of intimate partner violence (domestic violence) is reduced (source CDHS).

Overall Indicator 2: The Cambodian population increasingly disapproves of violence against women (source CDHS)

3.2.1. Strategic Area 1: Prevention

Objective: To reduce violence against women through a multi-sectoral coordinated primary prevention strategy with ministries and institutions targeting key actors and settings for positive change.

3.2.1.1. Coordination and Cooperation

Outcome 1: Improved coordination and cooperation at all levels, including between government ministries, institutions, development partners, service providers, civil society and the private sector in primary prevention interventions

Outcome Indicator:

1a. A comprehensive multi-sectoral primary prevention strategy with consistent messages is developed and implemented.

Activities	Indicators	Expected Outputs	Responsible and Implementing Institutions	Timeframe			Resources
				Short Term 1-2 Y	Medium Term 3-5 Y	Long-Term 5+	
1. Develop overall primary prevention messages and/or communication strategy to support implementation of coordinated and consistent primary	a. Number of overall Primary Prevention messages developed and implemented b. Number of Primary Prevention Strategies	a. Messages and/or Primary Prevention Strategies for education and youth, family and children, community and workplace is developed and disseminated	- MoWA - MoEYS - MoI - MoLVT - MoINFO - MoCR	X	X	X	Royal Government of Cambodia and Development Partners

prevention approaches in each in setting	developed and implemented		- Development partners, NGOs and Civil Society				
2. Develop coordination processes to link key actors by using a coordinated approach to prevention of all types of violence against women including against women with increased risk or that are marginalized	a. Number of collaborative cross-sectoral meetings on prevention (Workshop, forums, trainings, etc.) b. Number of women with increased risk or marginalized participating in coordination processes	a. All types of violence against women Prevention Coordination Mechanism/Processes are functioning for planning and implementing prevention strategies b. Comprehensive coordination process for prevention is developed that includes women with increased risk or that are marginalized	- MoWA - MoEYS - MoI - MoLVT - MoINFO - MoCR - Development partners, NGOs and Civil Society	X	X	X	Royal Government of Cambodia and Development Partners
3. Train GBV Working Group members on gender, social norm change, good practices in primary prevention of violence against women, DV law and other relevant topics on how to prevent violence against women including women that are at increased risk or in marginalized groups	a. Number of GBV Working Group Members that have increased capacity on good practices in prevention of violence against women b. Number of coordinated prevention activities carried out in each setting	a. GBV Working Group members at both national and sub-national level have capacity to quality and effective implement and coordinate prevention interventions in key settings	- MoWA - MoEYS - MoI - MoLVT - MoInfo - MoCR - Development partners, NGOs and Civil Society	X	X	X	Royal Government of Cambodia and Development Partners
4. Increased participation from private sector in	a. Number of private companies participating in	a. Prevention activities on violence against women for	- MoLVT	X	X	X	Royal Government

actions to prevent violence against female migrant workers	safe migration prevention activities	women migrant worker implemented by private companies	- Private Sector				of Cambodia and Development Partners

3.2.1.2. Education and Youth

Outcome 2: Enhanced knowledge and skills of youth and adolescents to promote and build gender equitable, non-violent relationships and to improve their attitudes, behaviors and practices on human rights (including sexual rights, gender equality and sexuality

Outcome Indicator:

2a. Attitudes of youth and adolescents on violence against women have positive change

Activities	Indicators	Expected Outputs	Responsible and Implementing Institutions	Timeframe			Resources
				Short Term 1-2 Y	Medium Term 3-5 Y	Long-Term 5+	
1. Expand implementation of the Comprehensive Sexuality Education (CSE) Tool Kit (sexual rights, gender equality and sexuality, healthy relationships (VAW), etc.) to new groups of adolescent boys and girls in child clubs, community groups, schools and other settings	a. Number of youth and adolescents receiving training in and out of school (age 15-25) b. Positive change in knowledge, attitudes and practices related to sexual rights, gender equality and sexuality, healthy relationships (VAW), of training participants in out of school settings	a. Primary prevention interventions carried out with youth and adolescents in and out of school	- MoWA - MoEYS - MoLVT - UYFC - Development partners, NGOs and Civil Society	X	X	X	Royal Government of Cambodia and Development Partners
2. Increase peer group methodologies using tools that share key messages for preventing VAW and promoting gender quality	a. Number of Peer Groups trained b. Positive change in gender equitable knowledge, attitudes and practices	a. Peer-group interventions targeting teenage boys to change knowledge, attitude, and gender equitable practices are developed and implemented	- MoWA - MoEYS - Development partners, NGOs and Civil Society	X	X	X	Royal Government of Cambodia and Development Partners

3.2.1.3. Family and Children **Outcome 3:** Positive parenting knowledge, understanding and skills among parents to build safe, gender-equitable, non-violent families, and environments were enhanced **Outcome Indicator:** **3a.** Positive parenting strategy is comprehensive implemented							
Activities	Indicators	Expected Outputs	Responsible and Implementing Institutions	Timeframe			Resources
				Short Term 1-2 Y	Medium Term 3-5 Y	Long-Term 5+	
1. Provide support and interventions for couples for improving their problem-solving skills in non-violent communication, conflict resolution, and life skills so they can foster gender equitable, respectful non-violent and healthy relationships and support prevention of violence against women	a. Number of couples, especially men engaged in the interventions b. Change in attitudes that promote healthy non-violent relationships c. Number of institutions engaging in interventions and number of interventions	a. Interventions promoting the empowerment of women for gender-equitable relationships are incorporated into programs targeting couples such as family planning, and couple or pre-marital counseling for intimate partners	- MoWA - MoSVY - MoI	X	X	X	Royal Government of Cambodia and Development Partners
2. Expand Positive Parenting Strategy (all children 0-18) implementation to new target areas (with a focus	a. Number of Positive Parenting interventions provided in new target areas	a. Positive Parenting Strategy and Tools are implemented in new target areas with increased numbers of men participating	- MoSVY - MoWA - MoEYS - MoH	X	X	X	Royal Government of Cambodia and

on engaging men and women)	b. Number of parents, especially men engaged in the training that have improved knowledge and skills, particularly on non-violence						Development Partners

3.2.1.4. Community and Workplace

Outcome 4: Promote safety and harassment free environment in the workplace and community

Outcome Indicator:

4a. Attitudes accepting harassment, violence and rights abuse in the workplace and community have a positive change

