



**Youth Leadership**  
*for Gender Equality*

# **Lab**

*Organized by Young Professional Network of Ministry of Women's Affairs*



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# YOUTH LEADERSHIP LAB FOR GENDER EQUALITY

## Case study

«summarized report and lessons learnt»

A Case Study – Youth Leadership Lab I



# CONTENT

1. About Program
2. Framework and Progress
3. Lessons Learned
4. In Conclusion



Youth Leadership  
lab for Gender  
Equality



#### Objective ☺

**«Youth Development in higher educational institutions and public institutions to become leaders contribute to the promotion of gender equality and the eliminating of discrimination against women in the family, community and society.»**



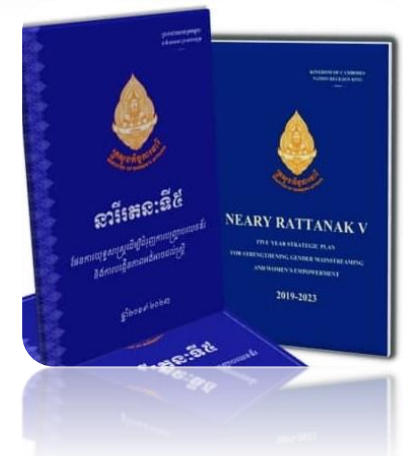
*The program recruits 20 members and provides capacity development and leadership to promote gender equality through:*

*Series of training, reflection, participate in public forum, study visit and gather experience in project writing, project proposal and project implementation, as well as internship programs at development partner institutions.*

***The program initiated by MoWA Young Professional Network.***

# RESPONSE TO NATIONAL AND INTERNATIONAL FRAMEWORKS

- **Rectangular Strategy Phase 4** considered «**Human Resources Development**» is a priority strategy on promoting the knowledge, professional skills, entrepreneurship ability, innovation, virtue, morality, conscience and a sense of responsibility, good health and fitness, women's role and social protection.
- **Sustainable Development Goal (2016-2030) goal 5** to ensure gender equality and empowerment for all women and girls and the fourth goal is education equality.
- **NEARY RATTANAK V Strategic Plan (2019-2023)** in the strategies focus on women's in Leadership in public and political spheres focus on youth leadership development.



# The Progress of Program

Season I



Youth Leadership Lab for Gender Equality season I

Launched on December 27, 2019 under the cooperation, partnership and supported by:

- UNDP, Embassy Sweden of Cambodia, Recoftc Cambodia, Oxfam Cambodia, Silika, CDRI and other Development partner.





# PROGRAM'S FRAMEWORK SEASON I

Selection process and Orientation workshop

Series of training and Reflection/Mentorship

Study visit and Public forum

Project Planning and Implementing

Internship



# CANDIDATE SELECTION



<https://fb.watch/4lvHt5KHiVW/>

- Announcement and outreaches in ministries, development partners , social networks of ministries and partners.
- 25 Students and officials in institution applied in the program
- Face-to-face interviews with candidates to learn about the candidate's perceptions of gender and commitment to the program.
- Interview Committee: Representatives young professional network of ministry of Women's Affairs and representatives of partners, which took place from December 16-19, 2019.
- Twenty candidates were selected to participate in the program.



# ORIENTATION WORKSHOP

27<sup>th</sup> December 2019

## **Orient the selected candidates:**

- Understanding deeply about the program, including the procedures, process and conditions.
- Create supportive environment for building network among member, organizing team, partners and facilitators.



# FIRST SERIES OF TRAINING “GENDER MAINSTREAMING CONCEPT”

January 21<sup>st</sup> -23<sup>rd</sup> , 2020

**Topic:** Gender Concepts, Gender Analysis, Gender Equity and Gender Equality and intersectional identities.

**Methodology:** lessons, self-reflection, mentoring from the facilitators and identify the next step forward after the training.

**Outcome:** Participants had learnt and explored themselves more deeply through self-reflections on personal experiences and social influences.

**Trainers :** Ministry of Women's Affairs and experts from development partner.



## SECOND SERIES OF TRAINING “LEADERSHIP AND PROJECT PLANNING”

February 26<sup>th</sup>-28<sup>th</sup>, 2020

**Topic** ៖ Leadership, understanding of power, planning and gender mainstreaming, communication skills and innovation.

**Methodology**៖ lessons, self-reflection, mentoring from the facilitators and identify the next step forward after the training .

