

UNITED NATIONS DEVELOPMENT ASSISTANCE FRAMEWORK 2011-2015



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United Nations in Cambodia

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ACRONYMS & ABBREVIATIONS



ADB	Asian Development Bank
ANC	Antenatal Care
CAS	Cambodian Anthropometric Survey
CARD	Council of Agriculture and Rural Development
CCA	Common Country Assessment
CCWC	Commune Committees for Women and Children
CCDM	Commune Committees for Disaster Management
CDC	Council for the Development of Cambodia
CDCF	Cambodian Development Cooperation Forum
CDHS	Cambodia Demographic Health Survey
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CMDG	Cambodia Millennium Development Goal(s)
CP	Country Programme
CRC	Convention on the Rights of the Child
CSO	Civil Society Organisation
D&D	Deconcentration and Decentralisation (Democratic Development)
DP	Development Partners
ELC	Economic Land Concession
FAO	Food and Agriculture Organisation
GBV	Gender-Based Violence
GDCC	Government Donor Coordination Committee
GDI	Gender Development Index
GDP	Gross Domestic Product
GEM	Gender Empowerment Measure
GHG	Green House Gases
GMAG	Gender Mainstreaming Action Groups

GPI	Gender Parity Index
HIV	Human Immunodeficiency Virus
IFAD	International Fund for Agriculture and Development
ILCC	Industrial Laboratory Centre of Cambodia
ILO	International Labour Organisation
ISC	Institute of Standards of Cambodia
IMF	International Monetary Fund
IOM	International Organization for Migration
LDF	Local Development Fund
LJR	Legal and Judicial Reform
LSS	Lower Secondary School
M&E	Monitoring and Evaluation
MAFF	Ministry of Agriculture, Forestry and Fisheries
MIME	Ministry of Industry, Mines and Energy
MoE	Ministry of Environment
MoEYS	Ministry of Education, Youth and Sport
MoH	Ministry of Health
MoI	Ministry of the Interior
MoWA	Ministry of Women's Affairs
NAPA	National Adaptation Plan of Action
NCDD	National Committee for Sub-National Democratic Development
NCDM	National Committee for Disaster Management
NGO	Non-Governmental Organization
NSDP	National Strategic Development Plan
NSSF	National Social Security Fund
OVC	Orphans and Vulnerable Children
PBA	Programme Based Approach
PLHIV	People Living with HIV/AIDS
PMTCT	Preventing Mother to Child Transmission
RGC	Royal Government of Cambodia
RMG	Ready-Made Garments

RWSSH	Rural Water Supply, Sanitation and Hygiene
SPS	Sanitary and Phyto-Sanitary
SPW	Strategic Prioritisation Workshop
STI	Sexually Transmitted Infection
SWAP	Sector Wide Approach programme
TBT	Trade Based Transfers
TVET	Technical and Vocational Education and Training
TWG	Technical Working Group
UN	United Nations
UNAIDS	United Nations joint programme on HIV/AIDS
UNIAP	UN Inter-Agency Project on Human Trafficking in the Greater Mekong Sub-Region
UNAKRT	United Nations Assistance to the Khmer Rouge Trials
UNCDF	United Nations Capital Development Fund
UNCT	United Nations Country Team
UNCTAD	United Nations Conference on Trade and Development
UNDAF	United Nations Development Assistance Framework
UNDP	United Nations Development Programme
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNFPA	United Nations Population Fund
UN-Habitat	United Nations Human Settlements Programme
UNHCR	United Nations High Commissioner for Refugees
UNICEF	United Nations Children's Fund
UNIDO	United Nations Industrial Development Organisation
UNIFEM	United Nations Development Fund for Women
UNODC	United Nations Office on Drugs and Crime
UNOHCHR	Office of the High Commissioner for Human Rights
UNTAC	United Nations Transitional Authority in Cambodia
UNV	United Nations Volunteers
USG	UNDAF Steering Group
WFP	World Food Programme
WHO	World Health Organisation
WTO	World Trade Organisation



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EXECUTIVE SUMMARY



Over the last decade Cambodia has experienced high levels of growth that have generated jobs, increased services and improvements in health, education and other development indicators. Nonetheless, a series of external shocks – the global economic crisis, rising food and fuel prices and the threats of climate change – have had significant indirect and potentially long-term effects and suggest that it is unlikely that Cambodia will achieve all its Cambodia Millennium Development Goals targets. The new UN Development Assistance Framework (UNDAF) will begin in an economy that has seen rapid growth in past years but is most recently still coming to terms with the fall out of the global economic downturn. Such situations however, also provide the opportunity to pinpoint where economic opportunities lie that can stimulate short and longer term growth, highlighting the need for more diversified, broad based and inclusive growth and improving the livelihoods of poor rural households and decent work opportunities, while providing social protection to the poorest and most vulnerable.

The UN has a long history in Cambodia that dates back to the 1950s. UN programmes in Cambodia continued throughout the civil war and were suspended between 1975 and 1979, but early relief assistance resumed in 1979 inside the country, mostly through the support of UNICEF, and along the Thai-Cambodia border. In 1992, the United Nations Transitional Authority in Cambodia assumed temporary authority in the country until free elections could be held in May 1993 and a new Constitution adopted. Thereafter, the United Nations resumed its full involvement in Cambodia and has contributed since to its most significant reforms. There are currently 23 UN Agencies with direct operations in Cambodia disbursing around US\$100m per annum.

Based on the analysis in the Common Country Assessment, the 2011-2015 UNDAF provides a framework for coordinated UN development assistance in keeping with the UN reform process and the commitments laid out in the Paris Declaration on Aid Effectiveness (reaffirmed in the 2008 Accra Agenda for Action). The UNDAF is anchored in and aligned with the Government's Rectangular Strategy Phase II and the National Strategic Development Plan (now extended to 2013). It builds on the achievements and progress made over the last decade and leverages the UN's position as a trusted and neutral partner of the Royal Government of Cambodia and the people of Cambodia. The UN Country Team also adopted a Human Rights-based Approach in undertaking the country analysis and to advocate for priorities in the National Development framework. These principles require a specific focus on the marginalised, the disadvantaged and the excluded, and form one of the core programming principles of the UNDAF.

The UNDAF has identified five priorities that will form the core of the UN's support to Cambodia between 2011 and 2015 (see figure):

BY 2015, MORE PEOPLE LIVING IN CAMBODIA BENEFIT FROM, AND PARTICIPATE IN, INCREASINGLY EQUITABLE, GREEN, DIVERSIFIED ECONOMIC GROWTH

<i>Sustainably developed agricultural sector promoting equitable physical and economic access to an increased number of safe and nutritious food and agricultural products</i>	<i>National and local authorities and private sector institutions are better able to ensure the sustainable use of natural resources (fisheries, forestry, mangrove, land, and protected areas), cleaner technologies and responsiveness to climate change</i>	<i>More diversified economy in Cambodia with increased pro-poor investment, trade and private sector development due to strengthened national and local capacity</i>	<i>Increased employability and productive and decent employment opportunities, particularly for youth and women, through diversified local economic development in urban and rural areas</i>
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BY 2015, MORE MEN, WOMEN, CHILDREN AND YOUNG PEOPLE ENJOY EQUITABLE ACCESS TO HEALTH AND EDUCATION

<i>Increased national and sub-national equitable coverage of quality reproductive, maternal, newborn, child health, and nutrition services</i>	<i>Strengthened health sector response on HIV</i>	<i>More women, men, children, and young people enjoy safe water, sanitation and hygiene conditions</i>	<i>Increase in reach and sustainability of children learning in relevant and quality basic education through increased institutional capacities</i>	<i>Enhanced national and sub-national institutional capacity to expand young people's access to quality life skills including on HIV and technical and vocational education and training (TVET)</i>
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BY 2015, ALL WOMEN, MEN, GIRLS AND BOYS ARE EXPERIENCING A REDUCTION IN GENDER DISPARITIES AND PROGRESSIVELY ENJOYING AND EXERCISING EQUAL RIGHTS

<i>A harmonised aid environment that promotes gender equality and the empowerment of women</i>	<i>Strengthened and enhanced gender mainstreaming mechanisms at national and sub-national levels</i>	<i>Women are progressively empowered to exercise their rights to full and productive work with decent terms and conditions (based on ILO criteria)</i>	<i>Enhanced participation of women in the public sphere, at national and sub-national levels</i>	<i>Improved societal attitudes and preventive and holistic responses to gender-based violence</i>
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BY 2015, NATIONAL AND SUB-NATIONAL INSTITUTIONS ARE MORE ACCOUNTABLE AND RESPONSIVE TO THE NEEDS AND RIGHTS OF ALL PEOPLE LIVING IN CAMBODIA AND INCREASE PARTICIPATION IN DEMOCRATIC DECISION-MAKING

<i>Effective mechanisms for dialogue, representation and participation in democratic decision-making established and strengthened</i>	<i>State institutions at national and sub-national levels better able to protect citizens' rights under the Constitution and provide effective remedies for violations, in particular those relating to labour, children, land and housing, gender-based violence, indigenous people, people living with HIV and people with disabilities</i>	<i>Enhanced capacities for collection, access and utilisation of disaggregated information (gender, age, target populations, region) at national and sub-national levels to develop and monitor policies and plans that are responsive to the needs of the people and incorporate priority population, poverty and development linkages</i>	<i>Sub-national governments have the capacity to take over increased functions</i>	<i>Strengthened multi-sectoral response to HIV</i>
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BY 2015, MORE PEOPLE, ESPECIALLY THE POOR AND VULNERABLE, BENEFIT FROM IMPROVED SOCIAL SAFETY NET (SSN) AND SOCIAL SECURITY PROGRAMMES, AS AN INTEGRAL PART OF A SUSTAINABLE NATIONAL SOCIAL PROTECTION SYSTEM

<i>Increase in national and sub-national capacity to provide affordable and effective national social protection through improved development, implementation, monitoring and evaluation of a social protection system</i>	<i>Improved coverage of Social Safety Net programmes for the poorest and most vulnerable</i>	<i>Improved coverage of social security for both formal and informal sector workers</i>
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Preamble



The United Nations Country Team in Cambodia is committed to support the efforts of the Royal Government and the people of Cambodia to improve the life of all people living in Cambodia, especially those most excluded and vulnerable. We shall work closely with all stakeholders for the achievement of the Cambodia Millennium Development Goals, and to support governance reforms and the realization of human rights. In pursuing these goals, we will ensure the transparent and accountable use of the resources made available to us for this purpose. Our collective endeavour is to assist all people living in Cambodia to build a just and fair society and to achieve social progress and better standards of living for all.

Deputy Prime Minister,
Minister of Economy and Finance,
First Vice Chairman,
Council for the Development of Cambodia,
Royal Government of Cambodia

United Nations Resident Coordinator
UNDP
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UNCDF
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OHCHR
UNEP





THE DEVELOPMENT CONTEXT



Over the last decade Cambodia has experienced high levels of growth that have generated jobs, increased services and improvements in health, education and other development indicators. Nonetheless, a series of external shocks – the global economic crisis, rising food and fuel prices and the threats of climate change – have had significant indirect and potentially long-term effects and suggest that it is unlikely that Cambodia will achieve all its Millennium Development Goals (CMDG) targets. The new UNDAF will begin in an economy that has seen rapid growth in past years, but is most recently still coming to terms with the fall out of the global economic downturn. Such situations however, also provide the opportunity to pinpoint where economic opportunities lie that can stimulate short and longer term growth highlighting the need for more diversified, broad based and inclusive growth and improving the livelihoods of poor rural households and decent work opportunities while providing social protection to the poorest and most vulnerable.

With the formulation of the Rectangular Strategy Phase II and the National Strategic Development Plan (NSDP), the Royal Government of Cambodia (RGC) has taken firm ownership of the national development agenda. The RGC has put in place mechanisms designed to coordinate external assistance and enhance its effectiveness in pursuing its four priority areas: enhancement of the agriculture sector, further rehabilitation and construction of physical infrastructure, private sector development and employment generation, capacity building and human resource development, with good governance and gender mainstreaming at the centre of the strategy as a prerequisite to sustainable development.

ECONOMIC GROWTH AND POVERTY REDUCTION

The Cambodian economy has undergone a profound structural transformation since 1991 as a result of greater integration with the global economy, a shift of jobs from agriculture to service sectors, a demographic transition and migration from rural to urban areas. For much of the time, Cambodia has enjoyed robust economic growth of around 6 percent per annum from 1993 to 2003, and 11.1 percent for 2004-2007, relying mostly on exports of ready-made garments (RMG), tourism and construction, while maintaining relatively low inflation (below 6 percent per annum) and a stable exchange rate.¹ High economic growth, especially in urban areas, has reduced overall poverty rates dramatically from 47 percent in 1993 to 30 percent in 2007. However, the benefits of growth have not been distributed equitably with a third of the population living below the poverty line and approximately 18 percent below the food poverty line.² As a result, the Gini Coefficient has increased from 0.35 in 1994 to 0.43 in 2007 for the country as a whole and from 0.27 to 0.36 in rural areas, indicating that inequality has increased not

¹ WB 2009a
² CSES 2007

only between rural and urban areas, but also within rural areas.³ This inequality has been exacerbated by recent global events which have seen growth estimates revised downwards to -1 percent in 2009 and around 3 percent for 2010 and threaten the country's ability to achieve its CMDG target of reducing overall poverty levels to 25 percent by 2010 and 19.5 percent by 2015, especially if equity indicators are taken into consideration.⁴

The fragility of Cambodia's growth path has been demonstrated by the significant deterioration in economic performance due to a decrease in orders in the textile industry, a drastic drop in the number of tourists and a substantial decline in the building sector. This has contributed to significant job losses – an estimated 70,000 in RMG alone since the end of 2008 – in these three sectors and has had a significant ripple effect, especially on rural communities reliant on remittances.⁵ The agricultural sector is the only sector of the economy that is continuing to grow with an average 5.4 percent annual growth rate in the past three years. The combined crises have eroded household incomes and livelihoods and are pushing families into extreme coping strategies with potentially devastating effects on women and children. The widening gender gap and labour force participation is one of two reasons – along with a low percentage of women in Parliament – for a 10 place drop in Cambodia's ranking in the Global Gender Gap Index.

With approximately 250,000 young people, the majority from rural areas and the unskilled, entering the labour market annually and more than 1.5 million children aged 7-17 working in the informal market to support households' income sources⁶, the need for decent and productive work opportunities and private sector development is of vital importance.⁷ While diversification in industry and service sectors is essential, with over 80 percent of Cambodia's 13.4 million people still living in rural areas, the RGC is now looking to agriculture as a source of growth and sustainable livelihoods.⁸ How Cambodia manages and distributes its land and natural resources, and for whose benefit, is one of the most pressing issues facing the country today. Other challenges include land allocation and land titling; increased and improved access to extension services, credit and use of better quality inputs; expansion of irrigation; improved post-harvest management; access to finance, weakness of productive supply side capacities of local enterprises; promotion of export and domestic markets for agricultural products; promotion of agro-industry, including post-harvest processing; improved quality standards for agricultural products; organising farmers' organisations for better bargaining power; and increased private sector participation and investment in the sector.

UN Common Advocacy: Equity

*"Growth with Equity
is Prosperity for All"*

Every individual has access to the same basis opportunities to lead a full and productive life irrespective of their race, age, gender, health status, geographical location, socio-economic standing, or political influence.

³ No source cited in CCA

⁴ NSDP MTR 2008

⁵ Recent estimate by ILO

⁶ Recent estimate by ILO

⁷ Inter-agency research on children's work in Cambodia (ILO, UNICEF, WB) 2006

⁸ 2008 Census and NSDP

Cambodia has huge endowments of natural resources (fertile land, water, climatic conditions and geographic position) which represent potential comparative advantages for agriculture. With 85 percent of the population living in the rural areas, and over 60 percent of the population directly or indirectly dependent on income generated in agriculture, forestry or fisheries, agriculture is crucial to poverty reduction both in the short- and long-term, influencing the future directions of economic growth.

Agriculture is one of the main drivers of the economy: its contribution to GDP was 34.4 percent in 2008, a 13 percent increase compared with 2007. Crop production contributes about 52.7 percent of the overall sector growth, while fisheries for 25 percent, livestock for 15.5 percent and forestry and logging for about 6.9 percent. The agriculture sector is also the major employer of the country, with a total of 4.75 million workers currently engaged in the sector. An increasing commitment, both from Government and development partners, is needed to increase agricultural productivity, guarantee food security, encourage better use of existing cultivable areas and improve food processing capacity, as well as enhance capacity of entrepreneurs to ensure that their products conform with international standards and norms so that they can compete in global markets. Prevailing farming systems are of the subsistence type, where farmers rely on rain fed agriculture, in spite of the abundant water resources. Agriculture increasingly faces threats from climate change and erratic sequencing of floods and droughts. Food security is also one of the most significant problems that Cambodia faces today. Agriculture also contributes significantly to external trade and agricultural exports have been less vulnerable to the fluctuations of the economy, and potential for exports and import substitution are significant but require better compliance with stringent international trade standards, food safety requirements and quality controls, while improving food-based health and nutrition for the Cambodia population. Diversification of agricultural products can lead to expanding to high-value crops for export, moving from paddy to fine rice, and exploiting market spaces for higher value-added products.

Low productivity prevails in subsistence agriculture, due to inadequate management of natural resources; low level of technology; poor farming skills; insufficient use of modern seed varieties and fertiliser; poor soil management; lack of, or limited, limited state of infrastructure (roads and irrigation systems and access to them); weakness in or lack of commercialisation network; poor social conditions prevailing in rural areas (education, health services, water quality, sanitation); limited access to extension services and rural credit; inadequate post harvest management of processing.

As a least developed, agrarian country, Cambodia is very vulnerable to the effects of climate change. The reliance on rain-fed agriculture – less than 8 percent of crop area is irrigated – and the lack of processing capacity and dependence on a single crop cycle means food security is highly climate dependent. Similarly, Cambodia's fishery sector is highly vulnerable to flow changes in the Mekong (notably, the flood pulse). The Tonle Sap fishery alone accounts for 7 percent of GDP and contributes substantially to incomes, jobs and food security. Women's livelihoods are particularly at risk due to their significant post-harvest participation.

The Rectangular Strategy-II recognises climate change as a threat to Cambodia's economy and growth prospects and commits to mobilise resources, support and financing to tackle climate change. However, despite these policy statements, obtaining high level commitment to mainstream climate change issues into sector programmes continues to be a challenge. The primary policy framework is the National Adaptation Plan of Action (NAPA) produced in 2007 which details the RGCs priority actions. However, it does not establish the institutional or financing arrangements necessary to translate into real action. Inter-ministerial linkages are weak, in particular the Ministry of Environment (MoE) and the Forestry

Administration (FA) are not effectively addressing areas of common interest, such as watershed management, terrestrial biodiversity conservation, community-based natural resource management. A contributing factor is the very limited capacity within the National Climate Change Committee and the Climate Change office to coordinate these efforts and facilitate the development of a cohesive policy environment.

HEALTH AND EDUCATION

Cambodia has made significant progress in social development over the last five years.⁹ Between 2000 and 2005, the infant and under-5 mortality rates were reduced from 96 to 66 and from 124 to 83 deaths per 1,000 live births respectively and the country is likely to meet CMDG4 target(s). This is mainly due to increases in exclusive breast feeding from 11 percent in 2000 to 66 percent in 2008¹⁰, improvements in immunization coverage, and social determinants of health including poverty reduction, improved education and better infrastructure. Cambodia is also on track for achieving its MDG target for reducing HIV prevalence which has come down to 0.9 percent in 2006 from 1.2 percent in 2003 and is expected to decrease further to 0.6 percent in 2010.¹¹ However, the face of the epidemic is also changing with the majority of new infections now attributed to mother to child and spousal transmission¹² and concerns remain about the possibility of a recurrence among the most-at-risk populations.

Nonetheless, Cambodia still faces major challenges in several areas in order to achieve the CMDGs. These include the urgent need to reduce the high maternal mortality ratio, which stands at 461 deaths per 100,000 live births and is among the highest in the region.¹³ To accelerate progress in this area, a rapid scale-up of high-impact life-saving interventions is required including ensuring 24-hour availability of skilled birth attendants supported by adequate Emergency Obstetrics Services, removal of financial barriers to antenatal, delivery and postnatal care and improved coverage with family planning methods. Under-five mortality is still the fourth highest in Asia behind only Afghanistan, Myanmar and Timor-Leste.¹⁴ Further decreases in child mortality in Cambodia will depend on its ability to address neonatal deaths and to tackle pneumonia and diarrhoea, which are the major killers along with child malnutrition. Findings from the Cambodia Anthropometric Survey (CAS 2008) reveal that the percentage of children classified as acutely malnourished (wasted) and underweight remains largely unchanged from 2005. The survey also found that wasting among poor urban children increased from 9.6 percent in 2005 to 15.9 percent in 2008. Cambodia remains one of

UN Common Advocacy: Maternal Health

*"No Woman Should Die
Giving Life"*

Cambodia has one of the highest levels of maternal mortality in the region, with 461 deaths per 100,000 live births.

One woman dies in childbirth every 5 hours. Cambodia failed to meet its 2005 target for Maternal Mortality Ratio and is not on track for meeting 2010 target.