Activities	Indicators	Expected Outputs	Responsible and Implementing Institutions	Timeframe			Resources and funding sources
				Short Term 1-2 Y	Medium Term 3-5 Y	Long-Term 5+	
1.Mobilization of civil society and the private sector to design and implement interventions to prevent VAW in both public and private spaces and including for women with increased risk and in marginalized groups	a. Number of prevention actions implemented in workplace (government and private) b. Number of different groups (public and private) mobilized and participating in prevention actions c. Number of joint actions that address prevention of VAW with in groups of women with increased risk or that are in marginalized groups	a. Public service providers and civil society actors, including women's groups, employee groups, religious groups, and volunteers mobilized and resourced to lead community activities to prevent violence against women and challenge negative social norms	- MoEYS - MoT - MoI - MoCR - MoWA - MoSVY	X	X	X	Royal Government of Cambodia and Development Partners

2. Develop skills and income generation programs that enhance women's economic empowerment to contribute to reducing VAW	a. Number of new women's economic empowerment programs for all women affected by VAW b. Number of government institutions, civil society and private sector participating in VAW prevention through promoting women's economic empowerment	a. Women's economic empowerment programs of government, civil society and the private sector contribute to reducing VAW b. Government, Civil society and the private sector prioritize prevention of violence against women through expanded women's economic empowerment program development	- MoEYS - MoT - MoI - MoWA - MoSVY - MoLVT - MoEF - MoE - MoC - MRD - NCDD - National Bank of Cambodia	X	X	X	Royal Government of Cambodia and Development Partners
3. Develop and implement policies, protocols, and mechanism on elimination of harassment and VAW in the workplace in government and private institutions	a. Number of policies, protocols, and mechanism on elimination of harassment and violence against women in workplace in government and private institutions developed b. Number of workplaces implementing policies, protocols and mechanisms developed	a. Government Institutions, Garment Manufacturers Association in Cambodia (GMAC), employers (both formal and informal settings), unions implement agreed upon policies, protocols, and mechanisms for safe and harassment free workplace programs	- MoEYS - MoT - MoI - MoSVY - MoLVT	X	X	X	Royal Government of Cambodia and Development Partners
4. Promote safe, harassment-free and respectful work-place environments through	a. Number of government institutions, GMAC, employers both formal and informal settings and	a. Safety and harassment free environment in the workplace is promoted in both government	- MoEYS - MoT - MoI	X	X	X	Royal Government of Cambodia and

implementation of policy, protocols and mechanisms, working with employers, raising awareness of labor rights, risks for violence in workplaces, and required protections	worker unions with strengthened capacity on policy, protocols and mechanisms to prevent or protect against VAW b. Number of cases of harassment in workplaces reported and responded to appropriately	institutions and in the private sector	- MoSVY - MoLVT				Development Partners
5. Increased understanding of challenges and best practices prevention of VAW against women migrant workers	a. Number of activities/practices implemented that are identified in the annual workshop	a. Comprehensive report on best practices and challenges of VAW prevention to workers migration workers is developed and disseminated	- MoWA - MoSVY - MoLVT - MoI - Development partners, NGOs and Civil Society	X	X		Royal Government of Cambodia and Development Partners
6. Promote men's engagement at all levels (workplace, home, community) to end VAW (Male Champions program on VAW prevention, etc.)	a. Number of programs and campaigns to end violence against women that include men	a. Men are engaged in ending violence against women through targeted efforts	- MoPT - MoI - MoD - MoT - MoINFO - MoC - MoE	X	X		Royal Government of Cambodia and Development Partners
7. Develop and implement programs that promote positive masculinities	a. Number of programs/men that promote different types of positive masculinities (non-violent men)	a. Men have change in attitudes and practices in key areas identified for improvement in positive masculinities (e.g. safe use of alcohol, non-	- MoWA - MoD				Royal Government of Cambodia and Development Partners

	b. Change in attitudes and behaviors in the key areas targeted	violence in relationships, promoting gender equality in work, and personal life.)					
8. Disseminate information on rights (e.g. life free of violence, worker protections) to increase awareness protections for women migrant workers protections.	a. Number of campaigns/education programs and disseminations on rights for women migrant workers b. b. Number of migration worker and relevant participants receiving information and knowledge on rights of migration worker	a. Information on rights of women migration workers protection are disseminated to migration workers and key actors b. Women migrant workers and key actors understand their rights and protections	- MoWA - MoLVT - NCCT - Sub-national Administration - Development partners, NGOs and Civil Society				Royal Government of Cambodia and Development Partners

3.2.1.5. Culture and Media

Outcome 5: Promotion of gender-equitable, non-violent social norms, images, and messages and capacity of media including social media to sensitively to prevent violence against women is increased

Outcome Indicator:

5a. Number of the target group participating in the media campaigns that show changes in their attitudes toward violence against women

5b. Inappropriate or gender inequitable wording through media coverage of violence against women is decreased.

Activities	Indicators	Expected Outputs	Responsible and Implementing Institutions	Timeframe			Resources
				Short Term 1-2 Y	Medium Term 3-5 Y	Long-Term 5+	
1. Develop a media communication strategy with common messages for both national and subnational levels to	a. Number of radio, tv, social media, print media, tools and materials or other campaign conducted that promote positive social	a. Comprehensive information and communication strategy and campaign is developed and implemented	- MoINFO - MoWA - MoCFA - MoPT - MoI	X			Royal Government of Cambodia and Development Partners

promote positive social and gender norms	and gender norms that do not tolerate violence against women including new forms of violence, sexual harassment and cyber bullying.		- MoT				
2 Promote increased understanding and implementation on Media Code of Conduct and conduct Media Monitoring	a. Number of Journalists receiving training on Media Code of Conduct and disseminate VAW b. b. Number of documents on VAW/girls disseminated	a. Journalists and Media actors have increased capacity to report violence against women in accordance with the Media Code of Conduct	- MoINFO - MoT - MoWA - MoCFA - MoPT - Development partners, NGOs and Civil Society	X	X		Royal Government of Cambodia and Development Partners
3. Provide training on violence against women key messages to religious leaders and agencies	a. Number of Religions leaders and agencies training b. Number of Religious leaders and agencies that engage in prevention of violence against women activities	a. Religious leaders and agencies act as champions for change in ther communities on violence against women b. Religious leaders have increased capacity to share positive messages on gender equality and prevent violence against women	- MoCR - MoCFA - MoWA - Development partners, NGOs and Civil Society	X	X		Royal Government of Cambodia and Development Partners
4. Implement mass media campaigns to ensure awareness raising on DV Law, rights of women to live free of violence	a. Number of campaigns on the mass media	a. The general public has greater understanding that violence against women is against the law, and understand the rights of women to a life free of violence	- MoCR - MoWA - Development partners, NGOs and Civil Society	X	X		Royal Government of Cambodia and Development Partners