**Result**៖ Youth be able to reflected on their leadership and promoted leadership with gender concept which focus on understanding power, leadership, and communication skills.



Regarding to the first and second training, participants begin having some idea on the project to address gender issue which started from their leadership to particular part they want to see the improvement.





## “LEADERSHIP FOR GENDER EQUALITY AND PROJECT IMPLEMENTATION”

September 28<sup>th</sup>-30<sup>th</sup> , 2020

**Topic:** Leadership Reflection for gender equality, facilitation skill, art of public speaking, implementing monitoring and evaluation with a gender perspective.

The training had strengthen the capacity of members, both soft and hard skill to become agent in addressing gender gaps and promote positive change within gender perspectives in decision-making and leadership.

At the same time, 20 members gained a better understanding of gender role, power and confidence in speaking, as well as the practice the positive attitudes.



## PROVIDING OPPORTUNITIES TO PARTICIPATES IN NATIONAL'S EVENTS AND PUBLIC FORUMS

- On December 21, 2019 in collaboration with the Private Sector (Be Your own Hero) and young professional network of Ministry of Women's Affairs provided members with the opportunity participate in the forum to encourage them moving forward, step out their comfort zone, fulfill their dreams and empower themselves.
- March 1-10, 2020 participated in International Women's Day March 8<sup>th</sup> , 2020.
- On October 8-10, 2020 participated in the Leadership Day 2020 organized by the Ministry of Women's Affairs and the Private Sector.





# STUDY VISIT AND LESSON LEARNED

## Objective and expecting result ÷

- Understanding the gender status in the workplace.
- Reflects between theories and lessons from the program with the real practice, as well as challenges and lessons learned.
- Understand the needs and gender issues in the target group and validation ideas for their project proposal.

## Study Visit: Understanding on Actual Status

Leading and Develop Forestry Community under the supported by RECOFTC

**Prey Kbal Bey Community , Kompong Thom Province.**

October 19<sup>th</sup> -21<sup>st</sup> , 2020

Youth as members of Program had Learned, and reflected between theory and practice in the community, specifically in gender issues and leadership, as well as challenges and lessons learned in community forestry.



## Study Visit: Understanding on Actual Status

### Leadership at Sub-national level and Women's Leadership in Siem Reap

On February 4<sup>th</sup>-6<sup>th</sup> , 2021

#### Program's Members

- Increased awareness of gender at sub-national leadership
- Understanding on actual status through visiting women in leadership and gender-responsive leadership at the sub-national level.



<https://fb.watch/4lwmvQ4Z2n/>



# PROJECT FORMULATION, PROJECT PROPOSAL AND IMPLEMENTATION.



- Each Member of the program requires at least one idea on addressing particular issue or priority needed (gender, youth, and leadership).
- The program provided coaching on how to determine the project (project idea) transform to project's concept paper (project paper) as well as technical support for young people to prepare a project proposal request to the partners.
- Two projects have been supported and implemented by Youth Lab members 1. Training on Women in leadership to promote gender equality in forest community support by Recoftc 2. The survey on gender awareness among University Students in Phnom Penh supported by UNDP.

## Self-Reflection, Consultation support and Coaching/Mentoring.

- After each training and event: Participants are required to practice self-reflection exercises on: what they have learned, what they can apply for themselves, and what they are committed to apply after the program?
- Counseling and Training: Member received the advisory support on project planning, budgeting and submission to partners, report preparation, as well as pre-internship support at partner sites.
- *The capacity development and leadership of each members improve better when they received advisory support and coaching regularly.*
- In the context of Covid-19, most reflection and counseling or coaching programs conducted in online platform. (Zoom and Telegram) 9







# INTERNSHIP

*Opportunities from partners*

- In 2020, the program received interview opportunities for internship from development partner, including: Oxfam, RECOFTC, CDRI, Coca Cola, and UNDP.
- Three members of the program have been intern at RECOFTC and currently 2 of them continuing as an internship staff at RECOFTC. While few members have been doing internships in various fields and some of youth members haven't had internship due to the criteria of institution and some partner institutions are unable to run internships because of the Covid-19 pandemic.