⁹ All 2000 and 2005 values are taken from CDHS 2005 unless otherwise indicated. More recent values are from the MoH HIS

¹⁰ Cambodia Anthropometric Survey, 2008 (CAS 2008)

¹¹ NCHADS 2008 report

¹² UNIFEM, UNAIDS (2009:27). *Preventing Spousal Transmission HIV in Cambodia*

¹³ Census 2008

¹⁴ *State of the World's Children, 2009*

the 33 “alarming or extremely alarming” countries in terms of hunger and under nutrition. Nutritional programmes targeting pregnant/nursing women and young children will need to be strengthened if the gains made since the late 1990s are to be maintained. Significant inequities also persist between rural and urban areas, across provinces and between people with different educational levels and economic status. There is a need to strengthen national capacities for health stewardship in particular human resource management, service delivery, financing, and governance.

The link between safe water and sanitation and improved health outcomes is well documented. In 2004, less than 5 percent of the poorest quintile had access to an improved sanitation facilities compared to 24 percent for the richest quintile (which are among the lowest rates in the region). Similar inequalities exist in access to water supply with the richest quintile 22 times more likely to have piped water than the poorest quintile. The absence of water and sanitation facilities increases living costs for the poor, particularly in urban communities, reduces income earning potential, damages well being and makes life riskier. A study by the Water and Sanitation Programme (WSP)¹⁵ estimated the economic losses due to poor sanitation and hygiene in Cambodia exceed US\$450 million annually, amounting to some 7 percent of GDP in 2005. Investment in the sector could, therefore, disproportionately benefit the poor and support poverty reduction efforts.¹⁶

In education, the Net Primary Enrolment rate has risen to 94.4 from 90.1 percent in 2003/04, enrolment in Lower Secondary School (LSS) has increased from 21.3 percent in 2003/4 to 33.9 percent in 2008/9 and there has been a notable reduction in both geographic and gender gaps in educational access.¹⁷ Gender parity at the national level based on net enrolment has been achieved at primary level (with a Gender Parity Index (GPI) of 0.99) while at secondary level GPI stands at 1.06 albeit at very low levels of net enrolment in LSS.

Key challenges include bringing the remaining 6 percent of primary school aged children – made up mostly of disadvantaged populations including child labourers, street children those living in remote areas, ethnic minorities, poor and children with disabilities and unofficial minority groups – into school while reducing the number of over-age children in primary education and raising completion rates. For LSS, increasing enrolment will be especially challenging for girls in remote areas. There is a need to increase investment in early childhood education programmes and to promote greater parent and community participation in school management. For young school leavers, access to quality and market-relevant technical training and other types of non-formal education is also necessary to enhance the employability and productivity of the country’s young workforce. There is wide variability in terms of educational quality, efficiency and coverage. Access to education at all levels continues to be unevenly distributed in rural and remote areas, where many of Cambodia’s poor and very poor reside. Costs, including informal fees, are still a barrier and vulnerable groups tend to be over-aged or late school entrants. High rates of illiteracy are still evident in the 15-24 age group, especially among girls. Young men and women from the poorest two quintiles face considerable challenges with regard to secondary education. Although increases in secondary enrolment are evident across gender, location and socio-economic groups, gaps have increased between urban and rural areas and between the poorest and richest quintiles. High dropout rates and poor retention remain serious concerns. As a result, overall educational attainment remains low and it will be difficult to achieve universal basic education by 2015.

¹⁵ Report. *Economic Impacts of Sanitation in Cambodia* (a five-country study conducted in Cambodia, Indonesia, Lao PDR the Philippines and Viet Nam under the Economics of Sanitation Initiative), Water and Sanitation programme (WSP) East Asia and the Pacific Region, 2008

¹⁶ CSES 2007

¹⁷ All indicator values are from MoEYS 2009

There is also a need for more relevant curricula – teaching that is tied to the employment opportunities of the future. This suggests a need to improve the quality of education by focusing on the quality of the teacher in the classroom, curricula, instructional materials, school and system accountability, and education administration. The curriculum needs a review and reformulation to include more science and mathematics, which promote problem solving skills that can help workers to make decisions and to work together in teams, as well as more practical courses that build and strengthen agricultural and vocational skills (e.g., carpentry and basic machinery).

Measures to address these challenges include focusing resources on school facilities in poor rural communities; targeting subsidies for school attendance for very poor and girls; community participation in school decisions; subsidies and incentives for secondary and tertiary education; adapting curricula to local needs; media/public information campaigns on the inclusion of girls, children with disabilities and other vulnerable young people.

SOCIAL PROTECTION

The recent economic crisis has once again brought the need to revisit social protection schemes to the forefront of discussions in Cambodia. Even minor shocks to household productivity or consumption can push non-poor households into poverty and poor households further into desperate circumstances.

Cambodian livelihoods are exposed to a number of risks and remain vulnerable to a range of shocks. These sources of risk include production/harvest failures due to natural disasters such as drought or flooding; macroeconomic shocks such as increasing food and fuel prices and rising unemployment; loss of assets including homes and livestock due to natural disaster (which may be increasing due to climate change); health shocks due to high morbidity and limited access to quality healthcare and other idiosyncratic risks such as loss of family member; limited access to affordable credit; high costs of accessing services, due to remote location or high informal counter payments; and fragile social fabric and low social capital among the poor.

The lack of available safety nets to mitigate the impact of these shocks has resulted in negative coping mechanisms. These include withdrawing children from school (especially girls); increased incidence of child labour; reducing expenditure on health services; changing food patterns to less expensive and often less nutritious food; reduced intake of food (especially for women and older girls), which perpetuates a cycle of ill health. According to the International Food Policy Research Institute (IFPRI), Cambodia remains within 'alarming' levels of hunger. Among the rural poor, the main causes of food insecurity include lack of access to land, livestock, credit, markets and agricultural inputs. Poor rural households are predominantly dependent on their own limited food production and irregular, low-paid casual wage labour. Rural households spend roughly 60-70 percent of their income on food, 40-50 percent on rice alone. As a result, as net food buyers, they are the least able to cope with fluctuations in staple food prices

Other coping mechanisms poor Cambodians have to resort to include: selling assets; labour migration of parents, leading to the separation of children from their caregivers; or more extreme behaviours such as trafficking of women and children. Poor young Cambodian children today are more at risk of being given up for adoption. Hundreds of thousands of poor children engage in economic activity at a young age and many become involved in hazardous child labour. Poor children are also at risk of commercial sexual exploitation, begging and vending and some are prey to being trafficked for sexual and labour exploitation.¹⁸

According to a recent Asian Development Bank (ADB) study, Cambodia ranks 25th out of the 31 Asian and Pacific countries with a social protection index of 0.18.¹⁹ Vulnerability levels are high and the ability to cope with shocks is further compounded by household size and composition and underlying social vulnerabilities within the family. These underlying trends include land concentration (20 percent of rural households are landless and 40 percent are smallholders owning less than 0.5 ha) and declining access to common property resources (such as fishery and forests) which have traditionally served as social safety nets for the poor.

Despite efforts, many sources of vulnerability have not yet been tackled, as safety net interventions do not reach many population groups and regions in need of assistance. The urban poor, those who have become poor recently, and those who dip in and out of poverty over time (the transient poor), are often left out of current safety net interventions. Most existing programmes have limited geographical coverage and may not be covering regions that most need them. Geographically disaggregated analysis which links programme coverage to sources of vulnerability may be necessary, to allow better identification of coverage gaps and more targeted use of existing resources to reach the most vulnerable population groups. Disaggregation of data by age and gender is critical in informing appropriate social protection interventions.

The right to an adequate standard of living, including social security, is recognized in multiple international human rights instruments to which Cambodia is a party.²⁰ The RGC's policies implicitly recognize that social protection measures need to be commensurate with Cambodia's level of development, which may require greater initial emphasis on establishing basic and equitable social safety nets rather than developing a full-fledged social protection system. The RGC also views ensuring peace and safety within the country and building trust between civil society and government as important elements of its role in social protection. The policy framework currently includes a Social Security Law for Private Sector Workers (2002) and an Employment Injury Insurance Scheme (2008) with plans to introduce a contributory social security scheme for civil servants and two community based health insurance schemes with substantial donor support, as well as scholarships for poor children to access secondary education.

Support for civil service pensions and veteran benefits receive the largest allocations of the budget for social protection and safety net programmes. The RGC budget for safety nets remains low, with the majority of funding provided by Development Partners (DP). A major constraint is the lack of a well resourced Government body with a clear mandate to coordinate and implement cross-sectoral interventions. At present, safety net interventions are scattered across several ministries. The Ministry of Social Affairs, Veterans and Youth Rehabilitation, the Ministry of Labour and Vocational Training and the Ministry of Women's Affairs are all mandated with managing state social services for the wider population, and helping to protect specific

¹⁸ The RGC has developed a National Strategy for Orphans and Vulnerable Children (OVC), but to date, interventions to protect children remain fragmented

¹⁹ ADB 2007b

²⁰ ISCESCR Articles 9,10 and 11, CRC Articles 26 and 27

vulnerable groups against risks. The UN will support the government agency mandated to coordinate social protection interventions.

GOVERNANCE

Good governance is at the centre of the Rectangular Strategy and the Governance Action Plan covers four cross-cutting areas: Combating Corruption; Judicial and Legal Reform; Civil Service Reform covering Democratic Development (DD); and Reform of the Armed Forces, especially demobilisation.²¹ Democratic institutions, governance structures and practices are in place in Cambodia. The National Election Commission was established to oversee the recent election which was considered peaceful and operationally well managed. Nonetheless, further improvement is needed – in particular with regard to constitutional and financial independence – to meet international standards.²² More needs to be done to ensure that the National Assembly and Senate are able to deliver their three core functions: Representation, Law Making and Oversight. The Parliament remains closed off to the public and there is little access to information and very limited engagement with civil society and lately, new laws have been adopted without debate. The Parliament needs to be open to create a demand side of accountability and to ensure that there is transparency in the conduct of legislature's business.²³

The RGC's D&D strategy aims to provide a local voice in governance and improved public service delivery to the rural population through the devolution of administrative and political powers to sub-national administrations.²⁴ The Commune Councils were established as the first tier of sub-national following nationwide elections in 2002. Elections in 2007 reinforced the process and also resulted in a 74 percent increase in female councillors (even though women are still only 15 percent of the total). To date, the Councils' role has consisted of planning and budgeting infrastructure projects, but more needs to be done to strengthen their roles in ensuring access to quality services, and to expand the opportunities for citizens to influence and participate in local governance. The promulgation of the Organic Law on the Administrative Management of the Capital, Provinces, Municipalities, Districts and Khans in 2008 and the subsequent establishment of indirectly elected councils at district and provincial levels is also expected to accelerate the process. The recently established Commune Committees for Women and Children (CCWC), the proposed provincial and district Women's and Children's Consultative Committees (WCCCs) and Commune Committees for Disaster Management (CCDM) have been delegated the responsibility of addressing social and disaster management issues respectively. While they are underfunded and lack support from the District level, the committees have the potential to increase the participation of local communities in the planning, budgeting and delivery of social services. Provincial and District Councils are in the process of being established (elections were held on 17 May 2009) and the RGC has formulated a 10-year National Programme for Sub-National Democratic Development to operationalise the Organic Law. The law foresees a major exercise in deconcentration with line ministries transferring employees and hiring new staff to work at the provincial and district levels. This is expected to provide much needed support to Commune Councils in the provision of services and to expand the space for Commune Chiefs to dialogue with departments, health centres and schools but mechanisms must be put in place to ensure resources, capacity and accountability.

²¹ RGC, Undated

²² See for example: EU 2008a and UNDP 2008b

²³ UNDP 2008b

²⁴ RGC 2005

The D&D reform must also face additional challenges. Downward accountability is still limited and the districts have historically had a supervisory role over the communes, rather than the collaborative role envisaged in the Organic Law. Notions of popular participation are limited and district officials currently fulfil more technical roles. At the national level, while modest attempts are being made to include civil society organizations (CSOs) in policy-making the culture of participation is still weak and there are few institutionalized mechanisms for the participation of civil society in decision-making.

The RGC adopted its strategy on Legal and Judicial Reform (LJR) in 2003 which aimed to improve the protection of fundamental rights and freedoms particularly for women and indigenous peoples; modernize the legislative framework; strengthen legal and judicial services; introduce alternative dispute resolution mechanisms; and strengthen justice sector institutions. Overall, progress in legal and judicial reform has been incremental. The number of legal and judicial professionals, including those specialising in juvenile justice, has steadily increased. Capacity development support has been provided to, among others, the Royal Academy for Judicial Professions. However, the level of understanding of the new laws and policies is still low.²⁵ The courts are still characterized by low competency, under-funding and corruption.²⁶ The justice system is affected by lengthy delays, a shortage of legal aid and difficulty in enforcing judgments.²⁷ Violence (public and domestic), weak law enforcement, impunity and corruption are major challenges²⁸ and the trafficking and sexual exploitation of women and children and land grabbing, in urban and rural areas, as well as in indigenous areas continue to be serious challenges with the potential to undermine poverty alleviation efforts. These challenges undermine Cambodia's development, its ability to meet some of its CMDG goals and its obligations under the human rights treaties to which it is party.²⁹ The lack of effective separation of powers between the branches of government has contributed to the perception of an absence of accountability in governance institutions. Human rights observers have noted that, despite the many public pledges by the RGC of its commitment to reform, there has not been meaningful progress regarding the protection of the rights of poor and vulnerable individuals or communities, which constitute the majority of the population, and in particular of the ability of the courts to deliver justice and provide effective remedy when their rights have been aggrieved.

Economic and social rights and the weak rule of law are continued sources of concern. The rapid but narrow economic development in the last few years and the increased awards of land for urban development purposes and in rural areas, Economic Land Concessions (ELC) to large corporations has provided small and powerful elites with limitless opportunities for enrichment. This has contributed to an increase in the number of land grabs resulting in evictions and forced resettlements, thus increasing the gap between rich and poor, leaving those affected with little or no access to the law to seek the protection of their legal rights or recourse to compensation. In a predominantly rural country, the issue of land ownership is vital. While over a million land titles have been issued in mostly rural areas, land disputes which involve powerful interests are rarely resolved in a legal and fair manner. The country adopted a progressive Land Law in 2001 which sets criteria for land possession and ownership rights, and offers substantial protection and guarantees against arbitrary dispossession of land. It is however unevenly implemented, especially in areas prone to land speculation. Most farmers still do not have legal title to their land, which makes them vulnerable to losing the land and gives them little or no incentive to invest in or improve the land. Many others are landless (20 percent) either having never owned land, or having

²⁵ *Situational Analysis of Women and Children in Cambodia*, op cit.

²⁶ See for example SRS 2007a, SRS 2007b, SRS 2008

²⁷ World Bank, 2007, *Cambodia Sharing Growth: Equity and Development in Cambodia*. Equity Report 2007, p. 170

²⁸ Cambodia-European Community Strategy paper for the period of 2007-2013, p 7

²⁹ See for example SRS 2007a, SRS 2007b, SRS 2008

lost it due to population growth, indebtedness or illness. Others (45 percent) are land poor as they do not have sufficient or fertile enough land to earn a decent living. An alarming trend is the increasing amount of land and property which is being acquired by private interests, often in violation of the 2001 Land Law, and which is not exploited but kept for speculation. The land law recognizes the rights of indigenous communities to obtain collective land titles, and interim protective measures are to be put in place to safeguard their lands until land titling issues could be resolved. In the meantime, indigenous communities have faced increasing instances of land grabbing, illegal land sales and allocation to ELC, mining concessions in areas eligible for communal land title, all of which threaten their existence and traditional livelihoods.

CROSS CUTTING ISSUES

Gender

Cambodian women are the most economically active in Asia and while gender attitudes are changing, significant gender inequalities continue to persist. Cambodia has the lowest levels of gender equity in Asia as measured by the Gender-related Development Index (0.567 in 2005) and the Gender Empowerment Index (0.364 in 2005) due to poor access to health and education services, productive employment opportunities and decent work, land ownership and other property rights. The prevalence of Gender-Based Violence (GBV) compromises the health, dignity, security and autonomy of women and girls. Incidences of Domestic Violence are high and affect almost a quarter of women.³⁰ This has prompted the Committee on the Elimination of Discrimination against Women to recommend that Cambodia *“undertake a comprehensive assessment of the prevailing traditional code of conduct so as to identify those elements that discriminate against women and are the root causes of women’s disadvantaged position in areas such as education, employment and public and political life, and are determining factors in the prevalence of gender-based violence” and that the RGC “refrain from disseminating and teaching those elements of the traditional code of conduct that discriminate against women”, calling instead for educational campaigns to eliminate “stereotypes associated with men’s and women’s traditional roles in the family and in society at large.”*³¹

In the area of political participation, the percentage of women directly elected to the National Assembly has increased steadily from 5 percent in 1993 to 11 percent in 1998 to 19 percent in 2003 and women directly elected to Commune Councils increased from 8 percent in 2002 to 14.6 percent in 2007. Following indirect elections in 2008, women constitute 399 out of the total of 3235 councillors at provincial and district levels. However, women remain greatly under-represented in the executive and judicial branches of government. The percentage of women appointed to the Senate in 2004 was 21 percent. With the shift to an indirectly elected Senate in 2006, the percentage of seats held by women decreased to 15 percent. In the executive branch, at central and provincial levels, women hold between 0-20 percent of senior positions, and less than 15 percent in the judiciary. Following the elections of 2008 the RGC appointed 199 female deputy governors in provinces, towns, districts and khans. In addition, a Guideline on Quotas for Women in Recruitment to Civil Servants has been issued.

³⁰ CDHS 2005

³¹ CEDAW 2006b

Research conducted by the UN and other organizations suggests that women in Cambodia have borne a disproportionate burden of the global economic turndown. One obstacle to women entering what is considered to be non-traditional employment is existing gender norms and behaviours within the work place. Other obstacles to employment and decent work still remain, primarily because of traditional attitudes about girls' and women's access to education, vocational training and support services and the barriers women face as entrepreneurs. Due to low levels of literacy and education of women currently in the work force, there are limited livelihood alternatives for most women workers. Women are also not represented in significant numbers in higher level occupations and decision-making positions. Women working in rural areas continue to be disadvantaged in terms of access to markets and services despite the fact that rural women account for 80 percent of food production, and more than 65 percent of all women are farmers (for the most part, women in agriculture are unpaid family workers).

During and since the preparation of NSDP, efforts have been made to promote gender mainstreaming in the entire spectrum of Cambodian society, including national policies and programmes, sectoral plans, commune development, investment planning and budgeting. The Government's efforts to promote women and children's rights will continue to be implemented. However, the awareness of and national capacity to analyse gender equality issues, and the financial resources needed to enhance gender equality at the sector level, are still limited. Appropriate strategies and adequate resources are needed to fully implement commitments made in policy documents and plans. Although progress has been achieved in integrating gender into key policy documents (e.g., CMDGs, NSDP, Joint Monitoring Indicators, Organic Laws on D&D) the challenge now is to ensure that appropriate strategies are developed and adequate resources are allocated at the sectoral level to implement these policies and achieve gender-responsive goals.

There is growing understanding that if Cambodia is to have any chance of reaching its CEDAW commitment and the CMDG gender targets, a longer-term and coordinated approach is essential. The RGC has created Gender Mainstreaming Action Groups (GMAGs) in all line ministries and institutions at national and sub-national levels. In order to be effective, significant capacity development is needed to strengthen the capacity of these groups. Support is needed to undertake evidence based gender responsive policy development, planning, budgeting, implementation, monitoring and evaluation. With five UN agencies working with the Ministry of Women's Affairs, and as a co-facilitator of the Technical Working Group on Gender (TWGG), the UN is in a unique position to support the RGC to develop and facilitate a Programme Based Approach (PBA) to promoting gender equality and the empowerment of women.

Youth³²

With young people between 10-24³³ comprising 36 percent of the population, Cambodia has the youngest population in Southeast Asia. However, unlike many countries in the region, Cambodia has yet to reap a demographic dividend that often comes with a large young work force. Despite recent rapid economic growth, there simply are not enough jobs for youth, resulting in continued pressure on public services and resources in areas of education and health. Young people, while representing the largest portion of the population, do not have their needs, perspectives and concerns represented and reflected in national and sub-national development priorities and budget. There are limited institutionalised structures and

³² *Situation Analysis of Youth In Cambodia*, United Nations Country Team, May 2009

³³ Cambodia's Youth Department at the Ministry of Education, Youth and Sport (MoEYS) defines youth somewhat more expansively as those between the ages of 14 and 30. The study, however, adopts the UN General Assembly definition

systems that allow youth to participate in decision-making processes, development programming, policy-making and resource allocation. There is a need for a comprehensive multi-sectoral national youth policy to address these inequalities and to help guide public and private sector investment in the areas of education, vocational training, health services and information.