5. Coordinate to conduct training to journalists to raise their awareness on violence against women and the Media Code of Conduct for Reporting on Violence Against Women	a. Number mass medias respecting victim privacy aligned the Media Code of Conduct	a. Journalists were raised awareness to write and disseminate information related to women and girls subject of violence	- MoINFO - MoWA - MoI - MoLVT - NCCT - Development partners, NGOs and Civil Society	X	X		Royal Government of Cambodia and Development Partners
6. Conduct inter-religious workshop at the national level to increase awareness and engagement to of religious leaders to prevent VAW	a. Number of religions leaders and agencies attending the workshop	a. Religions leaders and agencies are engaged actively in VAW prevention activities	- MoCR - MoWA - MoI - Development partners, NGOs and Civil Society	X	X		Royal Government of Cambodia and Development Partners
7. Provide trainings to relevant ministries technical officers on CEDAW	a. Number of Relevant with increased knowledge CEDAW and its principles	a. Relevant Technical Officer in line ministries increase their understanding of discrimination against women and are able to apply principles of CEDAW	- CNCW - Relevant ministries				Royal Government of Cambodia and Development Partners
3.2.2. Strategic Area 2: Legal Protection and Multi-Sectoral Services Objective: To increase the provision of accessible, appropriate, and coordinated quality services and response to the varied needs of all women affected by violence agaist women							
3.2.2.1. Multi-Sectoral Coordination **Outcome 6:** Increased coordination and linkages between government institutions, service providers and civil society at the national and subnational levels **Outcome Indicator:**							

6a. Government institutions, service providers and civil society increasingly inform and share information and refer women survivors of violence to available essential services							
Activities	Indicators	Expected Outputs	Responsible and Implementing Institutions	Timeframe			Resources
				Short Term 1-2 Y	Medium Term 3-5 Y	Long-Term 5+	
National Level:							
1. Review and Update the Terms of Reference on TWGG-GBV roles, responsibilities and membership 2. Conduct quarterly meetings of the TWGG-GBV to promote planning, coordination, monitoring and information sharing on NAPVAW implementation 3. Develop a Joint Work Plan between key line ministries for NAPVAW implementation 4. Produce annual reporting on progress of NAPVAW implementation by key line ministries	a. The updated, implemented, and inclusive Terms of Reference on TWGG-GBV roles, responsibilities and membership b. Number of conducted meetings of the TWGG-GBV c. Number of developed and implemented Joint Work Plans between key line ministries d. Number of progress reports on NAPVAW implementation by key line ministries	a. The TWGG-GBV, as the National Multi-Sectoral Coordination Mechanism to lead national level coordination for implementation of this NAPVAW is strengthened and effective functioning	TWGG-GBV Secretariat TWGG-GBV	**X** **X** **X**	**X**	**X**	Royal Government of Cambodia and Development Partners

Provincial Level:							
5. Review and Update the Terms of Reference on Provincial Working Groups on GBV (PWG-GBV) roles, responsibilities and membership 6. Expand the number and capacitate PWG-GBV Working Groups 7. Develop a Joint Work Plan between key provincial departments for NAPVAW implementation 8. Conduct quarterly meetings of the PWG-GBV to promote planning, coordination, monitoring and information sharing and interventions on NAPVAW implementation	a. The updated, implemented, and inclusive Terms of Reference on PWG -GBV roles, responsibilities and membership b. Number of PWG-GBV have been established and functioning c. Number of conducted meetings of the PWG -GBV d. Number of VAW cases that that are provided appropriate interventions	a. The PWG-GBV, as the subnational Multi-Sectoral Coordination Mechanism to lead subnational level coordination for implementation of this NAPVAW is strengthened and effectively functioning	The PWG-GBV	**X**	**X**		Royal Government of Cambodia and Development Partners
District:							

9. Terms of Reference for District Working Groups on GBV (DWG-GBV) is standardized and implemented universally	a. The updated and implemented Terms of Reference of DWG-GBV roles, responsibilities and membership b. Number of DWG-GBV Working Groups that have been established and functioning	a. GBV Working Groups at the District Level as coordination mechanisms are expanded in number and strengthen	The PWG-GBV GBV Working Groups at the District Level	**X**	**X**		Royal Government of Cambodia and Development Partners
10. Establish and capacitate DWG-GBV	a. Number of DWG-GBVs that are established, and functioning based on the Terms of Reference and in line with relevant MSS	a. DWG-GBVs are well functioning and follow the ToR and become as sustainability formal state mechanism	The PWG-GBV at the District Level				Royal Government of Cambodia and Development Partners
Linkages							
11. Assessment of existing processes and development of mechanisms (as needed) for reporting and information sharing between TWGG-GBV, PWG and District GBV Working Groups	a. Disseminated report of assessment and development of mechanisms based on recommendations for reporting and information sharing between TWGG-GBV, PWG-GBV and DWG-GBV Working Groups	a. A system for reporting and information sharing is developed for linking with the GBV Working Groups from national to district levels	TWGG-GBV	**X**	**X**		Royal Government of Cambodia and Development Partners
12. Key actors receive training on roles and	a. Number of trainings of different key actors	b. Key actors have capacity to provide quality essential	- MoWA	**X**	**X**		Royal Government

responsibilities, relevant minimum service standards (essential services, health, referral, basic counseling, mediation, etc.), and on inclusion of vulnerable and marginalized groups including risks for VAW, stigma and discrimination experienced, and specific needs	b. Percentage of TWGG-GBV at all levels that perform their roles and responsibilities following the minimum standards	services to victims/survivors of VAW	- MoH - MoSVY - MoI - MoLVT - MoJ - Development partners, NGOs and Civil Society				of Cambodia and Development Partners

3.2.2.2. Health

Outcome 7: Strengthened systematic response to violence against women in the health system

Outcome Indicator:

7a. The numbers of women identified as survivors of violence in the health system and referred to appropriate services