## Overview from Management Team Representative.

What is the core value and unique of the program?

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**Youth Leadership Lab for Gender Equality** is an experiment place for young people to apply their knowledge, commitment and potential. Program provides a series of trainings and opportunities for them to transform their idea into project and actions, also a group of mentors to accompany them and to connect them to the workplaces. Through this lab, youth will be able to understand and realize that gender equality is their core value and that value starts and happens from their leadership.



H.E. The Chhunhak  
Director General, Gender Equality and  
Economic Development, Ministry of  
Women's Affairs.

The overview from RECOFTC Cambodia Representative.

## Why support Youth Leadership Lab?

“ “These today youth will become leaders in the future”. Youth Leadership Lab for Gender Equality will cultivate these-future leaders, equip them with skills, and build their leadership attitude that value gender equality as a foundation for achieving organization goal, they are working for in the future. This will ultimately contribute to meaningfully sustainable and inclusive development of the country.

In my perspective, Youth Leadership Lab for Gender Equality program is well designed, and innovate with clear strategies toward achieving program objectives and goals. The combination of different learning approaches helps participants to actively engage in program activities, in-class training, team assignment, internship and study visit. Participants learnt concept, practices tool and methods and experienced skill in promoting gender equality in many context.



Tol Sokchea, Recoftc Cambodia  
Training Coordinator,

## YOUTH LEADERSHIP LAB TRAINERS AND PERSPECTIVE



**Mrs. Cheng Chinneth**

Head of Gender Equality  
department in MoWA

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I've been working in MoWA for 12 years until today and from my perspective on Youth Leadership Program is an vital program for cultivate young generation for the future sake of Cambodian society.

As a trainer, all I want is to contribute and share to the young generation from what I have learnt and my little knowledge about public speaking for effectiveness. We are not the best for today but from this little act of today, these seeds will grow and lead for the positive change for Cambodia.



**Mrs. Tha Bonavy**

Deputy Director Information  
Department, 12 years of  
working in MoWA

“

Youth Lab program provided an important platform which transform university students to understand about gender concept, leadership, and soft skill as well as other important activities such as study visit, project management and internship.

And according to my training topic which is about facilitate skill, members will be able to understand characteristic of human and understand the role and process of the facilitation. Facilitate skill is an essential skill and common used not only at work, but every angle in life.

## YOUTH LEADERSHIP LAB TRAINERS AND PERSPECTIVE



**Ms. Meach Sotheary**

Deputy Director, Gender Equality Department, 14 years of working in MoWA

“As a trainer, The topics that I share with Youth Leadership Lab about gender mainstreaming concept. It is a basic knowledge for build the capacity to change the mind set about the gender in individual, family, committee and society especially in leadership. I expected that all members gain more knowledge and experiences for inclusiveness and social equity with the absence of discrimination and the presence of gender equality and women in leadership. Gender is our business not only women business.

Since youth are the bamboo shoots and resource for the future generation, the more young people aware of gender, the more inclusive development and gender equality will be achieved, so Youth Leadership Lab for Gender Equality is one among the best and essential program.



**Mr. Nheb Leakhena**

Office Chief of Gender Equality Department 12 years of working in MoWA

“Young people need to learn, raise up their ideas and share to each other on particular things they understand for more improvement.

We can see their point of views, the current situation they're facing in living, help them to built-up a non-discrimination society based on gender by focusing on both active participation with free choices and all of that could be seen in Youth Lab program.

As a trainer, I expected nothing but helping young people in next generation to understand the foundation of gender, the shared value and importance of both man and woman in the societies so that all people can live a peaceful life, enjoy harmonization and get the greatest benefit together.



## YOUTH LEADERSHIP LAB TRAINERS AND PERSPECTIVE



**Mr. Meas Chiwuth**

Office Chief of Gender Equality  
Department in MoWA

“

I've been training on Gender concept and Project Planning Cycle .

I expected that within all of those topic youth Lab members both students and young official in Ministry of Women's Affairs received the knowledge and experiences related with gender and the process of gender responsive project planning.

Through the involvement and sharing experiences I believed that they could use their knowledge and practice in every day work as well as continues on sharing with their family and friends.