Perhaps the single most important issue confronting youth in Cambodia today is employment. The labour force is increasing by as many as 300,000 per year, and will increase to as many as 400,000 per year in the near future. The garment, tourism, and construction industries are not growing sufficiently quickly to absorb so many new labour market entrants. The health, education and employment issues confronting Cambodian youth today are highly inter-related. Youth employment is inextricably linked with access to education and skills training, and access to health services and information directly correlated with income. The children of poor and very poor households are more vulnerable to problems associated with poverty and social exclusion. Without policies aimed at disrupting the intergenerational disadvantages of poverty, such patterns are self-perpetuating. Some of the key challenges facing young people in Cambodia that will be addressed over the course of the UNDAF include:

- Young people living in poor households constitute 26 percent of the country's population, of which about 35 percent live below the poverty line. They tend to receive less education and have little or no access to vocational training. They live in households that are routinely in debt and have high dependency ratios. These households have dwindling land resources and poor employment prospects. Issues associated with social exclusion, including disability, ethnicity, and the remoteness of communities exacerbates tendencies toward vulnerability and poverty.
- The number of street children (estimated at 10,000 to 20,000) is increasing at a rate of 20 percent per year. They are among the most vulnerable groups in Cambodia, due to their exposure to a wide range of physical and mental health problems, lack of access to basic needs (clothing, food), and a multitude of dangers (sexual exploitation, violence and substance abuse).
- Children of chronically ill parents, including parents living with HIV, are especially vulnerable to becoming single or double orphans that has consequent impacts on household income and access to education. According to 2005 Cambodia Demographic and Health Survey (CDHS) data, 9 percent of children under 18 (or about 55,000 young people) have lost one or both parents. It has been estimated that in 2005, 20.7 percent of orphans in Cambodia had lost parents due to AIDS-related illnesses.
- Young people represent the largest portion of the population.
- Young people may be experiencing more violence and abuse than any other group in Cambodia. Poverty, mental illness, alcoholism and gambling are all associated with domestic violence, which has either a direct or indirect effect on young people. Domestic violence is a contributing factor to downward household mobility due to property damage and the costs associated with injury and productivity losses.

- Young men and women leaving rural communities for urban employment are exposed to a wide range of issues and problems, including alcohol and drug abuse, gang violence, crime, rape and gang membership. Some tend to adopt risk behaviours that expose them to problems associated with HIV and other sexually transmitted infections (STIs). Young people who migrate across borders are even more vulnerable to being cheated and losing their rights, becoming subject to arrest, or working in jobs that entail health risks with no consequent health care. Some are exposed to drug use to induce long working hours, while some women are subject to sexual exploitation and forced prostitution with the attendant risks of HIV infection.

HIV/AIDS

Although Cambodia has made good progress bringing down the HIV prevalence, AIDS remains a major concern because it still has the potential to impact development prospects that go beyond the negative health impacts. In particular there is an urgent need to support the development of multi-sectoral responses to HIV. The CCA identified the following concerns:

People living with and affected by HIV (PLHIV) are among the poorest and most vulnerable groups and are more at risk to economic shocks and loss of assets. Eviction and resettlement is more problematic because it frequently results in reduced access to treatment and other support services as well as livelihood opportunities. Even in situations of relative economic stability, PLHIV face discrimination and segregation. PLHIV have little access to micro-finance, and stigma and discrimination play important roles in restricting their access to livelihood. There is also a need to ensure their access to food security, nutrition, vocational training and income generating opportunities. Ways to achieve greater access to livelihood include mainstreaming PLHIV into business skills and livelihood programmes and taking affirmative action to support PLHIV and households with orphans and vulnerable children (OVC) through larger scale social protection programmes.

Another area of concern, exacerbated by the global economic slowdown, has been the lack of adequate job opportunities and high drop-out rates among young people who are seen to be particularly at risk of HIV infection. Job losses in the RMG sector have seen girls and young women moving to the entertainment sector (non-brothel and brothel based). While these claims need to be investigated further, recent data does point to a rapid increase in the number of females working in beer gardens and karaoke bars, and changes in the nature of transactional sex from brothel to non-brothel settings. The increased incidences of rape, sexual assault and domestic violence within a social context of increasingly desperate economic situations, result in increased vulnerability of women to the risk of HIV infection. It should be noted, however, that the greatest risk posed to women, in terms of transmission, comes from their own husbands/regular partners.

High drop-out rates also contribute to the persistence of child labour, an unskilled workforce and lead youth into risky behaviours with implications for greater HIV transmission. Rising drug use (especially amphetamine type stimulants) among young people and adolescents (particularly out-of-school youth and children) is also a concern, with implications for HIV, as drug abuse lowers inhibitions. While HIV life

skills education has been integrated into primary and secondary curricula and general awareness of HIV among young people is high, a comprehensive knowledge of HIV remains limited in this group. HIV education in tertiary education establishments is largely missing. Out-of-school youth, including most at risk adolescents (street children for example) however have limited access to HIV/STI/reproductive health education which is particularly problematic because of their greater vulnerability. This suggests, among other things, that more attention needs to be given to linking HIV/STI/RH services with sex and sexuality education.

There is also a need to revisit legislative approaches to addressing HIV/AIDS in Cambodia. The Law on Prevention and Control of HIV/AIDS was adopted by the National Assembly in 2002 and the implementing guidelines in 2005, in addition to the creation by Royal Decree of the National AIDS Authority (NAA), the Law requires mechanisms for monitoring and enforcement and associated legislation needs to be better aligned to its provisions. Programmes addressing HIV prevention with most-at-risk populations have had success, but require intensified action and scaling to make an impact. Improvements in the enabling environment (for example, police-community partnerships and a pragmatic approach to delivering HIV information and services are critical to the continuing success of Cambodia's HIV prevention efforts. A major challenge in this regard will be mainstreaming HIV issues into commune and provincial development plans and to develop capacity to plan, coordinate and manage interventions at the sub-national levels. At the same time, more care must be taken to ensure that laws and policies follow the core human rights principle of "do no harm". For example, the Law on Suppression of Trafficking in Humans and Sexual Exploitation was adopted in late 2007, consistent with the UN 'Palermo Protocol'. This, however, had unintended negative public health implications because the closure of brothels has driven sex workers underground where they offer transactional sex in non-brothel settings and are harder to reach for HIV prevention and treatment. As a result, the '100 percent Condom Use' policy which was a major factor in Cambodia's success in reversing the epidemic, has been made obsolete. In a bid to address this, a comprehensive strategy to reach entertainment workers has been developed in both brothel and non-brothel settings.

UN RESPONSE TO THE CAMBODIAN DEVELOPMENT CHALLENGES

The UN has a long history in Cambodia that dates back to the 1950s. All UN programmes in Cambodia were suspended between 1975 and 1979, but early relief assistance began in 1979 following the fall of the Khmer Rouge which transitioned into rehabilitation efforts through the 1980s. In 1992, the United Nations Transitional Authority in Cambodia (UNTAC) assumed temporary authority until free elections could be held in May 1993 and a new Constitution adopted. There are currently 23 UN Agencies with direct operations in Cambodia disbursing around US\$100m per annum.

Based on the analysis in the Common Country Assessment (CCA), the 2011-2015 UNDAF provides a framework for coordinated UN development assistance in keeping with the UN reform process and the commitments laid out in the Paris Declaration on Aid Effectiveness (reaffirmed in the 2008 Accra Agenda for Action).

The UNDAF is anchored in and aligned with the Government's Rectangular Strategy Phase II and the NSDP (recently extended until 2013). It builds on the achievements and progress made over the last decade and leverages the UN's position as a trusted and neutral partner of the RGC and people of Cambodia.

Comparative Advantage

Prior to the Strategic Planning Workshop (SPW), the UNCT held a series of focus group discussions with the RGC, national and international NGOs, Development Partners, Trade Unions, Youth groups and the private sector to determine the UN's comparative advantage—defined as the mandate and capacity to act and positioning relative to others. The discussions facilitated by different UN agencies looked at three main areas—national development priorities, the comparative advantage of the UN and opportunities for leadership, collaboration and partnerships.

The discussion covered a wide range of topics and demonstrated both the richness of opportunity as well as serving as a reality check to ensure that the UN system is responsive to the key development needs of the country. Prominent among the various topics addressed was the view that the UN was well positioned to play a coordinating and convening role—which is particularly relevant given the large number of development actors present in Cambodia.

Other areas where there was an emerging consensus that UN was well positioned included capacity development and acting as vehicle to allow different stakeholders (in particular ethnic minorities) a greater voice in decision-making. At a programmatic level, the need to strengthen social safety nets, protection and promotion of Human Rights including child rights, strengthening democratic governance and a focus on key social sectors such as health and education were identified and are reflected in the UNDAF.

The UNDAF was developed through a rigorous consultative process that involved the UNCT, the RGC, representatives of civil society and other development partners. The UNDAF rollout started in late 2008 with the creation of an UNDAF Steering Group (USG) to guide the process under the overall supervision of the UNCT. The UNCT adopted a Human Rights-Based Approach in undertaking the country analysis and advocated for priorities in the national development framework taking into account the commitments, goals and targets of the Millennium Declaration and other relevant international conferences and summits, human rights treaties and conventions. These principles require a specific focus on the marginalized, the disadvantaged and the excluded (including women and children) and form one of the core programming principles of the UNDAF. An internal UNCT workshop held on 20 April 2009 identified development areas to be addressed in the CCA. These included livelihoods, education, health, social protection and governance with gender, youth, population, HIV, equity and human rights as cross-cutting issues.³⁴ The findings from the CCA were then discussed during a two day retreat held in August, 2009 with participation of senior government officials, representatives from civil society and the UN system in Cambodia with senior facilitators from the United Nations System Staff College. From the discussion, five priority areas – Economic Growth and Sustainable Development, Health and Education, Gender Equality, Governance and Social Protection – were identified and form the core of the UNDAF results with Gender, Youth, HIV, Human Rights and Population as cross cutting issues.

³⁴ Fact sheets – including a summary of the policy context, current status of key indicators, challenges, cross cutting issues and a preliminary causal analysis – were prepared for each key development area. These fact sheets were discussed with the USG on 25 May 2009 and received extensive comments from specialized groups. Members of the USG also participated in a causal analysis exercise for each of the key areas, which served to consolidate and refine the initial analysis. Additional interviews were conducted with selected individuals to address areas that were found to be weak or incomplete.





UNDAF RESULTS



The UNDAF sets out three levels of results expected from UN cooperation in Cambodia for the period 2011-2015. At the UNDAF Outcome level, the contribution is articulated in terms of specific development results that support national priorities as articulated in the Rectangular Strategy Phase II and the NSDP. At the Country Programme Outcome level, results aim to capture institutional and behavioural changes that result from the collective efforts of two or more UN agencies alongside actions of others, in particular the Government. This is the level where the value-added of the UN system as a whole is best. At the Output level, interventions will target capacity gaps that hinder the various levels of Government from fulfilling their commitments and those that prevent people living in Cambodia from fulfilling their rights. This is the level of results which can be directly attributed to the products and services delivered by the UN system and where the UNCT under the leadership of the Resident Coordinator is directly accountable. The UN will focus on strengthening the knowledge and skills, human and financial resources, as well as coordination and communication that are necessary (but not sufficient) if Cambodia is to achieve its CMDG targets by 2015.

UNDAF OUTCOME I – ECONOMIC GROWTH AND SUSTAINABLE DEVELOPMENT

In light of the Global Economic crisis and the RGC’s continued commitment to the CMDG target of reducing overall poverty as articulated in the Rectangular Strategy Phase II, the UNCT will work to achieve the following UNDAF Outcome and supporting Country Programme Outcomes:

By 2015, more people living in Cambodia benefit from, and participate in, increasingly equitable, green, diversified economic growth

Sustainably developed agricultural sector promoting equitable physical and economic access to an increased number of safe and nutritious food and agricultural products

National and local authorities and private sector institutions are better able to ensure the sustainable use of natural resources (fisheries, forestry, mangrove, land, and protected areas), cleaner technologies and responsiveness to climate change

More diversified economy in Cambodia with increased pro-poor investment, trade and private sector development due to strengthened national and local capacity

Increased employability and productive and decent employment opportunities, particularly for youth and women, through diversified local economic development in urban and rural areas

The first Country Programme (CP) Outcome concentrates on strengthening the agriculture sector which still accounts for 30 percent of GDP and employs 80 percent of the population. Support will be provided to strengthen information systems on food security and nutrition to enable the RGC to channel resources more effectively. This will be supplemented by efforts to increase overall agricultural productivity especially for small holders and local communities and to address issues of equity in the sector. Support will be provided to local farmers to enable them to meet international and regional food safety standards including Sanitary and Phyto-Sanitary (SPS) measures and to address trans-boundary diseases such as avian and swine flu. Lastly, UN agencies will work at the community level to ensure that the most vulnerable have increased access to sufficient, safe and nutritious food.

Tied to the need to strengthen the agricultural sector, the UN system will also address key challenges relating to environment and sustainable development. Given the continued reliance of rural communities on common property resources for up to 20 percent of their income, interventions will include helping to ensure that biodiversity, conservation and community based natural resource management are mainstreamed into national and local development plans and to strengthen the links between ecosystem services and poverty reduction. Support will be provided to develop the national and local capacities for climate change adaptation which threatens agriculture, forestry, fisheries, water resources, and coastal zones. Lastly, technical assistance will be provided to both the public and private sector to promote clean and environmentally friendly technologies and to reduce greenhouse gases emissions while promoting a low-carbon development agenda and improving resource productivity.

The global economic crisis has confirmed how Cambodia's prosperity is tied up in sectors – RMG, tourism and construction – that are all extremely sensitive to external shocks. These shocks have ripple effects all through the formal and informal economy and for those reliant on a steady flow of remittances to meet basic needs. It is clear that the current engines of growth will not fully deliver on their initial promise and that there is an urgent need to support the diversification of the country's narrow economic base. Therefore, the UN will focus on promoting public-private partnerships to facilitate integrated climate change, resilient local development and economic diversification in both urban and rural areas. Further accelerating the national trade strategy, national enterprises will be supported to continue to develop productive and export capacities including ability of enterprises to comply with international standards for Technical Barriers to Trade (TBT) and strengthening of the RGC's capacities to formulate, manage, coordinate and monitor the Trade SWAP.

The last outcome will focus on increasing decent employment opportunities, especially those targeting young people and women who have limited access to appropriate training, business support services and financial resources. One of the major constraints for rural productivity and poverty is the low level of skills in the workforce with around 75 percent of rural workers having a primary education or less and very little skills training. The mismatch between the skills of those looking for work and the opportunities available in either self-employment or wage employment is the most urgent challenge for young people entering the labour force for the first time. A key aspect of the UN's work will involve investing in labour market information analysis and employment, job placement, and career counselling services to better match prospective employees, in particular the young and disadvantaged, with decent work opportunities. Increased attention will also be given to supporting potential and existing women entrepreneurs to access high-quality and gender responsive business development services (by developing training, microfinance services, etc). More efforts will also be directed towards promoting equal opportunity in the work place and reducing violence and discrimination against women and girls, youth, persons

with disability and workers living with HIV/AIDS. Lastly, support will be provided to create effective and resourced Local Development Funds (LDFs) at both District and Commune levels to promote greater entrepreneurial efforts in local areas.

The coordination mechanisms needed among UN agencies and partners to ensure the achievement of results, including joint programmes through the National Climate Change Committee, National Biodiversity Steering Committee, National Coastal Zone Committee, Forestry and Environment Technical Working Group, Fisheries Technical Working Group, Agriculture and Water Resources Technical Working Group, Trade Swap and Sub-Steering Committee for Trade and Investment, and Government and Private Sector working Groups on Industrial Relations.

UNDAF OUTCOME II – HEALTH AND EDUCATION

Given the need to renew efforts to ensure that Cambodia achieves CMDG targets in Health and Education, the UNCT will work to achieve the following UNDAF Outcome and supporting Country Programme Outcomes:

By 2015, more men, women, children and young people enjoy equitable access to health and education

Increased national and sub-national equitable coverage of quality reproductive, maternal, newborn, child health, and nutrition services

Strengthened health sector response on HIV

More women, men, children, and young people enjoy safe water, sanitation and hygiene conditions

Increase in reach and sustainability of children learning in relevant and quality basic education through increased institutional capacities

Enhanced national and sub-national institutional capacity to expand young people's access to quality life skills including on HIV and technical and vocational education and training (TVET)

The UN strategy for improving maternal and child health outcomes in Cambodia will involve working at national and sub-national levels to increase availability, accessibility, acceptability, affordability, and utilisation of quality reproductive, maternal, newborn, child and nutrition health services. This goes along with continued multi-institutional support to strengthen the health system of Cambodia, along with the national Health Sector Strategic Plan of the RGC. The UN will continue to support the training of midwives and other primary health workers so that communities have access to competent, trained and equipped health professionals. This will be complemented by strengthening national and sub-national level capacity to implement community based interventions to raise awareness on right to health and involvement in reproductive health, maternal, newborn and child health services.

As noted previously, over the last five years there has been an overall reduction in HIV prevalence with AIDS feminisation and an increased proportion of new infections occurring from mother to child. In order to sustain these gains and to address the changing epidemiology of HIV it will be necessary to strengthen the health sector's provision of prevention and treatment services to all people in Cambodia, while paying particular attention to Preventing Mother to Child Transmission (PMTCT). This will be supported by enhancing national capacities to specifically target the most vulnerable including women, children and at risk populations.

The UN system has identified three main priorities for action in the area of water and sanitation. The first is continued support to increase access to [safe] improved source of drinking water and to sanitation. Second, social media campaigns and other outreach activities to increase awareness among communities and families on the importance of three key behaviours – using latrines, hand washing and treatment of drinking water – which have been shown to have an important impact on morbidity and mortality rates especially among young children will be developed. Finally, the UN will work with government partners at the national and sub-national level to better coordinate, facilitate, plan, monitor and evaluate the Rural Water Supply, Sanitation and Hygiene National Strategy and the Arsenic Strategic Plan.

Given the relatively young age of the population and Cambodia's aim to transition to a more integrated and knowledge-based economy, the need to continue to improve educational outcomes is crucial. Working within the framework of the emerging Education SWAp, the UN will work with partners to improve the overall quality of early childhood and basic education services for hard-to-reach populations. Support will also be provided to the Ministry of Education, Youth and Sport (MoEYS) to strengthen the use of data and evidence-based decision-making to monitor equitable access to quality basic education.

The UN system has made strengthening life skills education and technical and vocational education and training (TVET) a priority. Specifically, with its government and civil society partners, the UNCT will focus on three main areas: strengthening national capacities to develop, coordinate and implement TVET policies and strategies; improving quality of training programmes through development of skills standards and testing and accreditation mechanisms; and increasing access and utilization of life skills and TVET, especially by disadvantaged and out-of-school youth (this was identified as an important comparative advantage of the UN in Cambodia).

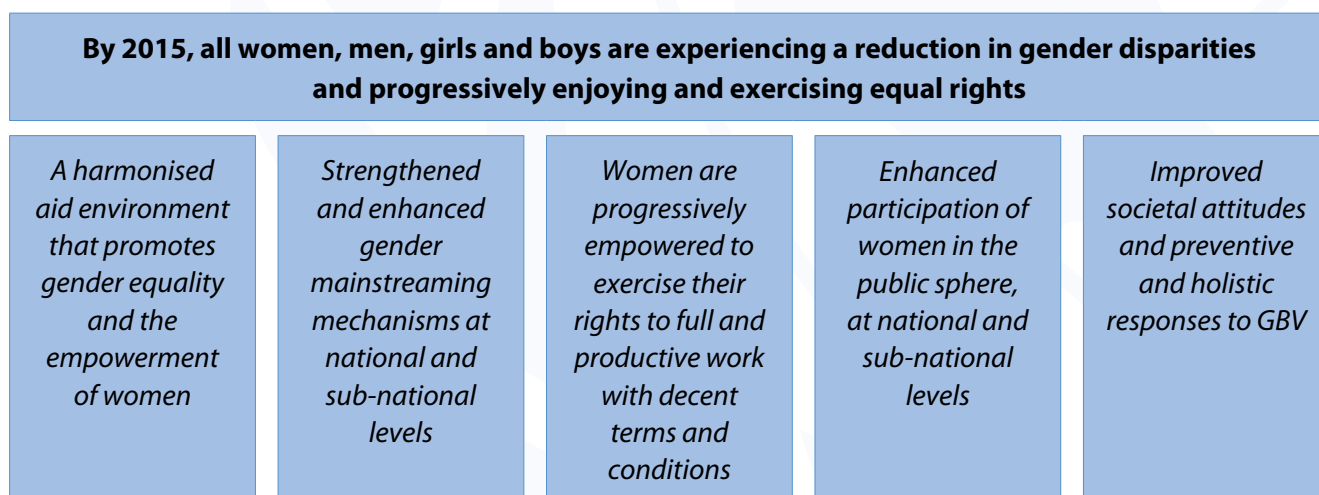
Coordination Mechanisms: In order to ensure national ownership and leadership, UN partners will work through mechanisms established by the RGC that bring together relevant ministries and development partners. Overall policy dialogue in health will be coordinated through the TWG-Health chaired by the Ministry of Health and co-facilitated by the WHO and through the annual joint sector reviews. Additionally, the TWG Food Security and Nutrition chaired by the Council of Agriculture and Rural Development (CARD) and co-facilitated by WFP will be used to coordinate nutrition support, while the Country Coordinating Committee (CCC) and the National AIDS Authority - HIV/AIDS assistance. Various sub-TWGs (Maternal and Child Health, Preventing Mother to Child Transmission, Nutrition, etc.) and other working mechanisms (relevant Task Forces, committees, etc.) set by the MoH will be used for technical and operational discussions. For better coordination and harmonization of external development assistance, UN agencies will participate in the monthly Health Development Partners' meetings. The key programme modalities will include support to normative, legal and policy work required to accelerate progress in the area of maternal and newborn health; support to the implementation of the Health Strategic Plan 2008-2015, including joint support and pooling of funds under the second Health Sector Support Programme 2009-2013; and Joint Programme on Children Food Security and Nutrition 2010-2013.