Activities	Indicators	Expected Outputs	Responsible and Implementing Institutions	Timeframe			Resources
				Short Term 1-2 Y	Medium Term 3-5 Y	Long-Term 5+	
1. Include VAW response activities into MoH's strategic action plan	a. Number of key activities to respond VAW included in MoH's strategic action plan b. Percentage of MoH's budget have allocated for response violence	a. MoH's strategic action plan is included VAW response b. Budget for implementing VAW activities is included in national strategic plan	- MoH - MoWA - Development partners, NGOs and Civil Society	**X**			Royal Government of Cambodia and Development Partners
2. Provide training, mentoring and coaching to health care **workers** on providing health care for	a. Number of health care providers trained in response to VAW	a. Health care providers have increased capacity to identify, provide care and referral to female all	- MoH - MoWA - Development partners, NGOs and Civil Society	**X**	**X**	**X**	Royal Government of Cambodia and

women subjected to violence	b. Numbers of survivors identified by the health care providers	victims/survivors of violence					Development Partners
3. Adopt and disseminate the *Manual for Health managers: Guideline on Health Care to Women subjected to Violence*	a. Manual adopted b. Number of health managers oriented	a. The Manual for Health managers: Strengthening Health Systems Response to Women subjected to Intimate Partner Violence or Sexual Violence is adopted and provided training to health managers b. Knowledge of Health Manager on health care for women subjected to violence is increased	- MoH - MoWA - Development partners, NGOs and Civil Society	**X**	**X**	**X**	Royal Government of Cambodia and Development Partners
4. Provide forensic kits and training to the Forensic Exam Committee and Doctors on gender and presenting evidence in court	a. Number of women receiving Forensic exam b. Number of Forensic Exam Committee /Doctors receiving trainings c. Number of sexual forensic kit packages provided	a. Capacity of forensic examination committee/Doctors were strengthened	MoH	**X**	**X**	**X**	Royal Government of Cambodia and Development Partners
5. Improve the Health Management Information System by including the collection of VAW information system	a. The Health Management Information System is improved by including the collection of VAW information in the system	a. VAW Data Collection System is in place in the Health Management Information System to document services	- MoH - MoWA - Development partners, NGOs and Civil Society	**X**	**X**	**X**	Royal Government of Cambodia and

	and documentation of services provided to women that have been subject to VAW b. Number of women's victim received health care has showed in VAW data collection system c. Number of women's victim refer from health facilities to other services	provided to women that have been subject to VAW					Development Partners
6. Establish a One Stop Service Center (OSSC) for woman affected by VAW in Provincial Referral Hospitals hospital	a. Number of hospitals establishing OSSC for VAW survivors with clear structure b. Number of women receiving services from the OSSC	a. Women survivors of VAW, particularly sexual violence, have increased access to quality coordinated health services and referral to relevant essential services.	- MoH - MoWA - Development partners, NGOs and Civil Society	X			Royal Government of Cambodia and Development Partners
3.2.2.3. Police and Justice **Outcome 8:** Improved access to justice for all women subject to gender-based violence **Outcome Indicators:** **8a.** Number of survivors of VAW getting access to legal services provided by JPAs and JPOS is increased **8b.** Number of criminal VAW cases resulting in court decisions/verdicts is increased **8c.** Number of survivors of VAW getting access to legal aid services is increased **8d.** Number of protection orders issued is increased							
Activities	Indicators	Expected Outputs		Timeframe			

			Responsible and Implementing Institutions	Short Term 1-2 Y	Medium Term 3-5 Y	Long-Term 5+	Resources
1. Develop Terms of Reference for MoWA's Judicial Police Officers (JPO)	a. Clear Terms of Reference (TOR) for JPOs have been developed and disseminated	a. MoWA's JPOs have clear roles and responsibilities in responding to women affected by violence	- MoJ - MoWA	X			Royal Government of Cambodia and Development Partners
2. Provide trainings to MoWA's JPOs to build their capacity	a. Number of JPOs completing JPOs' requirements	a. JPOs have capacity to carry activities based on their roles and responsibilities	- Royal Academy of Police - MoJ - MoWA		X		Royal Government of Cambodia and Development Partners
3. Conduct a capacity assessment of MoWA's Judicial Police Agents (JPAs) and JPOs and provide training to build capacity based on the recommendations of the assessments.	a. Number of assessment report is developed and disseminated b. Number of JPOs and JPAs trained and providing appropriate services based on their role and in line with relevant MSS	a. MoWA Judicial Police Agents and Officers (JPA, JPO) have capacity to respond VAW with quality, effectiveness and timely manner	- MoWA - MoI - MoJ - PM lawyer - Development partners, NGOs and Civil Society	X	X	X	Royal Government of Cambodia and Development Partners
4. Conduct semi-annual workshop to reflect on the implementation of MoWA JPOs and JPAs' roles and responsibilities and identify priority areas for action/improvement	a. Report of best practices, challenges, and experiences of implementation based on the learning of the semi-annual workshop with	a. Best practices are shared and challenges are discussed and addressed	- MoWA - MoI - MoJ - PM lawyer - Development partners, NGOs and Civil Society	X	X		Royal Government of Cambodia and Development Partners

	action plan for future improvements						
5. Increase number of JPOs and JPAs at sub-national level	a. Number of JPOs and JPAs at sub-national level have increased	a. Number of JPOs and JPAs at sub-national level have increased to respond VAW	MoWA MoJ				Royal Government of Cambodia and Development Partners
6. Review and update Police curriculum at the Royal Academy of Police National Defense University, and Royal Academy for Judicial Professions (RAJP)'s curriculum to incorporate Minimum Services Standards and survivor centered approaches to justice for women and girls subject to VAW	a. Reviewed and updated curriculum (Specific curriculum)	a. MSS and gender sensitive principles are incorporated in the Royal Academy of Police National Defense University, and Royal Academy for Judicial Professions (RAJP)'s curriculum	- Royal Academy of Police - National Defense University - RAJP - MoWA - MoD	X	X	X	Royal Government of Cambodia and Development Partners
7. Conduct specialized training on MSS of Basic Counseling for Women and Girls Survivors of GBV to police and Gendarmerie officers	a. Number of Judicial Police and Gendarmerie officers receiving capacity development training on MSS of Basic Counseling	a. Police and Gendarmerie officers are applying the principles learned in the MSS of Basic Counseling to respond VAW	MoWA MoD collaborate with MoI and Development partners, NGOs and Civil Society	X	X		Royal Government of Cambodia and Development Partners
8. Conduct training to Local authorities and Commune Committee for Women and Children (CCWC) on	a. Training tools package on role of administrative decision and protection order, applying right-based	a. Training tools on role of administrative decision and protection order and right	- MoWA - The PWG-GBV	X			Royal Government of Cambodia and