**Ms. Onn Chansrey leak**

Internship staff on Youth Lab  
program

“

As an internship staff in this program I could see the values of the program provided on gender knowledge, leadership and soft skill to all the members to apply for their advancement forward and life.

Thinking and investing in young people is a smart investment for building the next generation within the education and skill for the development of the country.

## Members of Youth Leadership Lab for Gender Equality 2020

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I apply in this program within my own reason, which each of those reason push me harder to participate in each activity.

After attended in this program I have gained a lot of knowledge beyond what I expected, a better understanding of gender issues , as well as the various approaches in planning, implementing, analyzing and addressing issues from a gender perspective, especially those related to promoting gender in the country.

Lastly, I would like to encourage young people and students to participate more in gender and leadership programs because young people should pay more attention on solution and to increase capacity as well.



Ms. Srim Thida, University student  
Royal University of Law and Economics,  
Business Administration

## Members of Youth Leadership Lab for Gender Equality 2020

“

I delightfully appreciated the program that enhancing my capability and knowledge on gender-based concepts and leadership skills. Throughout this program, I have learned deeply about gender equality advocacy and leadership concept. Spiritually speaking, I received a lot of supports, inspirations and encouragements in promoting gender equality in the community.

Gender equality is a major issue that requires the involvement of young people. Thus, to contribute the solutions, I warrantee that Youth Leadership Lap for Gender Equality is the best place for you.



Mr. Yoeum Yet, University Student, Royal University of Phnom Penh, Majoring International relations.

## Members of Youth Leadership Lab for Gender Equality

“ When I first joint the Lab, I expected to gain knowledge about gender concept and more experience from the program about Cambodia society (current situation and future). Now it were gradually achieved, and some were moving forward.

I would like to encourage young people to apply in the program because it's provided common knowledge, experience, opportunity that are essential elements in develop yourself toward the best of life and become one of role model in leadership level.



Mr. Seab Savuth, University Student, Royal University of Law and Economic, Majoring in Public Administration

## Representative members of Youth Leadership Lab for Gender Equality

“Participate in this program I have my own expectation, not too far but to understand the relation of gender and leadership, as well as I would like to gain more soft-skill knowledge specifically on training method from facilitators during the training. On top of that, I was curious and eager to learn on how to make youth engagement and understanding of gender equality and gender equity which is supposed to be a critical momentum that all youth need to pay attention and kickstart their individual on how to rethink, relate and realize gender issue in any circumstances of life path. Last but not least, dear young people in next generation “Do not wait until tomorrow, all for today for gender equality”.



Chhab Nika, Civil servant of Ministry of Women's Affairs.



# LESSONS LEARNED

- The Capacity Development and leadership of each members as well as knowledge and gender responsive attitude continue to growth when they accept this value for themselves and received the supporting, consultation and mentoring regularly for practice in their daily life. At the same time, next season's of the program will strengthen and expand coaching and mentoring for each member more regularly.
- During the spread of Covid-19 pandemic, program have been turning problems into opportunities by exploring and embracing through digital context by organizing reflection sessions and other meetings in online platform (Zoom Meeting). In that sense, the members of the program and organizing team increased the understanding and ability to operate in online. In addition, the next season program will add a short training course on digital technology knowledge to members at the beginning of the program.

# INCONCLUSION

- Through the program, members continue to develop the capacity and apply the knowledge and soft skills in daily life, as well as share with their classmates, colleagues and family members in the spirit of contributing to eliminating the gender gap and becoming a person with a gender perspective
- Youth Leadership Development for Gender Equality is a strategy in contributing to address gender issues and promoting gender equality in decision-making at all levels in the future.
- This program is part of the contribution to ensuring that young people, both men and women having equal opportunity access to higher education and higher-paying jobs in leadership and decision-making positions achieve the vision of the Royal Government as a high middle income country by 2030 and high income by 2050.



**កម្មវិធីអភិវឌ្ឍន៍តាមគោលការណ៍បេសយុវជន**  
**ដើម្បីសមភាពយេនឌ័រ**

**Youth Leadership** **Lab**  
*for Gender Equality*

We are committed to cultivate young people with quality, virtue and values  
for Individual, Family, Community, Society and Humanity.





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*Investing in gender equality is key for sustainable development*