The education sector has well-established mechanisms for coordination and policy dialogue between MoEYS and development partners including the TWG-Education, the Education Sector Working Group (ESWG), and annual joint sector reviews in which the UN will continue to play an active role. The TWG meets on a bi-monthly basis and is chaired by the Ministry of Education, Youth and Sports and co-facilitated by the chair of the ESWG, currently UNICEF. The ESWG meets on a monthly basis and brings together the development partners in the sector and complements the Government-DP TWG as the key fora for education sector coordination and increasing aid effectiveness in support of the implementation of the Education Strategic Plan 2010-2013. As for TVET, the National Training Board chaired by Deputy Prime Minister Sok An will continue to play a key role to coordinate with training providers, the private sector and development partners, on policy and the effective implementation of TVET.

The Technical Working Group on rural WASH and the Water and Sanitation Sectoral Working Group, chaired by the Ministry of Rural Development (MRD) will coordinate activities in the area of water and sanitation.

UNDAF OUTCOME III – GENDER EQUALITY

The UN has identified Gender as a key cross-cutting issue across all UNDAF areas. However, given the pervasive nature of gender discrimination and its crucial impact on all development results, there is an urgent need to strengthen national capacities to work on gender equality and women’s empowerment. Because of the UN’s mandate, especially as laid out in CEDAW and the Convention on the Rights of the Child, a decision was taken to also include Gender Equality as one of the five pillars of the UNDAF. The UNCT will work to achieve the following UNDAF Outcome and supporting Country Programme Outcomes:



To date, the work of development partners on Gender has tended to be project based. Greater coordination is essential if Cambodia is to have any chance of reaching the CMDG gender targets. With five UN agencies working with the Ministry of Women’s Affairs, the UN system is in a unique position to support the RGC to develop and facilitate a Programme Based Approach (PBA) to promoting gender equality and the empowerment of women.

The RGC has created Gender Mainstreaming Action Groups (GMAG) in all line ministries and three other national bodies including the Secretariat of Civil Service. Significant capacity development support will be provided over the course of the next UNDAF cycle to ensure that gender mainstreaming is a standard element in Government policies and programmes. Tied to the need to strengthen the capacities of GMAGs, support will be provided to government and civil society to undertake evidence-based, gender responsive policy development, planning, budgeting, implementation, monitoring and evaluation.

In the areas of economic participation, the UN will work with partners to ensure that concepts of equal opportunity are promoted and that adequate policies and programmes are in place to increase women entrepreneurs' access to local and overseas markets, increase their income generation capacity and alleviate poverty. To address the disadvantage suffered by rural women they will be the focus of extension services, and have greater access to vocational training, credit, land and other resources. The UN and partners will work to strengthen the capacities of women's producers' groups and self-help groups and their women leaders as part of a broader strategy to develop alternative and non-gender bound livelihoods.

The UN will work to enhance opportunities and mechanisms to strengthen women's capacity to participate in the public sphere at national, sub-national, and community levels especially the new committees for women and children's issues at all sub-national levels. It will continue to support the Government and NGOs to provide training programmes to enhance women's capacity to seek election and to effectively represent their constituencies.

Gender-Based Violence is prevalent in Cambodia. Deeply embedded gender norms and behaviours will require a concerted effort on the part of the UN and its partners to change attitudes, to accept the criminality of violence and raising community awareness and involvement in the promotion and protection of girls and women's gender rights and gender equality and the prevention of GBV. At the same time, institutional capacities to provide protection of girls and women's rights, the promotion of gender equality and the systematic prevention of and coordinated responses to GBV will also be strengthened to provide a holistic multi-sectoral response in support of victims.

Coordination mechanisms include: The Technical Working Group on Gender (TWGG) chaired by the Ministry of Women's Affairs (MOWA) which is working on the development of a Programme Based Approach (PBA) to address gender issues. The UN will develop a coordinated response through a new Joint UN Support Team for Gender Equality and Women's Empowerment.

UNDAF OUTCOME IV – GOVERNANCE

While important steps have been taken during the last five years towards more pluralistic and democratic traditions in Cambodia, the need for the UN to continue its work on governance issues was one of the key highlights that came from the comparative advantage exercise. The UN has recognized the importance of continuing to support Cambodia's commitment to strengthening democratic governance structures and will work to achieve the following UNDAF Outcome and supporting Country Programme Outcomes:

By 2015, national and sub-national institutions are more accountable and responsive to the needs and rights of all people living in Cambodia and increase participation in democratic decision-making

<p><i>Effective mechanisms for dialogue, representation and participation in democratic decision-making established and strengthened</i></p>	<p><i>State institutions at national and sub-national levels better able to protect citizens' rights under the Constitution and provide effective remedies for violations, in particular those relating to labour, children, land and housing, gender-based violence, indigenous people, people living with HIV and people with disabilities</i></p>	<p><i>Enhanced capacities for collection, access and utilisation of disaggregated information (gender, age, target populations, region) at national and sub-national levels to develop and monitor policies and plans that are responsive to the needs of the people and incorporate priority population, poverty and development linkages</i></p>	<p><i>Sub-national governments have the capacity to take over increased functions</i></p>	<p><i>Strengthened multi-sectoral response to HIV</i></p>
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To invigorate democratic participation, the UN will focus on continuing to strengthen the capacities of the recently established Commune Committees for Women and Children (CCWC) and the Women's and Children's Consultative Committees (WCCCS) at district and provincial levels to provide opportunities for the meaningful participation of women and young people in decision-making and planning at national and sub-national level. Alongside this, the UN will also work with independent media to provide increased opportunities for dialogue and participation of all citizens.

The RGC strategy on Legal and Judicial Reform aims to improve the protection of fundamental rights and freedoms contained in the Constitution and the International Treaties and Conventions to which Cambodia is a party. The UN will work with government institutions at all levels to strengthen the capacity to monitor and report against these treaties and conventions while providing technical assistance on a review of legislation and the implementation of policies designed to protect the rights of all persons living in Cambodia. Alongside upstream support, agencies will work at the community level to strengthen rights awareness, particularly for girls, women and indigenous peoples. Tied to this is the recognition

that the legislative framework needs to be modernized and legal and judicial services require further strengthening to ensure that the poor and marginalized, including juvenile offenders and victims have access to redress mechanisms.

As with many other countries, Cambodia will need to continue to strengthen its ability to gather and utilize reliable and disaggregated data to inform policies and programmes. The UN will leverage its comparative advantage and experience working with national statistical bodies, the Ministry of Planning and others to ensure that there is increased availability and use of disaggregated data that captures the differential impact of development policies in terms of sex, population and geography. There is also a need to improve the accountability of government and to renew commitments to enhance aid effectiveness especially in terms of increased transparency in the use of funds and improving the overall quality of services. Lastly, the UN will help to strengthen national capacities to develop plans and budgets that are evidence-based, gender and child sensitive and incorporate priority population, poverty and development linkages.

Efforts will also be made to ensure that citizens are empowered to claim their rights from the State. Specifically, the UN system will support the Royal Government, employers and workers to prevent and resolve disputes, strengthen their capacities to engage in constructive collective bargaining and reach high-level agreements. In addition, investments for promoting education, improving access to useful legal information and strengthening civil society networks will serve to build up a network of watchdogs to monitor implementation and compliance to fundamental rights.

The RGC's commitment to D&D will require significant support to ensure that sub-national institutions are established in line with the Organic Law and have the skills and capacities to effectively implement policies and programmes. The UN will support line ministries to identify functions that could effectively be managed at the local level alongside support to the line ministries to define new roles and modify sector strategies in line with the reform process. At the same time, systems and procedures – fiscal transfers, human resource management, planning and budgeting – necessary to ensure effective decentralization will be put in place and strengthened. Through the development and implementation of these systems and procedures it is expected that citizens' access to information and engagement with the government will improve considerably resulting in more accountable and responsive public service delivery. Furthermore, the UN will work with the Associations of Local Governments in order to support them in fulfilling their role in providing oversight to central government actions and services to local governments. The UN will also support the creation and strengthening of the systems and procedures – fiscal transfers, human resource management, planning and budgeting – necessary to ensure effective decentralization. Lastly, support will be provided to the National Committee for Sub-National Democratic Development (NCDD) to coordinate and manage the democratic development reforms.

The final outcome will focus on the need to strengthen multi-sectoral responses to HIV. This will involve the targeting of key at-risk populations with effective and proven HIV prevention interventions. Capacities to provide treatment and care services and in particular for high risk groups will be strengthened. Finally, the UN will work with national and sub-national institutions and CSOs to provide quality support services to PLHIV and to mitigate the impact of HIV.

Coordination Mechanisms: UN support in the area of D&D and related administrative reforms will be coordinated through the NCDD and the TWG-D&D. Programme-based approach in support of the National Programme for Sub-national Democratic Development will constitute the main programme modality. Additional coordination mechanisms under the Governance outcome include TWG on Poverty Monitoring with related DP group on Poverty/MDG Monitoring; National Technical Working Team on anti-corruption with related DP group and accountability working groups at sub-national level.

UNDAF OUTCOME V – SOCIAL PROTECTION

In light of the disproportionate impact of the recent global crisis on poor and marginalized communities and the RGC's commitment to the development of social protection mechanisms, including safety nets, the UN system will prioritise this in the new UNDAF through the following Outcome and supporting Country Programme Outcomes:

By 2015, more people, especially the poor and vulnerable, benefit from improved social safety net (SSN) and social security programmes, as an integral part of a sustainable national social protection system

Increase in national and sub-national capacity to provide affordable and effective national social protection through improved development, implementation, monitoring and evaluation of a social protection system

Improved coverage of Social Safety Net programmes for the poorest and most vulnerable

Improved coverage of social security for both formal and informal sector workers

In order to improve the overall coverage of social safety net programmes, the UN system will work with partners in government and civil society to address four key dimensions of the challenge. First is to ensure improved coverage and quality (in particular for the most vulnerable) and to ensure equitable geographic access to social protection. Second, support will be provided to reduce the overall fragmentation and gaps and to increase policy coherence within the social safety net component, through further developing common systems of identification, targeting, delivery, etc. (e.g. support to the poor and vulnerable). Third, the RGC budget for safety nets remains low, with the majority of funding provided by development partners and the limited resources have considerably constrained the RGC's ability to develop an effective and sustainable safety net system. Therefore, efforts will be made to address the overall financial sustainability of the system (which is all the more critical given the recent decline in government revenues) by identifying a more long-term funding base.

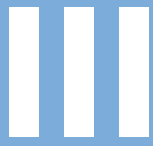
Finally, a cross-referral mechanism will be established at the national and sub-national level to ensure effective referral of beneficiaries to social protection benefits and services. This is expected to improve coverage, eliminate gaps and to ensure that there is increased coordination across the various government sub-systems that are currently in place to serve different vulnerable groups.

The UN will continue to work with the government to expand the existing social security system by developing policies to cover workers in the formal and informal economies with a focus on expanding health insurance and ensuring that the national social security fund is in line with existing legislation. At the same time, given the budget constraints faced by the RGC, improvements are required in national and sub-national institutional arrangements to ensure that leakages in the system are prevented and to manage and monitor the system. This will need to be complemented by efforts to ensure that social security is rolled out to all major industries and formal employment areas as well as to educate employees as to their entitlements.

Further, the UN system will continue to support multi-stakeholder dialogue and enhance donor coordination in the formulation of a National Social Protection Strategy for the poor and vulnerable. Support will also be given for the Royal Government to provide an affordable and effective social protection system to the poor and vulnerable in Cambodia.

Collaboration will be strengthened with the agencies engaged in emergency preparedness and response to help reduce and mitigate vulnerability to disasters, crises and consequences of climate change, in particular for the poorest and most marginalized, especially women, children, elderly, youth and people living with HIV/AIDS.

Coordination Mechanisms: The partnership currently coordinated through the interim working group on social safety nets under the TWG on Food Security and Nutrition, chaired by CARD and co-facilitated by WFP. Other key partners include the National Committee for Disaster Management (NCDM), National Social Security Fund (NSSF) and the Cambodia Red Cross. The key programme modalities will include developing a National Social Protection Strategy, along with technical cooperation with potentially pooled resources in support of the key areas of mapping, targeting and programmatic response in the scale-up of existing programmes and introduction of pilots in areas requiring innovative approaches such as child and maternal malnutrition. Emergency preparedness and response will also be strengthened.



RESOURCE REQUIREMENTS



The estimated financial resources to be mobilised for each UNDAF Outcome presented in the UNDAF Results Matrix will be determined through a detailed costing exercise to be undertaken in 2010. Contributions in response to identified targets will include (1) the core resource allocations by each participating United Nations agency, (2) other resources that organisations expect to mobilise during the UNDAF cycle.

The costing exercise will result in a range of targets per UNDAF outcome being determined. Resource targets will continue to be updated and confirmed in Agency programme documents and work plans according to the procedures and approval mechanisms of each Agency. Resource requirements and availability will be reviewed and updated annually.





IV IMPLEMENTATION ARRANGEMENTS



The UN is committed to global aid effectiveness and is a signatory to the Paris Declaration. Harmonization and alignment of donor practices is gaining momentum and the UN has a unique role to play as a neutral convenor of all development stakeholders. In October 2006, the UN Country Team in Cambodia signed the joint declaration between the Royal Government of Cambodia and Development Partners to improve aid effectiveness. The UN is a major contributor to national capacity development processes and sponsor of nationally-led development processes including the development of Programme Based Approaches where appropriate. While this process has resulted in a substantial improvement of alignment and harmonisation of aid, budget support is still limited and the aid environment remains fragmented.

To increase national ownership of development efforts and to improve overall aid effectiveness, oversight of development assistance occurs through the Council for the Development of Cambodia (CDC), and is complemented by joint Government Donor Technical Working Groups at sectoral level. The UN System in Cambodia will use these existing mechanisms for oversight of UNDAF implementation.

Internally, UNDAF implementation will be supported by the UN interagency MDG Advisory Committee on behalf of the UNCT and existing joint programme and joint programming mechanisms. Joint programmes help coordinate resources (financial and technical) and give UN assistance greater focus in key sectors of critical need. Joint frameworks show how and where the UN family is supporting national efforts, highlight areas of alignment and harmonisation and identify gaps to reduce duplication, maximize resources and enhance development impact. Currently there are joint frameworks in Gender – through the Joint UN Support Team on Gender Equality and Women’s Empowerment – the National Strategic Development Plan Monitoring and Human Trafficking. In addition there are UN joint support programmes on HIV and AIDS, Avian Influenza and Pandemic Preparedness, and two joint programmes funded through the MDG Achievement Fund, one on Creative Industries Culture and Development and one on Children Food Security and Nutrition. The UNCT has also established inter-agency coordination mechanisms to support coordinated UN approaches in Communications and Advocacy, Disaster Risk Reduction, Gender, Avian and Pandemic Influenza, and Youth.



V MONITORING & EVALUATION



The UNCT is firmly committed to rigorously monitoring progress of the UNDAF as part of the ongoing commitment to aid effectiveness and accountability. In particular, the UNCT will build on existing national statistical and monitoring systems and will support capacity development for evidence-based planning at both the national and sub-national level. The UNDAF Monitoring and Evaluation (M&E) Plan provides an overview of indicators to track progress against planned development results on both an annual and five-yearly basis, by the Government, the UNCT, and to the greatest possible extent, other development partners.

The Joint Annual Review will encompass regular assessment of progress towards achieving outcomes listed in the UNDAF results matrix utilising indicators that support annual monitoring from the M&E framework, and will build on and incorporate feedback from bilateral discussions between individual agencies and their line ministry counterparts.³⁵ The UNDAF review will focus primarily on the CP Outcome level which best captures the collective value-added of the UN system in Cambodia. To the extent that is feasible, indicators at the CP Outcome level are drawn from national data sources in conjunction with counterparts to ensure that there is strong national ownership over the review process. Where possible the review process will align with review of the NSDP, most notably at the mid-term of the UNDAF (2013) when a new national strategy will be in formulation, and will take stock of lessons and good practices that feed into the annual planning processes and commitments for the coming year.

The UN will conduct a detailed evaluation in the penultimate year of the UNDAF cycle in conjunction with the RGC and other partners.³⁶ The evaluation will assess the relevance of UNDAF Outcomes, the effectiveness and efficiency by which results are being achieved, their sustainability and in particular, the contribution to national priorities and goals. A particular focus will be on the extent to which the UN system in Cambodia has been able to strengthen national capacities.

³⁵ The focus of agency reviews will be at the output level which looks at the specific products and services being delivered. These discussions will allow the UN system to be responsive and well positioned to take advantage of new opportunities and to adjust expectations on the basis of a changed external environment that will be reflected result statement and indicator revisions.

³⁶ The UNDAF Evaluation will inform the design of the next UNDAF and country programmes and projects by individual agencies and will be designed, managed and conducted from a human rights and gender equality perspective.



ANNEX 1

CAMBODIA MDGs



CAMBODIA MDGS

	Benchmarks		Most Recent Available			Targets	
	Value	Year	Value	Year	Source	2010	2015
Cambodia MDG1: Eradicate extreme poverty and hunger							
1.1 Proportion of people whose income is less than the national poverty line	47	1993	30.1	2007	P. Profile	25	19.5
1.4 Prevalence of underweight (weight for age <2 SD) children < 5 yrs of age*	38.4	2000	28.8	2008	CAS	24.6	19.2
1.5 Proportion of people below the food poverty line	20	1993	18	2007	P. Profile	13	10
1.6 Prevalence of stunted (height for age <2 SD) children under 5 years of age*	49.7	2000	39.5	2008	CAS	31.2	24.5
1.7 Prevalence of wasted (weight for height <2 SD) children under 5 years of age*	16.8	2000	8.9	2008	CAS	11.2	10.1
Cambodia MDG2: Achieve universal nine year education							
2.2 Net enrolment ratio in primary education	87	2001	94.4	2008/2009	EMIS	100	100
2.3 Net enrolment ratio in lower secondary education	19	2001	33.9	2008/2009	EMIS	75	100
2.6 Survival rate from grade 1 to 6 (last grade of primary cycle)	51	2001	59.3	2008/2009	EMIS	100	100
2.7 Survival rate from grade 1 to 9 (last grade of basic cycle)	33	2001	33.1	2008/2009	EMIS	76	100
2.8 Literacy rate of 15-24 years old	82	1999	87.5	2007	CSES	95	100

Cambodia MDG3: Promote gender equality and empower women							
3.1 Ratio of girls to boys in upper secondary education	48	2001	72.9	2008/2009	EMIS	80	100
3.2 Ratio of females to males in tertiary education	38	2001	57.5	2008	MoEYS	70	85
Cambodia MDG4: Reduce child mortality							
4.1 Under-five mortality rate (per 1,000 live births)	124	1998	83	2005	CDHS	85	65
4.2 Infant mortality rate (per 1,000 live births)	95	1998	66	2005	CDHS	60	50
4.3 Proportion of children under 1 year immunized against measles	41.4	2000	91	2008	MOH HIS	85	90
4.4 Proportion of children aged 6-59 months receiving Vitamin A capsules	28	2000	79	2008	CAS	80	90
4.5 Proportion of children under 1 year immunized against DPT3	43	2000	92	2008	MOH HIS	95	95
4.6 Proportion of infants exclusively breastfed up to 6 months of age	11.4	2000	66	2008	CAS	34	70
Cambodia MDG5: Improve maternal health							
5.1 Maternal mortality ratio (per 100,000 live births)	437	1997	472	2005	CDHS	243	250
5.2 Total fertility rate	4	1998	3.1	2005	CDHS	3.4	3
5.3 Proportion of births attended by skilled health personnel	32%	2000	58	2008	MoH HIS	70	87
5.4 Proportion of married women using birth spacing methods	18.5	2000	26	2008	MoH HIS	44	60
5.5 Proportion of pregnant women with 2 or more ANC w skilled health personnel	30.5	2000	81	2008	CAS	75	90
5.9 Proportion of pregnant women delivered by Caesarean Section	0.8	2000	2.0	2005	CDHS	3	4

Cambodia MDG6: Combat HIV/AIDS, malaria and other diseases							
6.1 HIV prevalence rate among adults aged 15-49	3.3	1997	0.9	2006	NCHADS	2	0.6
6.2 HIV prevalence rate among pregnant women, 15-24 yrs visiting ANC clinic	2.5	1998	1,1	2003	MoH	2	1.5
6.7 Proportion of people with advanced HIV infection receiving ART	3	2002	94	2008	NCHADS	60	75
6.8 Malaria case fatality rate reported by Public Health Sector	0.4	2000	0.36	2004	NMC	0.25	0.1
6.13 Dengue case fatality rate reported by Public Health Sector	1.5	2003	0.74	2004	MoH	0.5	0.3
6.14 Prevalence of smear positive TB per 100,000 population	428	1997	215	2007	NSDP MTR	214	135
Cambodia MDG7: Ensure environmental sustainability							
7.1 Forest Cover (percent of total area)	60	2002	59.09	2006	FA	60	60
7.6 Proportion of fishing lots released to local communities	56	1998	56.46	2005	FiA	60	60
7.7 Number of community based fisheries	264	2000	487	2009	FiA	464	589
7.9 Proportion of households dependent on fuel wood	92	1993	91.1	2007	CSES	61	52
7.10 Proportion of rural population with access to safe water source (Dry Season)	24	1998	53.7	2005	CDHS	40	50
7.11 Proportion of urban population with access to safe water source (dry season)	60	1998	67.3	2005	CDHS	74	80
7.12 Proportion of rural population with access to improved sanitation	8.6	1998	15.7	2005	CDHS	20	30