applying right-based approach, prioritizing survivor safety, role of administrative decisions and protection orders, and referral of VAW cases to police and court to process investigate and issue administrative order	approach and priority on victim safety, and referral violence cases to police and court to process investigate and issue administrative order has been approved b. Number of Local authorities and CCWC that receive the trainings. c. Number of administrative decision and protection order have been issued	for safety must priority than mediation method b. Local authority and CCWC build their knowledge on applying a rights-based approach and prioritizing victim safety and the role of administrative decision and protection order, and referral violence cases to police and court to process investigate and issue administrative order	- GBV Working Groups at the District Level				Development Partners
9. Review and approve the Aide-Memoire on Guideline for Good Practice for Mediation as a Response to VAW	a. Aide-Memoire on Guideline for Good Practice for Mediation as a Response to VAW approved and implemented	a. Service providers have capacity in mediation to respond to VAW with applying the principles in the Aide-Memoire	- MoWA - MoJ - MoI - Development partners, NGOs and Civil Society	X	X	X	Royal Government of Cambodia and Development Partners
10. Develop training tools package on Aide-Memoire on Guideline for Good Practice for Mediation as a Response to VAW	a. Training tools package on Aide-Memoire on guideline of good practice for mediation on VAW case has been approved and implemented	a. Training tools package on Aide-Memoire on guideline of good practice for mediation on VAW case is approved and implemented	- MoWA - MoJ - Development partners, NGOs and Civil Society	X	X		Royal Government of Cambodia and Development Partners
11. Disseminate and provide training on Aide-Memoire on Guideline for Good	a. Number of trainings and service providers attending the training on guideline of	a. Service providers receive training on guideline of good practice for mediation on VAW case	- MoWA - MoJ	X	X		Royal Government of Cambodia and

Practice for Mediation as a Response to VAW	good practice for mediation on VAW case		- Development partners, NGOs and Civil Society				Development Partners
12. Provide workshop for Legal Actors (local authorities (commune, district), police, gendarmerie, lawyers, prosecutors, judges, and lawyers) on relevant laws, standards, and guidelines, on gender responsive justice practices	a. Number of Protection Orders for VAW case b. Number of VAW Cases Prosecuted & outcomes of Prosecutions (criminal and common remedies) c. Printing of Court Decisions	a. Legal Actors in the Justice Chain (local authorities (commune, district), police, gendarmerie, lawyers, prosecutors, judges, and lawyers) are more effectively applying available legal remedies in violence against women cases in a gender sensitive way	- MoWA - MoJ - Development partners, NGOs and Civil Society	X	X		
13. Monitor court processing of VAW cases	a. Periodic Report on the results of court processing monitoring on VAW cases shared with the relevant authorities to build understanding of court outcomes and identify and address gaps and challenges	a. A better understanding of court outcomes and with gaps and challenges in prosecuting VAW is identified	- MoWA - Development partners, NGOs and Civil Society	X	X	X	Royal Government of Cambodia and Development Partners
14. Assess the provision of Legal Aid and develop a clear and simple approach for women victims/survivors to access the Legal Aid Fund	a. Number of women subjects to violence receiving legal aid	a. Women victims/survivors of VAW have increased access to free legal aid	- MoWA - Development partners, NGOs and Civil Society	X			Royal Government of Cambodia and Development Partners

15. Collaborate with manufacturing, employment and recruitment agencies, unions and worker organizations to increase access to protections for workers affected by VAW	a. Number of manufacturing, employment and recruitment agencies, unions and worker organizations engaged in responding to VAW	a. VAW is addressed by private sector employers and VAW protections are increased	- MoLVT - Private sector - Development partners, NGOs and Civil Society	X	X		Royal Government of Cambodia and Development Partners
16. Implement practical measures to promote access to justice for survivors of VAW in vulnerable and marginalized groups (women migrant workers, women with disabilities, women marginalized by occupation and others)	a. Number of issued measures implemented for different groups b. Progress report documenting access to justice in relevant cases	a. Women and girls that have increased risk or are marginalized have access to justice for VAW	- MoI - NCCT - MoWA - MoH - MoFAIC - MoLVT - MoSVY - Development partners, NGOs and Civil Society	X	X	X	
3.2.2.4. Social Services Outcome 9: Improved access to quality coordinated social services for women subject to VAW Outcome Indicator 9a. Increased number of all survivors of violence against women that have timely access to appropriate and quality services							
Activities	Indicators	Expected Outputs	Responsible and Implementing Institutions	Timeframe			Resources
				Short Term 1-2 Y	Medium Term 3-5 Y	Long-Term 5+	
1. Document types of hotlines available, their functionality and	a. One National Service Directory for Referral for women affected by	a. A standardized hotline with a referral system is mapped and operational	- MoWA - Development partners, NGOs and Civil Society	X			Royal Government

operational capacity and recommend and implement good practice models based on the learnings	violence that contact the hotline is completed (Link to 6) b. Number of calls received, and referrals made by the hotline						of Cambodia and Development Partners
2. Minimum Standards of Service (MSS) are approved, training packages developed and service providers on trained on relevant MSS (MSS for Essential Services, Referral Guidelines, MSS for Basic Counseling, and others)	a. Number of training packages developed b. Number of service providers trained on relevant minimum service standards c. % increase in quality of services provided (in line with minimum service standards)	a. Social Services are implemented for VAW survivors that are of improved quality, accessible, available and appropriate based on the relevant MSS)	- MoWA - Development partners, NGOs and Civil Society	X	X		
3. Review and update the Data Collection Tools and Case Management system considering options such as Aps, or other systems for ease of use at the subnational level 4. Develop and deliver a training package for the Case Management and Data Collection Processes	a. Number of tools and data collection system are developed b. Number of training packages to local authorities and service providers	a. Improved implementation of the case management information system including referrals b. Local authrities and relevant service providers recieve trainings on case management and data collection system process	- MoWA - Development partners, NGOs and Civil Society	X	X		Royal Government of Cambodia and Development Partners

to relevant authorities and service providers 5. Provide coaching and mentoring to implement the system							
6. Develop service directories for VAW services that can be updated with relevant service providers, services provided and contact information	a. Number of service directories developed and updated	a. Developed and updated service directories are dessiminated and implemented	- MoLVT - MoWA - Development partners, NGOs and Civil Society	X	X		
7. Service Providers trained on good practices for providing services to marginalized groups including risks for VAW, stigma and discrimination experienced, specific needs	a. Number of Service Providers receiving training b. % increase in quality of services that are available, accessible and appropriate	a. Increased Availability, Accessibility, and Appropriateness for essential services with increased risk or for women in Marginalized Groups	- MoWA - Development partners, NGOs and Civil Society	X	X		Royal Government of Cambodia and Development Partners
8. Identify and expand good practice models for provision of services such as short-term and long-term temporary safe shelter (identify, develop protocols, implement)	a. Number of good practice models for provision of services identified and expended	a. Victims survivors have increased access to safe shelter, psycho-social support, material support, and other essential services	- MoWA - MoH - MoSVY - Development partners, NGOs and Civil Society	X	X		Royal Government of Cambodia and Development Partners