7.13	Proportion of urban population with access to improved sanitation	49	1998	56.1	2005	CDHS	67	74
7.14	Proportion of land parcels having titles in both rural and urban areas	15	2000	20	2008	NSDP MTR	32	65
Cambodia MDG9: De-mining, UXO and Victim Assistance								
9.1	Annual numbers of civilian casualties recorded	1691	1993	271	2008	CMVIS	200	0
9.2	Percentage of severe/high/medium/low suspected contaminated areas cleared	10	1995	70.8	2008	CMAA	77	100



UNDAF 2011-2015 RESULTS MATRIX

National Priorities or goals

CMDGs, Rectangular Strategy Phase I and Phase II, National Strategic Development Plan extension

UNDAF Outcome 1: Economic Growth and Sustainable Development

CMDGs, Rectangular Strategy Phase I and Phase II, National Strategic Development Plan extension

Country Programme Outcome Statements	Outputs	Primary Implementing Partners
1.1 Agriculture Development: Sustainably developed agricultural sector promoting equitable physical and economic access to an increased number of safe and nutritious food and agricultural products	1.1.1 Improved productivity and sustainable management of more equitable agriculture (including land and soil), water, crops, livestock, forestry and fisheries (captured and cultured) for smallholder farmers and local communities	FAO, IFAD, WFP MAFF, MoWRM, CARD
	1.1.2 Enabling environment established for more competitive Cambodian agricultural market at all levels through improving: 1) Food safety trade compliances with international and regional norms 2) Sanitary and phyto-sanitary (SPS) measures 3) Control of trans-boundary animal diseases	FAO, UNIDO MAFF, MoC, MoH, MIME
	1.1.3 Strengthened national, sub-national and community based systems that promote physical and economic access to sufficient, safe and nutritious food for vulnerable individuals and communities	FAO, UNICEF, WFP MAFF, MoWRM, CARD
	1.1.4 Enhanced national information system on food security, agriculture, and nutrition to provide high quality evidence for program and policy decisions	FAO, UNICEF, WFP MAFF, CARD

ANNEX 2

UNDAF 2011-2015 RESULTS MATRIX



Country Programme Outcome Statements	Outputs	Primary Implementing Partners
<p>1.2 Environment and Sustainable Development: National and local authorities and private sector institutions are better able to ensure the sustainable use of natural resources (fisheries, forestry, mangrove, land, and protected areas), cleaner technologies and responsive to climate change</p>	<p>1.2.1 Biodiversity conservation and community based natural resource management for the enhancement of livelihoods mainstreamed into national and local development plans to promote poverty-environment linkages</p> <p>1.2.2 National and local capacities strengthened to plan and implement climate change adaptation measures to reduce vulnerability in agriculture, forestry, fisheries, water resources, coastal zone and health sectors</p> <p>1.2.3 Capacity of public and private sectors strengthened to promote clean and environmentally friendly technologies and interventions for the reduction of GHG emissions, and improvement of resource productivity (UNDP, UNIDO, UNEP, FAO, UNESCAP)</p>	<p>UNEP, ILO, FAO, UNESCO, UNIDO</p> <p>MAFF, MEF, MoE, MoEYS, Forestry Administration, MIME, NCDM, MoWRAM</p> <p>Cambodia National Mekong Committee</p> <p>NCCC</p>
<p>1.3 Trade and Private Sector Development: More diversified economy in Cambodia with increased pro-poor investment, trade and private sector development due to strengthened national and local capacity</p>	<p>1.3.1 Increased private-public capacity to facilitate local development and economic diversification in both urban and rural areas</p> <p>1.3.2 Productive and export capacities of enterprises enhanced to comply with international standards for labour and TBT</p> <p>1.3.3 Strengthen MoC capacity to formulate and monitor the Trade Sector Wide Approach to Programming (SWAp)</p>	<p>UNIDO, UNDP, ILO</p> <p>MoC, MoLVT, MIME</p> <p>CAMFEBA, Trade Unions</p>
<p>1.4 Employment and Local Development: Increased employability and productive and decent employment opportunities, particularly for youth and women, through diversified local economic development in urban and rural areas</p>	<p>1.4.1 National capacity strengthened to develop and implement gender-sensitive employment policies/strategies, with emphasis on youth and migrant workers</p> <p>1.4.2 Labour market information services, career guidance and counselling services and employment agencies established and strengthened at national and sub-national levels</p>	<p>ILO, IOM, UNIFEM, UNV, UNESCO</p> <p>MoLVT, MoEYS, National Employment Agency (NEA), CAMFEBA, Trade Unions, NGOs</p> <p>ILO, UNDP, FOA, UNIAP</p> <p>MoLVT, NEA, National Training Board (NTB)</p> <p>CAMFEBA, Private Sector, Training Institutions, Trade Unions</p>

	<p>1.4.3 Increased access for potential and existing women entrepreneurs to high quality and gender responsive business development services (training, microfinance services, etc.)</p>	<p>ILO, UNIDO MoLVT, NEA CAMFEBA, Private Sector, Training Institutions, Trade Unions, NGOs</p>
	<p>1.4.4 Apprenticeships, work placements, internships and volunteer schemes developed particularly for young people and disadvantaged groups</p>	<p>ILO, UNV, UNESCO MoLVT, MoEYS, MoSAVY, MoWA, NEA CAMFEBA, Private Sector, NGOs, Training Institutions</p>
	<p>1.4.5 Effective, well funded Local Development Funds (LDFs) at both District and Commune levels</p>	<p>UNCDF, UNDP NCDD, Mol, Provincial and District Councils Private Sector</p>
<p>Coordination Mechanisms and Programme Modalities</p> <p>The coordination mechanisms needed among UN agencies and partners to ensure the achievement of results, including joint programmes are through:</p> <ul style="list-style-type: none"> • National Climate Change Committee • National Biodiversity Steering Committee • National Coastal Zone Committee • Forestry and Environment Technical Working Group • Fisheries Technical Working Group • Agriculture and Water Resources Technical Working Group • Trade SWAp • Sub-Steering Committee for Trade Development and Trade Related Investment • National Training Board/National Employment Agency • NCDD • Government and Private Sector Working Group on Industrial Relations • National Council for Youth 		

National Priorities or goals
CMDGs, NSDP, Sectoral Plans

UNDAF Outcome 2: Health and Education

By 2015, more men, women, children and young people enjoy equitable access to health and education

Country Programme Outcome statements	Outputs	Primary Implementing Partners
2.1 Increased national and sub-national equitable coverage of quality reproductive, maternal, newborn, child health, and nutrition services	<p>2.1.1 Improved national and sub-national capacity to increase availability, accessibility, acceptability, affordability, and utilisation of quality reproductive, maternal, newborn, child health and nutrition health services</p> <p>2.1.2 Increased competency and availability of health human resources, particularly midwives and other professionals where skills gaps exist</p>	<p>UNFPA, UNICEF, WHO, WFP</p> <p>MoH</p> <p>NGOs, HSSP II, other DPs</p>
	<p>2.1.3 Increased national and sub-national level capacity to implement community based interventions to raise awareness on right to health and involvement in reproductive health, maternal, newborn and child health services and response to Gender Based Violence (GBV)</p>	<p>UNFPA</p> <p>MoH</p> <p>HSSP II, other DPs</p> <p>Professional Associations</p> <p>UNICEF, WHO</p> <p>MoH</p>
2.2 Strengthened health sector response on HIV	<p>2.2.1 Strengthened health sector provision of HIV prevention treatment and support services including prevention of mother-to-child transmission and linkages between GBV and HIV</p>	<p>UNAIDS, WHO, WFP, UNICEF</p> <p>MoH</p>
2.3 More women, men, children, and young people enjoy safe improved water, sanitation and hygiene conditions	<p>2.3.1 Increased access to safe improved source of drinking water and sanitation</p> <p>2.3.2 Increased awareness and practice among communities and families of key WASH behaviour (using toilets, hand washing with soap and safe home drinking water treatment)</p>	<p>UNICEF, UN-Habitat, WHO</p> <p>UNICEF, UN-Habitat</p> <p>MRD, MoEYS, MoH, MIME and donors in TWG</p> <p>RWSSH</p>

<p>2.4 Increase in reach and sustainability of children's learning in relevant and quality basic education through increased institutional capacities</p>	<p>2.3.3 Strengthened capacity at national and sub-national level to coordinate, facilitate, plan, monitor and evaluate the RWSSH National Strategy and Arsenic Strategic Plan</p>	<p>UNICEF</p>
<p>2.5 Enhanced national and sub-national institutional capacity to expand young people's access to quality life skills including on HIV and technical and vocational education and training (TVET)</p>	<p>2.4.1 Improved quality of early childhood and basic education services for hard-to-reach population according to Educational SWAP</p> <p>2.4.2 Increase in evidence base for monitoring equitable access to quality basic education</p> <p>2.5.1 Strengthened national capacity to coordinate and implement policies and strategies for technical and vocational education and training</p>	<p>UNICEF, UNESCO, WFP</p> <p>UNICEF, UNESCO</p> <p><i>NTB: coordinating and facilitating TVET policies and strategies</i></p> <p>MoEYS, MoLVT, MAFF, MIME, MoSAVY, MoWA, MoT</p> <p>CAMFEBA, private sector, Trade Unions</p> <p>NGOs</p>
	<p>2.5.2 Enhanced access to and utilisation of core life skills training including HIV and TVET especially by disadvantaged young people and out of school children</p> <p>2.5.3 Increased quality of training programs through developed skills standards, testing, accreditation and certification procedure</p>	<p>UNFPA, ILO, UNAIDS, UNV</p> <p>MoEYS, NGOs, MoLVT, NEA</p> <p>Private sector</p> <p>ILO, UNDP, UNIDO, UNESCO UNV</p> <p>MoLVT, MoEYS, MoSAVY, MoWA, NEA</p> <p>CAMFEBA, Private Sector, NGOs, Training Institutions</p>

Country Programme Outcome statements	Outputs	Primary Implementing Partners
<p><i>Coordination Mechanisms and Programme Modalities</i></p> <p><i>Health:</i></p> <ul style="list-style-type: none"> • Technical Working Group (TWG) Health sub-technical working groups of MCH and PMTCT • Health partners meeting • TWG on HIV • TWG on food security and nutrition • Existing joint programme on food security and nutrition • Health PBA - Health Sector Support Programme 2 with the Joint Programme Interface Group (JPIG) • UN Thematic Group on HIV/AIDS <p><i>Education:</i></p> <ul style="list-style-type: none"> • Education Sectoral Working Group • TWG Education • National Training Board - Technical and Vocational Training 		

National Priorities or goals		
UNDAF Outcome 3: Gender Equality		
By 2015, all women, men, girls and boys are experiencing a reduction in gender disparities and progressively enjoying and exercising equal rights.		
Country Programme Outcome statements	Outputs	Primary Implementing Partners
3.1 A harmonised aid environment that promotes gender equality and the empowerment of women	3.1.1 Increased UN leadership and facilitation of a programme based approach to promote gender equality and the empowerment of women	All UN agencies Government, MoWA/TWG members CSOs, NGOs and donors
3.2 Strengthened and enhanced gender mainstreaming mechanisms at national and sub-national levels	3.2.1 Enhanced capacity of Gender Mainstreaming Action Groups (GMAGs) in all line ministries/institutions (24+3) at national and sub-national levels 3.2.2 Increased capacity of government and civil society to undertake evidence-based gender responsive policy development, planning, budgeting, implementation, monitoring and evaluation	UNDP, UNIFEM, UNFPA MoWA and GMAGs of line ministries/institutions UNDP, UNICEF, UNIFEM MoWA, CNCW in cooperation with ME, MoP, Mol, sector line ministries Civil society and NGOs
3.3 Women are progressively empowered to exercise their rights to full and productive work with decent terms and conditions (based on ILO criteria)	3.3.1 Increased action to promote equal opportunity in the world of work, free of violence and other forms of gender based discrimination (including discrimination against women living with HIV, and people with disabilities, etc.) 3.3.2 Increase in number and effective operation of women's producers' groups, self-help and savings groups	ILO, UNDP, UNIDO, UNESCO, UNAIDS MoWA, MoWA and GMAGs of line ministries/institutions, especially MoLVT ILO, UNIFEM, UNDP, UNV, UNIDO MoWA in cooperation with MoC, MoLVT, MRD, MIME
3.4 Enhanced participation of women in the public sphere, at national and sub-national levels	3.4.1 Enhanced opportunities and mechanisms to strengthen women's capacity to participate in the public sphere at national, sub-national, and community levels	UNDP, UNIFEM, UNFPA, UN-Habitat MoWA, and GMAGs of line ministries/institutions, NA women's caucus NGOs and CSOs

Country Programme Outcome statements	Outputs	Primary Implementing Partners
3.5 Improved societal attitudes and preventive and holistic responses to gender based violence	<p>3.5.1 Increased community awareness of and involvement in the promotion and protection of women's rights and gender equality and the prevention of GBV</p>	<p>UNIFEM, UNFPA, UNICEF, UNDP, UN-Habitat, UNV</p> <p>MoWA, CNCW, line ministry GMAGs</p> <p>NGOs and CSOs</p>
	<p>3.5.2 Increased institutional capacity to provide multi-sectoral mechanisms for protection of women's rights, gender equality and prevention of GBV</p>	<p>UNIFEM, UNFPA, UNICEF, UN-Habitat</p> <p>MoWA, CNCW, line ministry GMAGs</p> <p>NGOs and CSOs</p>
<p>Coordination Mechanisms and Programme Modalities</p> <ul style="list-style-type: none"> • TWG on Gender • UN Gender Theme Group • Programme Based Approach (PBA) for Gender Equality 		

National Priorities or goals		
UNDAF Outcome 4: Governance		
By 2015, national and sub-national institutions are more accountable and responsive to the needs and rights of all people living in Cambodia and increased participation in democratic decision-making.		
Country Programme Outcome Statements	Outputs	Primary Implementing Partners
4.1 Effective mechanisms for dialogue, representation and participation in democratic decision-making established and strengthened	4.1.1 Avenues and structures developed and strengthened to empower youth and women to participate in decision-making and planning at national and sub-national level	UNDP, UNICEF, UNFPA, OHCHR UNV, UNESCO, ILO, UN-Habitat, UNIDO
	4.1.2 Increased capacity of Parliament and sub-national elected bodies including their standing committees to represent their constituents	Parliament Technical Coordination Secretariat, Local Government Associations, NEC, MoWA, Mo/DOLA, NCDD, MoLVT, MoInf-TVK, MoEYS, Cambodian National Council for Youth Development
	4.1.3 CSOs/CBOs/League have knowledge, means and capacity to mobilise people to engage, voice their concerns, to interface with national and sub-national Government and claim rights on behalf of citizens	COMFREL, NICFEC, CPWP (women in politics), CLEC, ADHOC, Youth CSOs (YRDP, KYA, KYSD, YFP, etc.), CAMFEBA, Arbitration Council Foundation
	4.1.4 Strengthened capacities of Trade Unions and employers organisations to engage in social dialogue, dispute prevention and effective collective bargaining with special attention to female workers	EC, Sida, CIDA, AUSAID Konrad Adenauer Stiftung Civil society organisations
4.2 State institutions at national and sub-national levels better able to protect citizens' rights under the Constitution and provide effective remedies for violations, in particular those relating to labour, children, land and housing, gender based violence, indigenous people, people living with HIV and people with disabilities	4.2.1 Enhanced capacity of government institutions at all levels to meet Cambodia's international and constitutional human rights obligations through effective monitoring and reporting, review of legislation and implementation of policies to protect the rights of citizens, in particular children, women, persons with disabilities, migrant workers, people living with AIDS and indigenous peoples	OHCHR, UNICEF, UNAIDS, UNIFEM, ILO, UN-Habitat, UNESCO, UNCDF Council for Legal and Judicial Reform, MoJ, MoI, MoWA, MoLVT Civil society organisations
	4.2.2 Citizens are more aware of their rights and entitlements through education, strengthening of civil society networks, and access to information and national authorities at all levels are better aware of their duties and responsibilities	

Country Programme Outcome Statements	Outputs	Primary Implementing Partners
<p>4.3 Enhanced capacities for collection, access and utilisation of disaggregated information (gender, age, target populations, region) at national and sub-national levels to develop and monitor policies and plans that are responsive to the needs of the people and incorporate priority population, poverty and development linkages</p>	<p>4.2.3 Strengthened national capacities to administer effective justice, with special attention to juveniles and women, including effective legal remedies</p> <p>4.3.1 Improved availability and utilisation of disaggregated (gender, population, region) data and information</p> <p>4.3.2 Strengthened institutionalised mechanisms and instruments in place at national and sub-national levels to provide all people living in Cambodia (men, women, boys and girls) with access to information</p> <p>4.3.3 Strengthened accountability mechanisms to monitor the effectiveness of aid, the quality of services and transparency of allocation and use of funds at national and sub-national levels</p> <p>4.3.4 National and sub-national capacity to develop plans and budgets that are evidence based, gender and child sensitive and incorporate priority population, poverty and development linkages strengthened</p>	<p>UNFPA, UNICEF, UNDP, UNAIDS, UNCDF</p> <p>MoP, MEF, National Committee for Population and Development NCDD, CDC/CRDB, MoP, MEF and line ministries</p> <p>USAID, World Bank, EC, SIDA GTZ</p>
<p>4.4 Sub-national governments have the capacity to take over increased functions</p>	<p>4.4.1 Capacities of line ministries to identify the functions, to pilot and implement the assignment of functions to sub-national administrations or to sub-national line departments</p> <p>4.4.2 Systems and procedures developed for decentralised set-up (fiscal transfers, human resources, planning and budgeting, coordination)</p> <p>4.4.3 Capacities of sub-national administrations enhanced to perform their mandates strengthened</p> <p>4.4.4 National Committee for Democratic Development has the capacity to lead, coordinate and monitor the democratic development reform</p>	<p>UNICEF, UNDP, UNCDF</p> <p>MEF, MoP, CDC/CRDB, NCDD, Local elected governments, MoInf</p> <p>CSOs, Local Government Associations and key donors</p>

<p>4.5 Strengthened multi-sectoral response to HIV</p>	<p>4.5.1 Enhanced national and sub-national capacity to target key populations at risk with effective HIV prevention interventions</p> <p>4.5.2 Enhanced national and sub-national capacity to provide treatment and care services with special attention to high-risk populations</p> <p>4.5.3 Enhanced national and sub-national capacity to provide support services to PLHIV and to mitigate the impact of HIV</p>	<p>UNAIDS and Co-sponsors</p> <p>NAA, MoH, MoEYS, MoSAVY, MoWA, Mol, MoND, MoLVT, TWGs</p> <p>Donor partners, NGOs</p>
<p><i>Coordination Mechanisms and Programme Modalities for Decentralisation and Deconcentration reform</i></p> <ul style="list-style-type: none"> • Informal donor group on democratic space • Electoral reform working group with Mol and NEC • TWG on legal and judicial reform • TWG on Democratic Development (D&D) • D&D Development Partner Group • Programme Based Approach in support of National Programme for sub-national Democratic Development • Technical Working Group on Planning and Poverty Reduction • DP Group on Poverty Monitoring/MDG monitoring • National Technical Working team on anti-corruption • Anti corruption DP group • Accountability working groups at sub-national level <p>Government-Private Sector Forum, including the Working Group on Industrial Relations</p>		

National Priorities or goals

UNDAF Outcome 5: Social Protection

By 2015, more people, especially the poor and vulnerable, benefit from improved social safety net (SSN) and social security programmes, as an integral part of a sustainable national social protection system.