9. Support capacity development of government to advocate increased budget to provide or contract for essential services	a. Number of government officers attending capacity development to advocate increase budget	a. Government officers have more capacity development to advocate increase budget	- MoEF - MoWA - Development partners, NGOs and Civil Society	X	X		Royal Government of Cambodia and Development Partners
10. Integrate VAW into Royal School of Administration (RSA), Faculty of Psychology; Faculty of Social Work and Department of Media and Communication (DMC) of Royal University of Phnom Penh (RUPP), Royal University of Law and Economics and School Health Education Institutions (RULE)	a. Number of school curriculums	a. Relevant professionals have increased understanding of a survivor centered approach to providing interventions to women subject to VAW	- MoEYS - MoH - MoWA - RUPP - RULE	X	X		Royal Government of Cambodia and Development Partners
11. Develop a Monitoring Checklist for relevant MSS under MoWA and build capacity to use the checklist to implement their monitoring roles for ensuring quality of services (findings link to M&E)	a. Monitoring Checklist on MSS developed b. Number of monitoring processes completed of relevant MSS	a. MoWA has developed and implemented its Monitoring Role to promote quality essential services for survivors of violence against women	- MoWA		X		Royal Government of Cambodia and Development Partners

3.2.3. Strategic Area 3: Laws and Policies

Outcome: Laws and Policies in Cambodia are gender sensitive and designed to protect the rights of victims/survivors of violence against women and hold perpetrators accountable

3.2.3.1. Legislative Review

Outcome 10: Cambodia's legal framework to violence against women is strengthened

Outcome Indicator:

10a. Cambodia´s laws and regulations related to VAW to strengthened

10b. Number of improved legal frameworks applied to survivors of VAW
10c. DV law reviewed and its implementation is assessed
10d. Comprehensive DV law explanatory note developed and disseminated
10e. Sexual Harassment policies developed in cooperating comprehensive definition of sexual harassment in public and private spheres

Activities	Indicators	Expected Outputs	Responsible and Implementing Institutions	Timeframe			Resources and funding sources
				Short Term 1-2 Y	Medium Term 3-5 Y	Long-Term 5+	
1. Establish legal technical working group to review and analyze the DV Law	a. Number of technical officers engaged in the legal working group	a. Legal technical working group to review and analyze DV law is established engaging from line ministries using a multi-sectoral approach	- MoI - MoJ - MoWA - Bar Association of Cambodia - Development partners, NGOs and Civil Society	X			Royal Government of Cambodia and Development Partners
2. Provide training on legal analysis skills in applying relevant international conventions and framework (CEDAW and CRC)	a. Number of officers who are member of legal technical working group attending the training	a. Relevant technical officers have the capacity to analyse policy applying tools and resources such as	- MoI - MoJ - MoWA	X			Royal Government of Cambodia and Development Partners

		international conventions and frameworks.	- Bar Association of Cambodia - MoEF - Development partners, NGOs and Civil Society				
3. An analysis is conducted of the DV Law to identify key areas for alignment with national and international standards and a strategy for amending the DV law	a. Analysis of DV law Articles Report b. Number of meetings of legal technical working group and consultative meeting on discussion for DV law articles analysis	a. An action plan is developed for amending the Law on Prevention of Domestic Violence and Protection of Victims (DV Law)	- MoI - MoJ - MoWA - The Bar Association of Kingdom of Cambodia - MoEF - Development partners, NGOs and Civil Society	**X**			Royal Government of Cambodia and Development Partners
4. Evaluate DV law implementation	a. Result on progress of DV law implementation documented and disseminated	a. Some DV law articles are amended and effective implemented	- MoI - MoJ - MoWA - The Bar Association of Kingdom of Cambodia - Development partners, NGOs and Civil Society	X	**X**	**X**	Royal Government of Cambodia and Development Partners
5. Review and update the guidance documents for	a. Guidance document to implement DV law	a. A clear Guidance document to respond	- TWGG-GBV	X			Royal Government of

effective implementation of the DV Law	developed and disseminated	to DV law is available for all key actors and civil society Organizations	- Development partners, NGOs and Civil Society - National Institute of Statistics of Cambodia				Cambodia and Development Partners
6. Develop and implement the guidelines on sexual harassment prevention	a. The guideline on sexual harassment prevention is developed and implemented	a. The guideline on sexual harassment prevention is strictly implemented with at all levels	- MoLVT - MoJ - MoWA - The Bar Association of Kingdome of Cambodia - MoEF - Development partners, NGOs and Civil Society			X	Royal Government of Cambodia and Development Partners
7. Review International Standards (Including ILO) to develop definitions of sexual harassment, minimum obligation of employers and government agencies, and develop mechanism to file complaints and actions for redress for cases of VAW	a. Number of meeting and consultative meeting with key actor institutions on sexual harassment prevention guidelines b. Number of definitions, obligations, and mechanisms developed and defined	a. Policy on sexual harassment in workplace is established according to the guidelines set by MoLVT on the labour law to prohibit sexual harassment	- MoLVT - MoJ - MoWA - The Bar Association of Kingdome of Cambodia - MoEF - Development partners, NGOs and Civil Society	X			Royal Government of Cambodia and Development Partners

3.2.3.2. Policy Reviews and Institutional Strengthening

Outcome 11a: Improved and well-coordinated sector policy framework to effectively respond to violence against women

Outcome Indicator:

11a. Number of sectoral policies reviewed

11b. Key ministries and institutions have violence against women implementation plans and budgets

11c: Implementation plan created and budget implemented for each of reviewed policies