Country Programme Outcomes statement	Output	Primary Implementing Partners
<p>5.1 Increase in national and sub-national capacity to provide affordable and effective national social protection through improved development, implementation, monitoring and evaluation of a social protection system</p>	<p>5.1.1 Develop and strengthen national social protection policies and a protective legal and regulatory framework</p> <p>5.1.2 Strengthen national and sub-national institutional capacity, including resources and technical knowledge to develop, roll out and coordinate a cross-sectoral social protection strategy, inclusive of social welfare services</p> <p>5.1.3 Evidence-based participatory planning, identification and targeting mechanisms (e.g. ID Poor) in place for the design and delivery of social protection to the population</p> <p>5.1.4 Increased national and sub-national capacity for emergency preparedness and response to reduce and mitigate vulnerabilities to disasters, both environmental and health, of the poorest and most marginalised, especially women, children, elderly, youth and people living with HIV</p> <p>5.1.5 Increased government and donor coordination and policy dialogue on social protection, in particular around social safety nets</p>	<p>UNDP, UNFPA, WFP, UNICEF, OCHA, UN-Habitat, WHO, UNAIDS, ILO UNIFEM, UNDP</p> <p>CARD, MoLVT, MoSAVY, MAFF, MRD, MoEYS, MoH, MoP</p> <p>WB, ADB</p>
<p>5.2 Improved coverage of social safety net programmes for the poorest and most vulnerable</p>	<p>5.2.1 Improved access (target groups and geographic distribution) and quality of social safety net programmes for the population facing poverty, vulnerabilities, risks, social exclusion, and violence as identified through all key social sectors</p> <p>5.2.2 Reduced fragmentation and gaps and increased coherence and complementarity of social safety net programmes</p> <p>5.2.3 Increased financial sustainability/stability for social safety net programmes through identified long-term funding base/mechanism</p>	<p>WFP, UNDP, UNICEF, UNICEF, UNAIDS</p> <p>CARD, MoLVT, MoSAVY, MAFF, MRD, MoEYS, MoH, MoP</p> <p>WB</p>

5.3 Improved coverage of social security for both formal and informal sector workers	5.2.4 Cross-referral mechanisms at national and sub-national level for a coherently functioning social safety net system <i>* Note: Related to Output 5.1.3</i>	
5.3.1 Expanded national social security coverage policies in formal and informal economy including expanded health insurance and national social security fund as per legislation on NSSF		ILO, UNDP CARD, MoLVT, MoSAVY, MAFF, MRD, MoEYS, MoH, MoP
5.3.2 National and sub-national institutional arrangements to manage and monitor social security measures		
5.3.3 Rolled out social security to all major industries and formal employment areas		
5.3.4 Dissemination of social security information to formal employees and employers		
<p>Coordination Mechanisms and Programme Modalities for Social Protection</p> <ul style="list-style-type: none"> • Interim working group on social safety nets under the TWG on Food Security and Nutrition • National Committee for Disaster Management (NCDM) • National Social Security Fund (NSSF) <p><i>The key programme modalities would include normative legal and policy work towards developing a joint social protection strategy, along with technical cooperation with potentially pooled resources in support of the key areas of mapping, targeting and programmatic response in the scale-up of existing programmes and introduction of pilots in areas requiring innovative approaches (e.g. child and maternal malnutrition)</i></p>		



ANNEX 3

UNDAF 2011-2015 M&E FRAMEWORK



UNDAF Outcome, Country Programme Outcome, Country Programme Output	Indicator(s) and baselines	Means of Verification	Assumptions and Risks
Outcome 1: Economic Growth and Sustainable Development			
<p>1. UNDAF Outcome</p> <p>By 2015, more people living in Cambodia benefit from, and participate in, increasingly equitable, green, diversified economic growth</p>	<p>1.1. Annual GDP growth rate</p> <p>Baseline: 6.8%</p> <p>Target: 8% average growth rate for the period 2011-2015</p>	<p>Yearly statistical publication (including statistical appendices, key indicators for Asia and pacific, other) from IMF, ADB and WB plus other ad hoc publication</p>	<p>Risks:</p> <ul style="list-style-type: none"> Uncertainty of the international economic situation Unpredictability of the effects of climate change on Cambodia <p>Assumptions:</p> <ul style="list-style-type: none"> Continued Government regulatory reforms encouraging investment and diversification of the economy are maintained Government commitment and political will to increase transparency and efficiency in public services
	<p>1.1. Export growth rate</p> <p>Baseline: 16.3%</p> <p>Target: 18% average growth rate for the period 2011-2015</p>	<p>Yearly statistical publication (including statistical appendices, key indicators for Asia and pacific, other) from IMF, ADB and WB plus other ad hoc publication</p>	
	<p>1.3. Share of the poorest quintile in national consumption (disaggregated by sex)</p> <p>Baseline: 0.407</p> <p>Target: 0.370</p>	<p>CSES</p> <p>Yearly statistical publication (including statistical appendices, key indicators for Asia and pacific, other) from IMF, ADB and WB plus other ad hoc publication</p>	
	<p>1.4. Gini coefficient</p> <p>Baseline: 7.1%</p> <p>Target: 12%</p>	<p>CSES</p> <p>Yearly statistical publication (including statistical appendices, key indicators for Asia and pacific, other) from IMF, ADB and WB plus other ad hoc publication</p>	

Outcome 1: Economic Growth and Sustainable Development

<p>1.1 Country Programme Outcome</p> <p><i>Agriculture Development</i></p> <p>Sustainably developed agricultural sector promoting equitable physical and economic access to an increased number of safe and nutritious food and agricultural products</p>	<p>1.5. Household food consumption score</p> <p>Baseline: 6%</p> <p>Target: 11%</p> <p>1.6. Growth rate of the agricultural sector</p> <p>Baseline: 5.4%</p> <p>Target: 5.5% average growth rate for the period 2011-2015</p> <p>1.7. Growth rate of non-rice agricultural production</p> <p>Baseline: 2.67%</p> <p>Target: 5% average growth rate for the period 2011-2015</p>	<p>Yearly statistical publication (including statistical appendices, key indicators for Asia and pacific, other) from IMF, ADB and WB plus other ad hoc publication</p> <p>Yearly statistical publication (including statistical appendices, key indicators for Asia and pacific, other) from IMF, ADB and WB plus other ad hoc publication</p> <p>Yearly statistical publication (including statistical appendices, key indicators for Asia and pacific, other) from IMF, ADB and WB plus other ad hoc publication</p>	<p>Risks:</p> <ul style="list-style-type: none"> Unpredictable economic fluctuations and external shocks <p>Assumptions:</p> <ul style="list-style-type: none"> Early recovery from the economic crisis and economic stability
<p>1.1.1 Country Programme Output</p> <p>Improved productivity and sustainable management of more equitable agriculture (including land and soil), water, crops, livestock, forestry and fisheries (captured and cultured) for smallholder farmers and local communities (FAO, IFAD)</p>	<p>1.8. Strategic plan on sustainable crop production intensification and diversification developed with yearly costed work plan</p> <p>Baseline: None</p> <p>Target: 2013 - developed 2014 - yearly costed plan 2015 - yearly costed plan</p> <p>1.9. Number of people (sex disaggregated data) which utilise extension services including farmer field school, trainings and services for agriculture, fisheries and forest dependent communities including responsible use of pesticides</p> <p>Baseline: 18.718 in 2008 (of which 40% were women)</p> <p>Target: Average of 30,000 per year (of which at least 45% are women)</p>	<p>Strategic plan</p> <p>Data from extension service department, MAFF</p>	<p>Risks:</p> <ul style="list-style-type: none"> Lack of resource to fully operationalise the plan <p>Assumptions:</p> <ul style="list-style-type: none"> Government commitment and political will to pursue the strategy <p>Risks:</p> <ul style="list-style-type: none"> Lack of personnel capacity to provide extension services on a large scale <p>Assumptions:</p> <ul style="list-style-type: none"> Extension services is a priority and increasing resources are dedicated to this activity

<p>1.1.2 Country Programme Output</p> <p>Enabling environment established for more competitive Cambodian agricultural market at all levels through improving:</p> <ol style="list-style-type: none"> 1. Food safety trade compliances with international and regional norms 	<p>1.10. Codes of Conduct for Responsible Fisheries (CamCode)/Codes of practices/standards for fish and fishery products developed based on situational analysis conducted on SPS national capacity for 7 high potential export agricultural products</p> <p>Baseline: 2009 - none Target: 2012 - situational analysis conducted 2013 - codes of practice developed</p>	<p>Situational analysis study</p> <p>Codes of practice (CamCode)</p>	<p>Risks:</p> <ul style="list-style-type: none"> • Lack of resources, both financial and human, to fully implement the proposed activities <p>Assumptions:</p> <ul style="list-style-type: none"> • Government commitment and political will to put in place National plans and systems
<ol style="list-style-type: none"> 2. Sanitary and phyto-sanitary (SPS) measures 3. Control of trans-boundary animal diseases 	<p>1.11. MAFF adopts National Food Inspector System in compliance with international norms</p> <p>Baseline: Systems not in place yet Target: TBD</p> <p>1.12. Standard Operating Procedures on SPSS developed and adopted by MAFF</p> <p>Baseline: No Standard Operating Procedures in place Target: TBD</p> <p>1.13. Gender sensitive National Strategic Plan on post-harvest fisheries (Fisheries One Village One Product and Gender Mainstreaming Policy and Strategy in Fisheries) developed based on situational analysis of safety conformity</p> <p>Baseline: No plan Target: 2012 - situational analysis conducted 2013 - plan developed</p> <p>1.14. Medium-term national Strategic Plan for Agro-Industrial Development (SAID) developed and adopted by MAFF</p> <p>Baseline: No plan Target: 2012 - plan developed and adopted</p>	<p>Reports from MAFF and strategies documents</p>	

Outcome 1: Economic Growth and Sustainable Development

<p>1.1.3 Country Programme Output</p> <p>Strengthened National, sub-National and community based systems that promote physical and economic access to sufficient, safe and nutritious food for vulnerable individuals and communities</p>	<p>1.15. Percentage of most vulnerable food insecure men and women that receive support through provision of seeds, fertilisers, tools and extension services, disaggregated by sex</p> <p>Baseline: N/A Target: 35% of vulnerable men and woman by 2015</p> <p>1.16. Percentage of breastfed children 6-23 months old receiving appropriate complementary feeding (both 3+ food groups and minimum times or more)</p> <p>Baseline: 57.4% in 2005 Target: 77% in 2015</p>	<p>Data from MAFF</p> <p>CDHS</p>	<p>Risks:</p> <ul style="list-style-type: none"> External shocks and in particular instability in prices increasing men and woman food insecurity <p>Assumptions:</p> <ul style="list-style-type: none"> Significantly decreased number of food insecure men and women between 2011 and 2015
<p>1.1.4 Country Programme Output</p> <p>Enhanced national information system on food security, agriculture, and nutrition to provide high quality evidence for program and policy decision</p>	<p>1.17. Operational information system (linked provincial to national level) on food security and nutrition including early warning system</p> <p>Baseline: No system in place Target: Operational by 2014 Early warning system developed by 2015</p> <p>1.18. Percentage of provinces reporting routine agricultural, food security, and nutrition data to national level on time, including main gender disaggregated data</p> <p>Baseline: TBD Target: 2013 - 60% 2014 - 70% 2015 - 80%</p>	<p>Data from MAFF</p> <p>Data from MAFF</p>	<p>Risks:</p> <ul style="list-style-type: none"> Lack of resources Difficulties in ensuring routinely collected data and a constant system update <p>Assumptions:</p> <ul style="list-style-type: none"> Data are properly collected at the sub-national level

<p>1.2 Country Programme Outcome <i>Environment and sustainable Development</i></p> <p>National and local authorities and private sector institutions are better able to ensure the sustainable use of natural resources (fisheries, forestry, mangrove, land, and protected areas), clear technologies and responsiveness to climate change</p>	<p>1.19. Agricultural Census conducted with special attention to gender</p> <p>Baseline: No agricultural census Target: Agricultural census conducted by 2012</p> <p>1.20. Variation in CO₂ emissions nationally due to adoption of improved cook stoves</p> <p>Baseline: Total carbon emissions from cook stoves are 50,000t CO₂ e per year Target: Total carbon emissions are 400,000 CO₂ e</p>	<p>Census publication</p> <p>Report of MoE, MIME, and UNIDO Assessment report VER verification audits and stove market surveys</p>	<p>Risks:</p> <ul style="list-style-type: none"> Inadequacy of governance conditions to allow threats to natural resources (forestry, fishery, land and protected areas) to be effectively combated Insufficient economic gains for households and enterprises to participate in community based natural resources management, biodiversity conservation, REDD, CDM and/or environmentally friendly and cleaner technologies
	<p>1.21. Stability of indices of ecosystem diversity and condition in target community managed forest and community fisheries in four target provinces</p> <p>Baseline: To be determined through satellite imagery in 2010 Target: Indices remain at 100% of baseline level</p>		<p>Assumptions:</p> <ul style="list-style-type: none"> NCCC committee and MEF together take a strong leadership role to mobilize partnership and resources to implement climate change adaptation and mitigation plans Energy-efficient technologies and practices in industrial production and manufacturing processes will be introduced

Outcome 1: Economic Growth and Sustainable Development

<p>1.2.1 Country Programme Output</p> <p>Biodiversity conservation and community based natural resource management for the enhancement of livelihoods mainstreamed into national and local development plans to promote poverty-environment linkages</p>	<p>1.2.2. Guidelines developed for forestry-related carbon credit community sites based on model interventions</p> <p>Baseline: 0 Target: by 2014</p>	<p>MAFF, FA, MoE reports</p>	<p>Risks:</p> <ul style="list-style-type: none"> Inadequacy of local governance conditions and capacities of local communities for countering threats to forests, and for sharing forest benefits and undertaking forest management and businesses Limited livelihood supports to local community to take long term view of natural resource management
	<p>1.2.3. Percentage of local communities that have been trained and the provision of livelihood options to conserve biodiversity (ecosystem and species diversity) in conservation areas (fish sanctuaries, flooded forest and deep pools, etc.)</p> <p>Baseline: TBI Target: 15% increased by 2014</p>		
	<p>1.2.4. Number of community-managed forests nationwide with management plans</p> <p>Baseline: 2009 - 4 sites Target: 2014 - 50 sites</p>		
	<p>1.2.5. National costed strategic plan to support sustainable land management, community based sustainable forest management, and protected areas management developed</p> <p>Baseline: 0 Target: 2012 - land management 2013 - community based management 2013 - protected areas management</p>		

<p>1.2.2 Country Programme Output</p> <p>National and local capacities strengthened to plan and implement climate change adaptation measures to reduce vulnerability in agriculture, forestry, fisheries, water resources, coastal zone and health sectors</p>	<p>1.26. Number of communal development plans reflecting climate change vulnerability and early warning information</p> <p>Baseline: 0</p> <p>Target: End 2013 - 18 plans in 3 districts of 3 provinces End 2013 - 15 plans in 2 districts of 2 provinces</p>	<p>Report of MAFF/MoWRM</p>	<p>Risks:</p> <ul style="list-style-type: none"> Parallel initiatives to develop local capacity as part of the decentralisation process are not effectively coordinated to plan and implement climate change adaptation measures
	<p>1.27. Number of existing water resource infrastructure plans which have been updated to reflect climate change resilience</p> <p>Baseline: 2009 - 0</p> <p>Target: End 2013 - 12 plans</p>		
	<p>1.28. National Climate Change Strategic Plan with costed annual work plan</p> <p>Baseline: 2009 - 0</p> <p>Target: 2013, 2014, 2015 - costed annual work plan</p>		
	<p>1.29. Number of national and sectoral plans and strategies which explicitly refer to climate change</p> <p>Baseline: TBD in 2010</p> <p>Target: By end 2014, 8 documents</p>	<p>Sectoral strategies and action plans</p>	
	<p>1.30. National REDD Readiness Strategic Plan developed with costed annual work plan</p> <p>Baseline: 0</p> <p>Target: 2011 - developed 2012, 2013, 2014, 2015 - annual costed work plan</p>		

Outcome 1: Economic Growth and Sustainable Development

	<p>1.31. Standard Operating Procedures to mitigate change in forestry, agriculture, and energy sectors developed</p> <p>Baseline: 0 Target: 2012 - developed</p> <p>1.32. National Cleaner Production office created and registered as non-profit institution</p> <p>Baseline: Currently it is in the form of project office Target: 2011 - created and functioned</p> <p>1.33. Productive and export capacities and sustainability of manufacturing enterprises through building agro-industrial and industrial competitiveness (adherence to labour standards, product standards, certification, and SPS/TBT)</p> <p>Baseline: TBD Target: TBD</p>	<p>Reports of MIME and report of national cleaner production</p>	<p>Risks:</p> <ul style="list-style-type: none"> Sustainable industrial development and/or sustainable consumption and production are not perceived relevant by key stakeholders and therefore considered very low
<p>1.2.3 Country Programme Output</p> <p>Capacity of public and private sectors strengthened to promote clean and environmentally friendly technologies and interventions for the reduction of GHG emissions, and improvement of resource productivity (UNDP, UNIDO, UNEP, FAO, UNESCAP)</p>	<p>1.34. National REDD Readiness Strategic Plan developed with annual costed plan</p> <p>Baseline: 2009 - none Target: 2011 - developed 2012 to 2015 - annual costed plans</p> <p>1.35. Standard Operating Procedures (SOP) for mitigating climate change in forestry, agriculture, and energy sectors developed</p> <p>Baseline: None Target: 2012 - SOP developed</p>	<p>Report of MAFF/MoWRM</p>	<p>Risks:</p> <ul style="list-style-type: none"> Failure of Carbon trading mechanism (REDD) to function as expected

	<p>1.36. National Climate Mitigation Strategy and Action plan exist with annual work plan implementation</p> <p>Baseline: 2009 - none Target: 2010 - developed 2011 to 2015 - annual costed plans</p>	Report of MoE and NCCC	<p>Risks:</p> <ul style="list-style-type: none"> Policy and institutional barriers post constraints for private sector participation
<p>1.3 Country Programme Outcome <i>Trade and Private Sector Development</i></p> <p>More diversified economy in Cambodia with increased pro-poor investment, trade and private sector development due to strengthened national and local capacity</p>	<p>1.37. Diversity of economic activities in specific provinces</p> <p>Baseline: TBD Target: TBD</p>	Database/website and reports of MoC, MIME, MoI, MRD, SNEC	
<p>1.3.1 Country Programme Output</p> <p>Increased private-public capacity to facilitate local development and economic diversification in both urban and rural areas</p>	<p>1.38. Number of qualitative and quantitative surveys conducted to identify potential for local development and economic diversification in both rural and urban areas</p> <p>Baseline: 2009 - 0 Target: 2014 - 5 surveys conducted</p>	Database/website and reports of MoC, MIME, NCDD, MoP/NIS, SNEC	
	<p>1.39. National committee/working group established to monitor local development trends and disparities</p> <p>Baseline: 2009 - 0 Target: 2012 - established</p>	Database/website and reports of MoC, MIME, MoI, MoP, SNEC	

Outcome 1: Economic Growth and Sustainable Development

	<p>1.40. Regular technical assistance provided to ministry to formulate, and implement, industrial policies and strategies to promote national values chains for the selected priority and export potential products/sectors and to improve their competitiveness</p> <p>Baseline: 2009 - DTIS Target: 2012 - export strategies and action plan for rice, rubber, fish, garment, cassava, food stuff developed</p>	MoC, MAFF, MIME	<p>Risks:</p> <ul style="list-style-type: none"> Lack of resources to deliver technical assistance <p>Assumptions:</p> <ul style="list-style-type: none"> Development of relevant policies is still of high interest to all national institutions
<p>1.3.2 Country Programme Output</p> <p>Productive and export capacities of enterprises enhanced to comply with international standards for labour and TBT</p>	<p>1.41. Percentage of enterprises who comply with international standards for labour and TBT</p> <p>Baseline: TBT enquiry point established 200 garment factories (ILO/BFC) (baselines from ILO) Target: 2010 to 2012 - 15 companies</p>	<p>Progress report of UNIDO project ISC annual report</p> <p>Available reports on compliance with national labour laws and core international labour standards (such as through ILO Better Factories Cambodia)</p>	<p>Risks:</p> <ul style="list-style-type: none"> Lack of outreach activities by service providers to entrepreneurs Lack of qualified staff to provide TBT related information to entrepreneurs <p>Assumptions:</p> <ul style="list-style-type: none"> Overcoming TBT is viewed as a critical factor to enhance productive and export capacities of enterprises
	<p>1.42. Forty national product standards developed by National Standard Council</p> <p>Baseline: 10 standards available Target: 2013 - 40 draft standards developed for review and approval</p>	ISC website and progress report of UNIDO project and ISC annual report	<p>Risks:</p> <ul style="list-style-type: none"> ISC lacks of resources to function <p>Assumptions:</p> <ul style="list-style-type: none"> There is a strong commitment and willingness of national institutions including ISC There is coordinated effort among DPs to assist national institutions

	<p>1.43. ISO certification body accredited for ISO 9001/14001 and HACCP certifications</p> <p>Baseline: 11 lead auditors trained for ISO 9001 and ISO 14001 certifications ISO/IEC 17025 quality management systems set up 4 companies for ISO 9001 and 6 companies for HACCP have been identified</p> <p>Target: 11 lead auditors trained for ISO 9001 and ISO 14001 certifications ISO/IEC 17021 quality management systems set up</p>	<p>ISC website, ISC annual report and progress report of UNIDO project</p>	<p>Risks:</p> <ul style="list-style-type: none"> Process for certifications delayed <p>Assumptions:</p> <ul style="list-style-type: none"> Government maintains strong commitment to obtain certification
<p>1.3.2 Country Programme Output Strengthen MoC capacity to formulate and monitor the Trade Sector Wide Approach effectively to Programming (SWAp)</p>	<p>1.44. Percentage of Trade SWAp annual work plan targets that are delivered on time</p> <p>Baseline: N/A</p> <p>Target: 80% of delivery per year from 2011</p>	<p>Trade SWAp annual report uploaded in the Trade SWAp website</p>	<p>Risks:</p> <ul style="list-style-type: none"> Consensus on the priorities and sequencing of the work plan expected outputs <p>Assumptions:</p> <ul style="list-style-type: none"> Predictable and coordinated technical and financial support from DPs are provided
	<p>1.45. Number of times per year Sub-committee of Trade Development and Trade-Related Investment convenes</p> <p>Baseline: 2</p> <p>Target: At least 2 times per year from 2011</p>	<p>Minutes and proceedings uploaded in the Trade SWAp website</p>	<p>Risks:</p> <ul style="list-style-type: none"> Capacity of the Department of International Cooperation acting as Secretariat of the Trade SWAp <p>Assumptions:</p> <ul style="list-style-type: none"> Political commitment of MoC in leading the sub-committee

Outcome 1: Economic Growth and Sustainable Development

<p>1.4 Country Programme Outcome</p> <p><i>Employment and Local Development</i></p> <p>Increased employability and productive and decent employment opportunities, particularly for youth and women, through diversified local economic development in urban and rural areas</p>	<p>1.46. Unemployment rate, disaggregated by sex, urban/rural</p> <p>Baseline: 2004 CSES</p> <p>Target: To be reduced in 2011</p>	<p>Census CSES LFS/NIS</p>	<p>Assumptions:</p> <ul style="list-style-type: none"> • Economic recovery from the GFC and GDP growth • Government commitment to incorporate Employment Strategy into the next NSDP • Balanced focus on export competitiveness and internal economic development • Local economic development expands potential for growth in major economic sectors, such as manufacturing and tourism
	<p>1.47. Percentage of businesses and business associations with women managers, disaggregated by occupational sectors</p> <p>Baseline: 2009 - 5</p> <p>Target: 2011 - 10</p>	<p>website and reports of MoC, Mol, IFC/MPDF, ILO, NIS GTZ database</p>	
	<p>1.48. Increase in percentage of women workers paying income taxes</p> <p>Baseline: TBD</p> <p>Target: 20%</p>	<p>Database/website and annual reports of MEF, Taxation Dept.</p>	
<p>1.4.1 Country Programme Output</p> <p>National capacity strengthened to develop and implement gender-sensitive employment policies/strategies, with emphasis on youth and migrant workers</p>	<p>1.49. Gender responsive Labour Migration Strategic plan developed with costed plan</p> <p>Baseline: 2009 - draft</p> <p>Target: 2012 - costed plan</p>	<p>website and reports of MoLVT, NEA</p>	
	<p>1.50. Gender responsive National Employment Plan/Strategy, with focus on youth and other vulnerable groups, developed with costed plan</p> <p>Baseline: 2009 - 0</p> <p>Target: 2011 - plan developed 2012 - costed plan</p>	<p>website and reports of MoLVT, NEA</p>	

	<p>1.51. Number of enterprise-level workplace policies and committees (esp. in garment and entertainment sectors) by the workforce to address stigma and discrimination</p> <p>Baseline: 2009 - 0 Target: 2011-2012 - 100 workplaces</p>	Reports of MoLVT and TCC	<p><i>Assumptions:</i></p> <ul style="list-style-type: none"> Continued government commitment to provide financial and political support on formulation and implementation of gender-sensitive policies and for National Employment Agency Employment Policy/Strategy is in compliance with the international human rights instruments ratified by Cambodia
<p>1.4.2 Country Programme Output</p> <p>Labour market information services, career guidance and counselling services and employment agencies established and strengthened at national and sub-national levels</p>	<p>1.52. Number of regional Job Centres (in Phnom Penh and provinces) established and functioning as per the operation procedures</p> <p>Baseline: 2009 - 0 Target: 2013 - 9</p> <p>1.53. National Employment Agency established with clear mandate to facilitate labour market information collection, analysis, dissemination and employment services nationwide</p> <p>Baseline: 2009 - 0 Target: 2012 - established</p>	<p>website and reports of MoLVT, NEA</p> <p>Website and reports of MoLVT, NEA</p>	<p><i>Assumptions:</i></p> <ul style="list-style-type: none"> Government resources are available to run and operate job centres National and local capacities exist to run and operate the job centres
	<p>1.54. Completed labour force survey with comprehensive and up-to-date labour force information</p> <p>Baseline: 2004 - 1 Target: 2011 - 1</p>	Database/website and reports of NIS	<p><i>Assumptions:</i></p> <ul style="list-style-type: none"> Adequate resource mobilisation and cooperation from government

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	<p>1.55. Monitoring system established to check quality of employment services and client usage (by men and women, by age group)</p> <p>Baseline: 2009 - 0 Target: 2012 - established</p>	Database/website and reports of MoLVT and NEA	
<p>1.4.3 Country Programme Output</p> <p>Increased access for potential and existing women and youth entrepreneurs to high-quality and gender responsive business development services (training, microfinance services, etc.)</p>	<p>1.56. Database developed and updated bi-annually with inventory and characteristics of business development services</p> <p>Baseline: 2009 - 0 Target: 2012 - 1 database developed 2013-2015 - updated annually</p>	Website and reports of MoC, MIME, IFC/MPDF	<p>Assumptions:</p> <ul style="list-style-type: none"> Government continues implementing GMAP, especially in the economic sector
	<p>1.57. Number of business development service providers who deliver gender responsive services according to nationally agreed criteria</p> <p>Baseline: TBD Target: 10% increased 2011</p>	Regular government records ILO reports and GTZ database	
	<p>1.58. Percentage of adult and young people who access business development services, disaggregated by sex, age, urban/rural</p> <p>Baseline: TBD Target: 10% increased 2011</p>	Selected tracer studies	
<p>1.4.4 Country Programme Output</p> <p>Apprenticeships, work placements, internships and volunteer schemes developed particularly for young people and disadvantaged groups</p>	<p>1.59. Percent of beneficiaries who used any of the schemes who have obtained work (wage employment or self-employed) within 6 months of completion, disaggregated by sex</p> <p>Baseline: 2009 TBD Target: 2012 - 40% 2014 - 70%</p>	Database/website and annual reports of MoLVT and NEA	<p>Assumptions:</p> <ul style="list-style-type: none"> Active private sector participation in apprenticeships, work placements and other schemes

	<p>1.60. Percentage of medium and large enterprises (SMEs) Government bodies and CSOs who have agreed to provide work placements with decent work conditions</p> <p>Baseline: 2009 - 0 Target: 2014 - 30% of SMEs signed up at NEA</p>	Database/website and annual reports of MoLVT and NEA	
	<p>1.61. Number of measures to give accreditation and recognition for apprentices, interns and volunteers</p> <p>Baseline: 2009 - 0 Target: 2013 - 3 industries with industry-wide accreditation and recognition</p>	Database/website and annual reports of MoLVT and NEA	
<p>1.4.5 Country Programme Output Effective, well funded Local Development Funds (LDFs) at both District and Commune levels</p>	<p>1.62. Percentage increase in LDF resources at both District and Commune levels</p> <p>Baseline: 2010 allocation Target: Linked to percentage growth of public expenditure</p>	Database/website and reports of NCDD	
UNDAF Outcome 2: Health and Education			
<p>2 UNDAF Outcome By 2015, more men, women, children and young people enjoy equitable access to health and education</p>	<p>2.1 Maternal Mortality Ratio, disaggregated by urban/rural <i>CMDG indicator 5.1</i></p> <p>Baseline: 2005 - 472/100,000 live births Target: 250 per 100,000 live births (CMDG indicator 5.1 target for 2015)</p>	Census/CDHS	
	<p>2.2 Prevalence of underweight (weight for age <-2 SD) children <5 years of age <i>CMDG indicator 1.4</i></p> <p>Baseline: 28.8% Target: 2015 - 19.2%</p>	CDHS/CAS	

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	<p>2.3 Infant Mortality Rate, disaggregated by sex, urban/rural <i>CMDG indicator 4.2</i></p> <p>Baseline: 2005 – 66/1,000 live births Target: 2015 – 50/1,000 live births</p>	CDHS/Census											
	<p>2.4 Enrolment of 6-14 year olds in school, disaggregated by quintile, sex <i>Derived from 1 - CMDG indicator 2.4</i></p> <p>Baseline: 2005</p> <table border="0"> <tr> <td>Quin 1:</td> <td>70</td> </tr> <tr> <td>Quin 2:</td> <td>78</td> </tr> <tr> <td>Quin 3:</td> <td>83</td> </tr> <tr> <td>Quin 4:</td> <td>88</td> </tr> <tr> <td>Quin 5:</td> <td>90</td> </tr> </table> <p>PS G/B LLS G/B U 94/94 54/54 Ru 94/95 32/30 Re 90/91 12/11</p> <p>Target: 100%</p>	Quin 1:	70	Quin 2:	78	Quin 3:	83	Quin 4:	88	Quin 5:	90	EMIS/CDHS	
Quin 1:	70												
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<p>2.1 Country Programme Outcome</p> <p>Increased national and sub-national equitable coverage of quality reproductive, maternal, newborn, child health and nutrition services</p>	<p>2.5 Percentage of children aged 12-23 months who are fully immunised by age 1 (DPT3, measles) <i>CMDG indicator 4.3 and 4.5</i></p> <p>Baseline: 92% and 91%, respectively (2008 HIS) Target: 95% and 90%, respectively by 2015</p> <p>2.6 Percentage of women with unmet need for family planning</p> <p>Baseline: 2005 – 25% Target: 2015 – 18%</p>	CDHS/HIS											

<p>2.1.1 Country Programme Output Improved national and sub-national capacity to increase availability, accessibility, acceptability, affordability, and utilisation of quality reproductive, maternal, newborn, child health and nutrition health services</p>	<p>2.7 Proportion of births attended by skilled health personnel <i>CMDG indicator 5.3</i> Baseline: 2008 - 58% Target: 2015 - 87%</p> <p>2.8 Percentage of pregnant women who delivered by caesarean section (disaggregated by rural, urban) Baseline: 2008 - 2% Target: 2015 - 4% (MoH target)</p> <p>2.9 Number of basic/comprehensive EmONC per 500,000 population Baseline: 2008 1.6 basic EmONC/500,000 population 0.9 Comprehensive EmONC/500,000 Target: 2015 - 4 basic EmONC/500,000 population 1 Comprehensive EmONC/500,000</p> <p>2.10 Percentage of women of reproductive age (15-44 years) living under the poverty line protected by health equity funds Baseline: 81% Target: 90%</p> <p>2.11 Note: An appropriate nutrition service Indicator to be determined in 2010 (MoH, UNICEF, WHO)</p> <p>2.12 Percent of pregnant women with two or more antenatal care consultations (ANC) <i>CMDG indicator 5.5</i> Baseline: 81% (2008) Target: 90%</p>	<p>National HIS CDHS</p> <p>HIS, MoH CDHS</p> <p>EmONC Need Assessment and HIS (For H10 only)</p> <p>MoH, CSES</p> <p>TBD</p> <p>HIS, MoH CDHS</p>	
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UNDAF Outcome 2: Health and Education

	<p>2.13 Percentage of children aged 6-59 months receiving preventive Vitamin A doses, disaggregated by sex <i>CMDG indicator 4.4</i></p> <p>Baseline: 79% (HIS 2008) Target: 90% by 2015</p>	MoH annual report
	<p>2.1 Contraceptive prevalence rate among currently married women (any modern method)</p> <p>Baseline: 2005 - 27% Target: 2015 - 60%</p>	CDHS
	<p>2.15 Percentage of Operational Districts with at least 2 facilities providing adolescent friendly sexual and reproductive health care (AFSRH)</p> <p>Baseline: 2009 - 16 OD/77 OD (20%) Target: 25 OD/77 OD (32%)</p>	NRHP/MoH
	<p>2.16 Percentage of health financial resources allocated to RMNCH</p> <p>Baseline: TBD Target: 5% increase over baseline by 2015</p>	2010 government and donor expenditures for programme 1 of HSP
<p>2.1.2 Country Programme Output Increased competency and availability of health human resources, particularly midwives and other professionals where skills gaps exist</p>	<p>2.17 Percentage of health centres with at least two midwives</p> <p>Baseline: 2009 - 55% Target: 70%</p>	

<p>2.1.3 Country Programme Output Increased national and sub-national level capacity to implement community based interventions to raise awareness on right to health and involvement in reproductive health, maternal, newborn and child health services and response to Gender Based Violence (GBV)</p>	<p>2.18 Percent of infants under 6 months exclusively breastfed Baseline: 2008 - 66% (CAS 2008) Target: 2015 - 70%</p>	<p>CDHS/CAS</p>	
<p>2.2 Country Programme Outcome Strengthened health sector response to HIV</p>	<p>See <i>indicators under 4.5</i></p>	<p>NCHADS</p>	
<p>2.2.1 Country Programme Output Strengthened health sector provision of HIV prevention treatment and support services including prevention of mother-to-child transmission, and linkages between GBV and HIV</p>	<p>2.19 Percentage of adults and children with advanced HIV infection receiving antiretroviral therapy (ART) Baseline: 92% (2009) (CD4 cell count <250) Target: 2010 - 92% 2015 - 95% (CD4 count ≤350)</p>	<p>NCHADS database</p>	
	<p>2.20 Percentage of HIV infected pregnant women who received a complete course of anti-retroviral prophylaxis to reduce risk of mother to child transmission <i>CMDG indicator 6.6</i> Baseline: 2008 - 27% Target: 2015 - 75%</p>		
	<p>2.21 Percentage of HIV-infected infants born to HIV infected mothers Baseline: To become available in 2012 Target: 2015 - 5%</p>	<p>NCHADS/NIMCHC databases NAA</p>	

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	<p>2.22 Percentage of men and women aged (15 to 49 years) who received an HIV test in the last 12 months and who know the result</p> <p>Baseline: CDHS 2005 - all: 4.1% (women 3.3% and men 5.1) Target: 2010 - 5.2% (all) 2015 - 10% (all)</p>	CDHS	
<p>2.1. Country Programme Outcome More women, men, children, and young people enjoy safe improved water, sanitation and hygiene conditions</p>	<p>2.23 Percentage of child caregivers who reported washing hands before preparing food and after using the toilet</p> <p>Baseline: TBD in 2010 Target: TBD in 2010</p> <p>2.24 Percentage of children using toilet or latrine</p> <p>Baseline: 18.5% urban 4.3% rural (CDHS 2005) Target: Increase to 30%</p> <p>2.25 Percentage of households that always treat drinking water</p> <p>Baseline: 57% rural (CSES 2007); 63% rural (CDHS 2005 - not specified as always) Target: Increase to 80%</p>	CDHS	
<p>2.3.1 Country Programme Output Increased access to safe improved source of drinking water and sanitation</p>	<p>2.26 Percentage of households with year-round access to improved sources of drinking water</p> <p>Baseline: 1) Census 2008: rural 42%, urban 76%, total 47% 2) CSES 2007: rural 55%, urban outside PNP: 57%, total: 61% Target: Rural 50%; urban 80%</p>	CSES	<p>Census CSES</p> <p>CMDG indicators 7.10 and 7.11</p>

	<p>2.27 Percentage of households with access to improved sanitation facilities</p> <p>Baseline: rural: 23%; urban: 81%; total: 34% (Census 2008) rural: 20%; urban: 57%; total: 31% (CSES 2007)</p> <p>Target: rural 30%; urban 74%</p>	<p>Census CSES</p> <p>CMDG indicators 7.12 and 7.13</p>	
	<p>2.28 Percentage of schools without water/latrines</p> <p>Baseline: 2009 - water/latrines PS - 34.8%/22.4% in 2008/2009 school year SS - 36%/17%</p> <p>Target: 100% by 2015</p>	<p>EMIS</p>	
<p>2.3.2 Country Programme Output Increased awareness and practice among communities and families of key WASH behaviour (using toilets, hand washing with soap, and safe home drinking water treatment)</p>	<p>2.29 Percent of fhouseholds practicing open defecation</p> <p>Baseline: 69% rural (CSES 2007), 78% (CDHS 2005)</p> <p>Target: Decrease by 50%</p>	<p>CSES, CDHS</p>	
	<p>2.30 Percent of fhouseholds with designated place for hand washing with soap</p> <p>Baseline: TDB (KAP survey 2010)</p> <p>Target: Increase by 50%</p>	<p>CSES, CDHS</p>	
	<p>2.31 Percent of fhouseholds that always treat drinking water</p> <p>Baseline: 57% rural (CSES 2007), 63% rural (CDHS 2005 - not specified as always)</p> <p>Target: Increase to 80%</p>	<p>CSES, CDHS</p>	

UNDAF Outcome 2: Health and Education

<p>2.3.3 Country Programme Output</p> <p>Strengthened capacity at national and sub-national level to coordinate, facilitate, plan, monitor and evaluate the RWSSH National Strategy and Arsenic Strategic Plan</p>	<p>2.32 Percent of funding requirement for implementation of the RWSSH and Arsenic strategies met by RGC and by DPs</p> <p>Baseline: TBD 2010 Target: TBD 2010</p>	<p>TWG RWSSH reports</p>																															
	<p>2.34 Proportion of funds for improved water, sanitation and hygiene in province/district/commune development investment plans</p> <p>Baseline: TBD 2010 Target: TBD 2010</p>	<p>Province/District/Commune Development Investment Plans</p>																															
<p>2.4 Country Programme Outcome</p> <p>Increase in reach and sustainability of children learning in relevant and quality basic education through increased institutional capacities</p>	<p>2.35 Net enrolment in Early Childhood Education - state pre-schools, community based pre schools and home based programs, disaggregated by sex, age, urban/rural</p> <p>Baseline: 5 year olds - 32% 3-5 year olds - 17% (2009) Target: 5 year olds - 70% 3-5 year olds - 50% (2015)</p>	<p>MoEYS</p>																															
<p>2.4 Country Programme Outcome</p> <p>Increase in reach and sustainability of children learning in relevant and quality basic education through increased institutional capacities</p>	<p>2.36 Promotion rate, disaggregated by grade and sex</p> <p>Baseline: 2007-2008</p> <table border="1"> <thead> <tr> <th>Grade</th> <th>Boy</th> <th>Girl</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>72.9</td> <td>74.5</td> </tr> <tr> <td>2</td> <td>79.3</td> <td>82.2</td> </tr> <tr> <td>3</td> <td>80.1</td> <td>84.2</td> </tr> <tr> <td>4</td> <td>81.8</td> <td>85.7</td> </tr> <tr> <td>5</td> <td>82.1</td> <td>85.3</td> </tr> <tr> <td>6</td> <td>86.3</td> <td>88.4</td> </tr> <tr> <td>7</td> <td>76.1</td> <td>76.1</td> </tr> <tr> <td>8</td> <td>79.8</td> <td>78.0</td> </tr> <tr> <td>9</td> <td>72.3</td> <td>74.8</td> </tr> </tbody> </table> <p>Target: TBD</p>	Grade	Boy	Girl	1	72.9	74.5	2	79.3	82.2	3	80.1	84.2	4	81.8	85.7	5	82.1	85.3	6	86.3	88.4	7	76.1	76.1	8	79.8	78.0	9	72.3	74.8	<p>EMIS</p>	
Grade	Boy	Girl																															
1	72.9	74.5																															
2	79.3	82.2																															
3	80.1	84.2																															
4	81.8	85.7																															
5	82.1	85.3																															
6	86.3	88.4																															
7	76.1	76.1																															
8	79.8	78.0																															
9	72.3	74.8																															

<p>2.4.1 Country Programme Output</p> <p>Improved quality of early childhood and basic education services for hard-to-reach population according to Educational SWAP</p>	<p>2.37 Standardised national curriculum for training of preschool teachers developed per assurance standards set by Early Childhood Department</p> <p>Baseline: 2009 - No standardised training curriculum Target: End 2011 - Standardised training curriculum developed</p> <p>2.38 Percent of preschool teachers, irrespective of type of preschool model, have passed standardised pre-service teacher training programme</p> <p>Baseline: 2009 - No standardised training Target: 2012 - 70% 2015 - 100%</p>	<p>MoEYS</p> <p>MoEYS</p>	
<p>2.4.2 Country Programme Output</p> <p>Increase in evidence base for monitoring equitable access to quality basic education</p>	<p>2.39 Percent of primary schools and lower secondary schools that are annually assessed against MoEYS Child Friendly School Standards</p> <p>Baseline: 2009 PS - 44% LS - TBD Target: TBD</p> <p>2.40 Information system established to be able to measure proportion of children attending primary and lower secondary school who are Orphans and Vulnerable Children (including those affected by HIV), have disabilities or belong to an ethnic minority</p> <p>Baseline: 2009 - no information system Target: 2013 - established information system producing these data annually</p>	<p>MoEYS</p> <p>Information system set up collaboratively by NCDP, MoEYS, MoI, MoWA, MoH, institutes, NGOs</p>	

UNDAF Outcome 2: Health and Education

<p>2.5 Country Programme Outcome</p> <p>Enhanced national and sub-national institutional capacity to expand children and young people's access to quality life skills including on HIV and technical and vocational education and training (TVET)</p>	<p>2.41 Percent of young adults who successfully completed life skills programs, disaggregated by sex, urban/rural</p> <p>Baseline: TDB Target: TBD</p>	<p>National AIDS Authority, MoEYS and NGO reports</p>
	<p>2.42 Percent of young adults who successfully complete TVET/skills training programs</p> <p>Baseline: TDB Target: TBD</p>	<p>Website and reports of NTB/NEA and MoLVT Database of MoLVT</p>
<p>2.5.1 Country Programme Output</p> <p>Strengthened national capacity to coordinate and implement policies and strategies for technical and vocational education and training</p>	<p>2.43 National Training Board develop gender responsive training strategy that cuts across all sectors</p> <p>Baseline: NA Target: 2012 - developed</p>	<p>Website and reports of NTB/NEA and MoLVT Database of MoLVT</p>
	<p>2.44 National Multi-sectoral TVET Strategic Plan with emphasis on disadvantaged young people and adult females implemented with costed annual work plans</p> <p>Baseline: 2009 - draft Target: 2012 - costed work plan</p>	
<p>2.5.2 Country Programme Output</p> <p>Enhanced access to and utilisation of life skills training and TVET especially by disadvantaged young people and out of school children</p>	<p>2.45 Percentage of primary and secondary schools integrating and implementing core life skills training including HIV</p> <p>Baseline: 2009 - 34% Target: 2015 - 100%</p>	<p>Database and reports of MoEYS</p>