Activities	Indicators	Expected Outputs	Responsible and Implementing Institutions	Timeframe			Resources
				Short Term 1-2 Y	Medium Term 3-5 Y	Long-Term 5+	
1. Review policies, labor law and practices in relevant line ministries re: vulnerable and marginalized groups access to protection and services (Labor Migration Policy, Policy on Indigenous People, Workplace Polices, etc.)	a. Laws and regulations to be developed and reformed to respond to be gender sensitive, and to protect the rights of women and girls subject to VAW	a. Sectoral policies related to VAW interventions are reviewed and recommendations made for improvements	- MoWA - MoI - MoJ - MoSVY - MoH - MoLVT - MoEYS - Development partners, NGOs and Civil Society	X	X	X	Royal Government of Cambodia and Development Partners
2. Review relevant policies (e.g. migration, trafficking, VAW) to ensure coordinated engagement for development of	a. Number of policies and programs including women migration worker	a. Key policies and programs are developed and supported for women migration workers	- MoLVT - MoI - NCCT - MoWA	X	X		Royal Government of Cambodia and Development Partners

supports for women migrant workers.			- MoFAIC				

3.2.4. Strategic Area 4: Monitoring and Evaluation and Learning

Outcome: To develop a comprehensive system for data collection, monitoring, analysis and evidence based reporting of violence against women

3.2.4.1. Monitoring and Evaluation Framework

Outcome 12: Establishment of monitoring and evaluation framework and a comprehensive system for data collection that integrates prevalence studies on violence against women and other relevant research

Outcome Indicator:

12a. Key actors collect and provide timely administrative data to the relevant stakeholders on violence against women

Activities	Indicators	Expected Outputs	Responsible and Implementing Institutions	Timeframe			Resources
				Short Term 1-2 Y	Medium Term 3-5 Y	Long-Term 5+	
a. Develop M&E Framework for NAPVAW	a. M&E Framework guideline document for NAPVAW is developed	a. M&E Monitoring Plan is developed and in place that includes adequate information for monitoring implementation of the NAPVAW b. Guidelines and tools for M&E are implemented including reporting	- TWGG-GBV Secretariat - Development partners, NGOs and Civil Society	X			Royal Government of Cambodia and Development Partners
2. Data collection systems and tools between the various sectors are developed in	a. Inclusive Data collection systems between the various sectors and specific	a. Inclusive data collection systems and tools between the various sectors are improved in quality and harmonized	- TWGG-GBV Secretariat	X	X		Royal Government of Cambodia and Development Partners

quality and harmonized and aligned with national and international standards	tools are developed and implemented	and aligned with national and international standards	- Development partners, NGOs and Civil Society				
3. Develop and implement monitoring and evaluation framework and implementation plan for the NAPVAW that includes national and subnational levels	a. Join action plan on monitoring and evaluation action plan of NAPVAW action plan are establish and practical b. A system for subnational data collection for monitoring NAPVAW implementation is developed and implemented c. Mid-Term Review of the NAPVAW is conducted	a. NAPVAW implementation is monitored and evaluated regularly b. Data on the status of violence against women and the progress of this National Action Plan to Prevent Violence Against Women 2019-2023 is collected, analyzed and shared.	- TWGG-GBV Secretariat - Development partners, NGOs and Civil Society	X	X	X	Royal Government of Cambodia and Development Partners
4. Conduct research on the situation of VAW in vulnerable and marginalized groups and on new and emerging issues and VAW	a. Research on VAW in marginalized or vulnerable groups is completed and disseminated b. Relevant research on emerging issues is	a. Research reports are disseminated and implemented recommendations	- TWGG-GBV Secretariat - Development partners, NGOs and Civil Society	**X**	**X**		Royal Government of Cambodia and Development Partners

	conducted and disseminated						
5. Include DV Chapter in CDHS 2020	a. The DV Chapter is included in CDHS 2020 b. WHO methodologies is included in CDHS 2020	a. Prevalence data collected through the CDHS to understand the changes in prevalence of violence against women, and help-seeking behaviors in the past year and over the lifetime	- TWGG-GBV Secretariat - Development partners, NGOs and Civil Society - National Institute of Statistics		**X**		Royal Government of Cambodia and Development Partners

4 LAW AND REGULATION DRAFTING SCHEDULE

To respond to gender inequality, the Royal Government of Cambodia has recognized the importance of prevention of violence against women in Cambodian society and has developed the Law on the Prevention of Domestic Violence and Protection of Victims, and other relevant laws offering ways for victims to request protection effectively from authorities.

For enforcement of protections to be effective it is necessary to increase understanding of: the Law on the Prevention of Domestic Violence and Protection of Victims and other relevant laws; and the legal protection challenges that survivors face on a daily basis, in order to provide appropriate and timely response to survivors. Some challenges still faced by survivors of violence against women are due to the following reasons:

- Understanding of authorities and people is still limited by as awareness-raising on laws and policies have not reached all people especially those in rural and remote areas.
- Prevention and interventions to survivors of violence against women by law enforcement and other stakeholders is slow due to challenges they face from inadequate resources or skills
- Action to respond can take a significant time in some cases.
- Legal representation is constrained for poor victims because of limited number of lawyers, particularly at remoted arears and lengthy procedures for support that result in the inability to respond in a timely way to the needs of victims
- Some articles in the law do not adequately respond to the current situation.

The Royal Government of Cambodia has had significant progress in legal and judicial reforms and continues with strategic direction to strengthen institutions and the protection of people particularly women and children at the community level.

Cambodia has passed laws such as the Penal Code, The Criminal Procedure Code, The Civil Code and the Civil Procedure Code and other laws that guarantee equal rights between women and men in line with international standards and consistent with the laws of other countries in ASEAN and the world. In the implementation of the Law on the Protection of Domestic Violence and Protection of Victims and legal regulations the success is a result of:

- Collaboration with the support and encouragement between ministries, institutions, civil society, and victims who provided timely and rapid information and interventions;
- Law enforcement officials and the authorities' willingness to help victims voluntarily and ensure victims fair and timely access to legal, social, health and education services;
- People have attended public forums in their schools and communities with questions and answer sessions so issues can be addressed based on the real situation; and
- Specific messages are published in the media targeted to youth and provide opportunities to share experiences and learn new ideas that violence against women is not acceptable.

To actively participate further in reducing violence against women and further strengthen non-violent cultural harmony in the family, community and social needs is recommended:

- Review contents of some articles of the Law on Prevention of Domestic Violence and Protection of Victims and the legal regulations to update to respond to the gaps based on the actual situation.

- Provide capacity people development to key actors in the justice chain (local authorities, police, judges and prosecutors) to ensure adequate knowledge and practices to apply available remedies in a gender sensitive and timely way protecting the rights of victims and holding perpetrators accountable.
- Speed up procedures for poor survivors of violence against women to access legal representation when required in cooperation with the Bar Association of Cambodia.

The National Action Plan to Prevent Violence Against Women 2019-2023 is a short-term implementation plan, which requires all partners to contribute to its implementation for overall success. Therefore, the proposed amendments to necessary legal articles, development of new regulations and improvements in inter-ministerial proclamations must be initiated with full awareness these are actions that will be continued in the long-term.

5 EXPENDITURES

The National Action Plan to Prevent Violence Against Women 2019-2023 will be supported by the RGC national budget that require relevant line ministries and generous support of development partners, the private sector, civil society and other donors.

6 REVIEW, MONITORING AND EVALUATION

To ensure successful implementation of National Action Plan to Prevent Violence Against Women 2019-2023 review, monitoring, evaluation and reporting is required. This should include the following mechanisms:

- TWGG-GBV Secretariat as the main body for monitoring for the National Action Plan to Prevent Violence Against Women 2019-2023.
- A system for data collection to monitor implementation in cooperation with line ministries and NGOS to serve as the tool for monitoring, evaluation and reporting. This system will provide government ministries with resources for policy development and analysis, and for improving performance in service delivery. It will also identify the most efficient use of resources as well as implementation challenges, thus enhancing transparency and accountability.

Additionally, other data including prevalence data through the CDHS will measure progress of the National Action Plan to Prevent Violence Against Women 2019-2023.

The review, monitoring and evaluation of the National Action Plan to Prevent Violence Against Women will include an annual activity report, a mid-term review and a final evaluation.

7 CONCLUSIONS

The National Action Plan to Prevent Violence Against Women 2019-2023 was developed in response to the existing success and challenges in implementation of NAPVAW II. In its primary prevention efforts this Plan aims to promote a coordinated and comprehensive approach targeting positive change in key settings. In legal protection and multi-sectoral services, this Plan aims to build on the successes in development of standards and improved coordination, building capacity of key actors in collaborating to provide better survivor centered approaches and inclusive interventions. The focus

will be on strengthening understanding, implementation and enforcement of laws and policies at the subnational level. Laws and policies will be reviewed to close gaps based on the real practice of their implementation in line with international standards. And a comprehensive data collection system will be developed and implemented to monitor and evaluate the National Action Plan to Prevent Violence Against Women 2019-2023.

8 DEFINITIONS

Gender-based violence	is "violence that is directed at a woman because she is a woman or that affects women disproportionately. It includes acts that inflict physical, mental or sexual harm, suffering, threats of such acts, coercion and other deprivations of liberty"
violence against women	means any act of gender-based violence that results in, or is likely to result in physical, sexual or psychological har or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or private lie. Accordingly, violence against women encompasses but is not limited to the following: A) Physical, sexual, psychological violence occurring in the family, including battering, sexual abuse of female children in the household, dowry-related violence, marital rape, female genital mutilation and other traditional practices harmful to women, non-spousal violence and violence related to exploitation; B) Physical, sexual and psychological violence occurring within the general community including rape, sexual abuse, sexual harassment and intimidation at work, in educational institutions and elsewhere, trafficking of women and forced prostitution; C) Physical, sexual and psychological violence perpetrated or condoned by the State, wherever it occurs.
Prevention	refers to the prevention of violence against women, which has two levels such as primary and secondary prevention. Primary prevention of violence against women includes all efforts to end violence by addressing the root causes of violence that may occur in the future. It requires the identification of specific groups at high risk and experience violence in the future with strategies to promote positive changes in attitudes, beliefs, practices and social norms. Secondary prevention requires further development of service and response to minimize risk and effect of violence to women and girls include perpetrators conviction.
Intervention	refers to the action/program which is established to prevent and minimize risk of violence.
Response	is to enhance the quality of responsive action of violence against women in terms of health, police, justice and social service.
Positive Parenting	is focused on developing a strong, deeply committed relationship between parent and child based on communication and mutual respect without any form of violence.

Gender equality	is the equal rights, responsibilities and opportunities between men and women where the interests, needs and priorities of both women and men should be taken into consideration. It does not necessary mean that women and men will be treated the same, but that their rights, responsibilities and opportunities should not be dependent on if they were born female or male. Gender equality is seen as a human rights issue and a precondition for sustainable people-centered development.
Gender equity	means fair treatment of women and men. To ensure fairness, measures must often be available to compensate for historical and social disadvantages that prevent women and men from otherwise sharing a level playing field. Equity leads to equality. Measures that address specific disparities that prevent women from having the same status as men will allow both women and men to share equally in the results and benefits of development. One example of such a measure of equity is the prevision of leadership training for women, which addresses the problem of gender inequality in structures of governance. Equity is the means and equality is the result.
Intimate partner violence	refers to any behavior within an intimate relationship that causes physical, psychological or sexual harm to those in the relationship. IPV is one of the most common forms of violence against women and includes: acts of physical violence, such as slapping, hitting, kicking and beating; sexual violence, such as forced sexual intercourse and other forms of sexual coercion; emotional (psychological) abuse, such as insults, belittling, constant humiliation, intimidation, threats of harm, or threats to take away children; and controlling behaviors, such as isolating someone from their family and friends, monitoring their behavior, or restricting their access to financial resources, employment, education or medical care.
Domestic violence	refers to the violence that happens and could happen towards husband or wife, dependent children, persons living under the roof of the house and who are dependent of the households.
Sexual harassment	is an act that a person abuses the power which was vested to him/her in his/her functions in order to put pressure again and again on other persons in exchange for sexual favor.
Indecent assault	Touching, fondling or caressing the sexual organs or other part of a person without that person's consent or coercing another person to perform such acts on the perpetrator himself or herself or a third person for the purpose of arousing the perpetrator or providing sexual pleasure to the perpetrator constitutes indecent assault.
Social norm	Standards or models of behavior practiced by societies and rooted in their cultural, ethnic and historical backgrounds. Often social norms limit the participation of women in mainstream development, due to the fact that their main tasks are seen as looking after children and doing household chores (requiring limited formal education), that their opinions are considered less relevant that those of men, and that the limited access to resources, services and participation in decision-making process of women are seen as normal.