	2.46	Percentage of provinces that have at least one training program on life skills and TVET targeting disadvantaged young females and males and school dropouts Baseline: 2010 - TBD Target: 2015 - 100%	Ministry annual reports	
	2.47	Development of standardised skill set for training certification (disaggregated by occupational category) Baseline: 2009 - 0 Target: 2013 - developed for 45 occupational categories	Website and reports of NTB/NEA and MoLVT	
	2.48	Percent of trainers from formal and non-formal training institutions who received trainings on how to conduct and scale up training programmes based on labour market needs Baseline: TBD Target: TBD	Reports of NTB/NEA and MoLVT Database of MoLVT	
UNDAF Outcome 3: Gender Equality				
3 UNDAF Outcome By 2015, all women, men, girls and boys are experiencing a reduction in gender disparities and progressively enjoying and exercising equal rights	3.1	UN Gender Related Development Index (GDI) Baseline: 2008 - 0.594 Target: TBD	UNDP Human Development Report	Risks: • Criteria for calculation of GDI fail to reach improved targets Assumptions: • National capacity such as to ensure continuous improvement
	3.2	Incidence and prevalence of gender based violence (physical, sexual and emotional), disaggregated by sex, age, urban/rural Baseline: 2009 (VAW survey) Target: TBD	VAW survey, police records, women's shelter records	Risks: • Data collected is not robust Assumptions: • All government agencies agree to record keeping and reporting
2.5.3 Country Programme Output Increased quality of training programs through developed skills standards, testing, accreditation and certification procedures	2.46	Percentage of provinces that have at least one training program on life skills and TVET targeting disadvantaged young females and males and school dropouts Baseline: 2010 - TBD Target: 2015 - 100%	Ministry annual reports	
	2.47	Development of standardised skill set for training certification (disaggregated by occupational category) Baseline: 2009 - 0 Target: 2013 - developed for 45 occupational categories	Website and reports of NTB/NEA and MoLVT	
	2.48	Percent of trainers from formal and non-formal training institutions who received trainings on how to conduct and scale up training programmes based on labour market needs Baseline: TBD Target: TBD	Reports of NTB/NEA and MoLVT Database of MoLVT	

UNDAF Outcome 3: Gender Equality

	<p>3.3 GEM Gender Empowerment Measurement</p> <p>Baseline: 2005 - 0.38 Target: TBD</p>	UNDP Human Development Report	<p><i>Risks:</i></p> <ul style="list-style-type: none"> Criteria for calculation of GDI fail to reach improved targets <p><i>Assumptions:</i></p> <ul style="list-style-type: none"> Political commitment such as to ensure continuous improvement
<p>3.1 Country Programme Outcome</p> <p>A harmonised aid environment that promotes gender equality and the empowerment of women</p>	<p>3.4 Road map for PBA on gender mainstreaming is endorsed by all stakeholders and implemented</p> <p>Baseline: 2009 - None Target: 2012 - developed 2013 - endorsed</p>	Road map TWGG records	<p><i>Risks:</i></p> <ul style="list-style-type: none"> Lack of political will to drive the process <p><i>Assumptions:</i></p> <ul style="list-style-type: none"> NSDP and Neary Rattanak are implemented and RGC and development partners actively supports the PBA
<p>3.1.1 Country Programme Output</p> <p>Increased UN leadership and facilitation of a programme based approach to promote gender equality and the empowerment of women</p>	<p>3.5 PBA developed and DP funds flowing through PBA modalities</p> <p>Baseline: 2009 - None Target: 2012 - developed DP funds flowing through PBA modalities</p>	PBA documentation; minutes of meetings of PBA steering committee, budget allocations and sources of funding	<p><i>Assumptions:</i></p> <ul style="list-style-type: none"> NSDP and Neary Rattanak are implemented and RGC and development partners actively supports the PBA
<p>3.2 Country Programme Outcome</p> <p>Strengthened and enhanced gender mainstreaming mechanisms at national and sub-national levels</p>	<p>3.6 Percentage of national sectoral annual costed plans which are gender responsive against criteria developed with MEF</p> <p>Baseline: National 2009 - 10% Target: National 2015 - TBD</p>	Desk review of annual costed plans of line ministries	<p><i>Assumptions:</i></p> <ul style="list-style-type: none"> Donor support for decentralisation and decentration (D&D) continues at past levels Donors more comprehensively support gender mainstreaming in the ministries with which they are partners

	<p>3.7 Percentage of Technical Working Groups (TWGs) a) workplans, and b) JMIs that are gender responsive against criteria developed by TWG-G</p> <p>Baseline: Policies - 25% 2009 JMIs - 25% est. 2009</p> <p>Target: Policies - 50% JMIs - 70%</p>	<p>Desk review of records of TWG-G meetings JMIs</p>	<p>Risks:</p> <ul style="list-style-type: none"> Lack of political will to drive the process <p>Assumptions:</p> <ul style="list-style-type: none"> All TWGs understand gender concepts and the significance of mainstreaming gender NSDP and Neary Rattanak are implemented and RGC and development partners actively supports the PBA
<p>3.2.1 Country Programme Output</p> <p>Enhanced capacity of Gender Mainstreaming Action Groups GMAGs in all line ministries/institutions (24+3) at national and sub-national levels</p>	<p>3.8 Percentage of line ministries (including Office of the Council of Ministers and the State Secretariat for Civil Services) conducting gender responsive training programs for staff within their ministries/institutions, disaggregated by national level, sub-national level</p> <p>Baseline: 2009 - National 30%; sub-national - 30%</p> <p>Target: 2015 - National 50%; sub-national - 50%</p>	<p>Training partners</p>	<p>Risks:</p> <ul style="list-style-type: none"> Economic crisis causes delays in D&D and line ministries' roll-out of gender mainstreaming <p>Assumptions:</p> <ul style="list-style-type: none"> Training partners are available for sub-contracting by government to conduct training
	<p>3.9 Percentage of GMAGs accessing national government budget to implement activities</p> <p>Baseline: 2009 - 20%</p> <p>Target: 2015 - 60%</p>	<p>Line ministries and MEF UNDP UNIFEM</p>	<p>Risks:</p> <ul style="list-style-type: none"> Gender suffers as a result of budget constraints
	<p>3.10 Percentage of gender responsive budgeting mechanisms that are operational in line ministries</p> <p>Baseline: 2009 - 20%</p> <p>Target: 2015 - 60%</p>	<p>Line ministries and MEF UNDP UNIFEM</p>	<p>Assumptions:</p> <ul style="list-style-type: none"> PFM reform continues to support gender responsive budgeting

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<p>3.2.2 Country Programme Output</p> <p>Increased capacity of government and civil society to undertake evidence-based gender responsive policy development, planning, budgeting, implementation, monitoring and evaluation</p>	<p>3.11 Sub-technical working group established in TWG-Gender with agenda to promote collection of gender specific data as well as use of this data</p> <p>Baseline: 2009 - None Target: 2012 - Sub-technical working group established</p>	<p>TWG-G, MoWA, Mol, MoP/NIS</p>	<p>Assumptions:</p> <ul style="list-style-type: none"> Partners are willing to work through TWG-G
	<p>3.12 National gender KAP survey to be conducted</p> <p>Baseline: TBD Target: 1 conducted between 2011 and 2015</p>	<p>Knowledge, attitudes and practice (KAP) report</p>	<p>Assumptions:</p> <ul style="list-style-type: none"> Adequate resources and capacity of National Statistics
	<p>3.13 Selected line ministries whose JAPR use gender responsive data for priority setting and program decision-making</p> <p>Baseline: TBD Target: 2014 - all line ministries in selection</p>	<p>Desk review of JAPR content and minutes of meetings</p>	<p>Assumptions:</p> <ul style="list-style-type: none"> Funding exists to hire consultant to do desk review
<p>3.3 Country Programme Outcome</p> <p>Women are progressively empowered to exercise their rights to full and productive work with decent terms and conditions (based on ILO criteria)</p>	<p>3.14 Unemployment rate, disaggregated by sex, urban/rural</p> <p>Baseline: To be established based on findings of 2010 Labour Force Survey Target: Unemployment rate from 2010 baseline minus 1 percentage point</p>	<p>Labour Force Survey</p>	<p>Assumptions:</p> <ul style="list-style-type: none"> TVET strategy will be gender responsive ILO, UNDP, UNIDO, UNESCO and other donors require training providers and partners to collect sex disaggregated and other data for baselines and measurement of impact and follow-up at end of one year Donors require service providers and credit institutions to keep sex disaggregated records Relevant Ministries cooperate to develop legal measures

<p>3.3.1 Country Programme Output</p> <p>Increased action to promote equal opportunity in the world of work, free of violence and other forms of gender based discrimination (including discrimination against women living with HIV and people living with disabilities, etc.)</p>	<p>3.15 Number of labour related policy and legal initiatives that address discrimination and promote equality in the world of work</p> <p>Baseline: Number of initiatives reported in MoLVT GMAP</p> <p>Target: Number of initiatives reported in 2009 GMAP plus 4</p>	<p>Desk review of Ministry of Labour GMAP and other documentation</p>	<ul style="list-style-type: none"> UN agencies and other donors encourage/require groups to keep specific records of their members <p><i>Assumptions:</i></p> <ul style="list-style-type: none"> That Prakas No. 086 on HIV workplace committees is widely disseminated and accepted by workplaces That workplaces can be encouraged to invest in HIV programmes that address women workers' needs
	<p>3.16 Mechanism established to report violation of gender based violence and discrimination laws in work place</p> <p>Baseline: 2010 - mechanism not available</p> <p>Target: 2013 - mechanism established and observed to be implemented</p>	<p>Government records</p>	
<p>3.3.2 Country Programme Output</p> <p>Increase in number and effective operation of women's producers' groups, self-help and savings groups</p>	<p>3.17 Survival rate of UN supported producers groups, self-help, and savings groups, disaggregated by province</p> <p>Baseline: TBD through project records of ILO-supported groups</p> <p>Target: Findings of 2010 records plus 10%</p>	<p>Records of business associations and women's producers' groups and saving groups</p>	
	<p>3.18 Yearly profits of UN supported women's producers, self-help, and savings groups, disaggregated by province</p> <p>Baseline: TBD through project records of ILO-supported groups</p> <p>Target: Findings of 2010 records plus 10%</p>	<p>Records of business associations and women's producers' groups and saving groups</p>	

UNDAF Outcome 3: Gender Equality

	<p>3.19 Percentage increase in number of women members and women managers leading business associations</p> <p>Baseline: 2009 - 300 (with three women business association) Target: 2011 - 1500 (with five women business associations)</p>	ILO reports and GTZ database	
<p>3.4 Country Programme Outcome Enhanced participation of women in the public sphere, at national and sub-national levels</p>	<p>3.20 Percentage of candidates that are women within National Assembly, Commune Councils</p> <p>Baseline: NA: 2008 - 21.1% CC: 2007 - 14.1% Target: NA: 2013 - 30% CC: 2015 - 25%</p>	NEC	<p>Risks:</p> <ul style="list-style-type: none"> • Training is not expanded or women are unable to access it <p>Assumptions:</p> <ul style="list-style-type: none"> • Women continue to show interest in participation in elections
	<p>3.21 Percentage of members of sub-national councils that are women, disaggregated by province, district, commune</p> <p>Baseline: P - 2009 - 10.1% D - 2008 - 12.65% C - 2007 - 14.1% Target: P - TBD D - TBD C - 2014 - 25% (CMDG)</p>	NEC	<p>Risks:</p> <ul style="list-style-type: none"> • Political will to increase numbers declines <p>Assumptions:</p> <ul style="list-style-type: none"> • Women are placed in winning positions on party lists • N and donors require training providers and partners to articulate
	<p>3.22 Percentage of civil service employees in high level positions (director and above), disaggregated by sex</p> <p>Baseline: 2018 - 7.4% (2018) Target: 2015 - 40%</p>	State secretary of civil services records	<p>Risks:</p> <ul style="list-style-type: none"> • Economic crisis continues to restrain development of civil service <p>Assumptions:</p> <ul style="list-style-type: none"> • Prime Minister's Directive continues in operation and training programs build capacity of women for high level positions

<p>3.4.1 Country Programme Output</p> <p>Enhanced opportunities and mechanisms to strengthen women's capacity to participate in the public sphere at national, sub-national, and community levels</p>	<p>3.23 Percentage of provinces which hold quarterly forums of women councillors</p> <p>Baseline: 30%</p> <p>Target: 2015 - 100% (24 provinces)</p>	<p>Commune councillors records</p>	
	<p>3.24 Percentage of sub-national female</p> <p>a. Candidates and</p> <p>b. Councillors that receive capacity building training</p> <p>Baseline: a. 2009 - 30%</p> <p>Target: a. 2015 - 80%</p> <p>Baseline: b. 2009 - Commune councillors 90%</p> <p>2009 - District Councillors 0%</p> <p>2009 - Provincial Councillors 0%</p> <p>Target: b. 2015 - Commune Councillors 100%</p> <p>2015 - District Councillors 100%</p> <p>2015 - Provincial Councillors 100%</p>	<p>Commune councillors records</p>	
<p>3.5 County Programme Outcome</p> <p>Improved societal attitudes and preventive and holistic responses to gender based violence</p>	<p>3.25 Percentage of population aware that violence against women is wrongful behaviour and a criminal act, disaggregated by sex, age, urban/rural, ethnic and social background</p> <p>Baseline: TBD (information released in January 2010)</p> <p>Target: TBD (information released in January 2010)</p>	<p>Sexual Violence Against Women: Follow-up Survey to Baseline Report of 2005 - GTZ, UNFPA, UNDP and UNIFEM Survey</p>	

UNDAF Outcome 3: Gender Equality

<p>3.26 The Law on the Prevention of Domestic Violence and the Protection of Victims is operationalised</p> <p>Baseline: TBD (information released in January 2010)</p> <p>Target: 2014 - Law operationalised</p>	<p>Sexual Violence Against Women: Follow-up Survey to Baseline Report of 2005 - GTZ, UNFPA, UNDP and UNIFEM Survey</p>	<p>Risks:</p> <ul style="list-style-type: none"> Lack of political will and capacity to coordinate a multi-sectoral approach <p>Assumptions:</p> <ul style="list-style-type: none"> Broad base of ministries/institutions are adequately resourced to pursue advocacy and awareness raising around GBV
<p>3.5.1 Country Programme Output</p> <p>Increased community awareness and involvement in the promotion and protection of women's rights and gender equality and the prevention of GBV</p> <p>3.27 Percentage of secondary public schools which teach curricula that include gender issues and the prevention of GBV</p> <p>Baseline: TBD</p> <p>Target: TBD</p>	<p>MoEYS/MIS</p> <p>Secondary School curricula</p>	<p>Risks:</p> <ul style="list-style-type: none"> Resistance to effective teaching by school principals and teachers Lack of adequate financial and technical resources to revise curricula <p>Assumptions:</p> <ul style="list-style-type: none"> MoEYS has the capacity to revise curricula
<p>3.28 Percentage of times victims of GBV are accompanied by NGOs/CSOs including community and agency volunteers (on request) in the court setting</p> <p>Baseline: TBD</p> <p>Target: 2015 - 30%</p>	<p>Records of NGO/CSO and volunteer organisations</p>	<p>Assumptions:</p> <ul style="list-style-type: none"> NGO/CSO capacity is adequate to meet demand
<p>3.5.2 Country Programme Output</p> <p>Increased institutional national capacity to provide multi-sectoral mechanisms for protection of women's rights, gender equality and prevention of GBV</p> <p>3.29 Costed annual work plans for the National Action Plan to Combat Violence against Women developed</p> <p>Baseline: No costed workplan for 2009</p> <p>Target: Costed work plan for 2012, 2013, 2014, 2015</p>	<p>NAP workplans</p>	<p>Risks:</p> <ul style="list-style-type: none"> Lack of adequate financial resources <p>Assumptions:</p> <ul style="list-style-type: none"> Mechanism for donor coordination is established

	<p>3.30 Sub decree developed to establish mechanism to record the number of protection orders, convictions and cases dismissed on domestic violence and information made available to policy makers and the public</p> <p>Baseline: None Target: Sub-decree approved by Council of Ministers 2011</p>	<p>RCG records or the Council of Ministers</p>	<p><i>Risks:</i></p> <ul style="list-style-type: none"> Lack of cooperation and coordination between MoWA, MoJ and MoJ
<p>3.31 Number of provinces with local level response and referral system linking government and nongovernment victim support institutions together (medical services, crisis centres and counselling, legal aid and police, local authorities and women and children's committees</p> <p>Baseline: 2009 - 0% Target: 2015 - 15%</p>	<p>NAP reporting</p> <p>Sponsors and training organisers' records against agreed criteria</p> <p>Records of CCWCs and WCCC and sponsors such as UNICEF, UNFPA</p>	<p><i>Risks:</i></p> <ul style="list-style-type: none"> Adequate resources both financial and staffing may not be available at the administrative level <p><i>Assumptions:</i></p> <ul style="list-style-type: none"> Nationwide services with sufficient staff are present Inter-agency cooperation exists with adequate data management and administrative capacity 	<p><i>Risks:</i></p> <ul style="list-style-type: none"> Data is not kept accurately
<p>3.32 Number and percentage of communes with GBV and human trafficking monitoring system functioning</p> <p>Baseline: TBD - 0% Target: 2015 - 15%</p>	<p>Commune databases</p>		<p><i>Risks:</i></p> <ul style="list-style-type: none"> Data is not kept accurately

UNDAF Outcome 4: Governance

<p>4 UNDAF Outcome</p> <p>By 2015, national and sub-national institutions are more accountable and responsive to the needs and rights of all people living in Cambodia and increased participation in democratic decision-making</p>	<p>4.1 Percent of budget allocated to social services in annual of annual provincial, district and commune investment plans</p> <p>Baseline: Negligible Target: 2015 - 25%</p>	<p>4.2 Percentage of laws voted by Parliament reflecting civil society inputs after public hearings</p> <p>Baseline: None Target: 2015 - 2/3 of all laws</p>	<p>4.3 Client satisfaction survey conducted for selected public services (selected social services to be defined)</p> <p>Baseline: 2010 survey in one sector in pilot province Target: Client satisfaction survey conducted in all social sectors - 2015</p>	<p>4.4 Implementation by the Government of recommendations formulated by treaty bodies in individual complaints submitted to them by Cambodian nationals</p> <p>Baseline: Cambodian National Council for Women's Reports; women rights NGO reports; OHCHR annual reports Target: This is a process that will start in the coming years. A few cases will test the system and indicate the willingness of the Government to implement recommendations</p>	<p>NCDD analysis</p> <p>Parliament TCS monitoring report</p> <p>Report Cards collected by PECSA and/or accountability working groups at local level</p>	<p>Risks:</p> <ul style="list-style-type: none"> Accountability culture is based on patron-client relationship Participation culture, especially for women, youth and vulnerable groups, is not developed
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<p>4.1 Country Programme Outcome</p> <p>Effective mechanisms for dialogue, representation and participation in democratic decision-making established and strengthened</p>	<p>4.5 Number of public platforms established at national and sub-national level to allow interface between citizens, civil society and elected bodies</p> <p>Baseline: 0 national forums, 3 regional forums and 20 district/provincial fora in 2009</p> <p>Target: 2015 - TBD</p>	<p>National Committee for Democratic Development (NCDD) annual report</p>	
	<p>4.6 Percent of citizens' concerns recorded during public forums that are addressed by elected bodies at national and sub-national level</p> <p>Baseline: None currently</p> <p>2010-2015 - monitoring reports by civil society actors, OHCHR and the Special Rapporteur on the Situation of Human Rights in Cambodia</p> <p>Target: 2015 - 30%</p>	<p>Sponsors (mostly donors) and civil society keep record of public fora and monitor follow up by elected bodies</p>	
	<p>4.7 Number of women elected candidates to representative bodies</p> <p>Baseline: 22% in NA (2008 elections)</p> <p>14.6% elected female councillors (2007 elections)</p> <p>Target: 2015 - 30%</p>	<p>UN/EC observation</p>	
	<p>4.8 Voter registration system jointly accepted by Government, civil society and opposition parties</p> <p>Baseline: Current voter registration system</p> <p>Target: Some aspects of the voter registration system are improved and operational for the 2012 elections allowing for more accurate representation of citizens</p>	<p>UN/EC observation</p>	

UNDAF Outcome 4: Governance

	<p>4.9 Percent of respondents who understand their system of government</p> <p>Baseline: KAP study will indicate baseline Target: 2010 baseline plus 20%</p>	<p>Knowledge, Attitudes and Practices (KAP) study into Youth and Civic Participation in Cambodia</p>	
	<p>4.10 Number of issues raised by the National League of Communes to the Senate or NCDD</p> <p>Baseline: Annual report 2010 Target: TBD</p>	<p>National League of Commune Sangkat annual report</p>	
<p>4.1.1 Country Programme Output</p> <p>Avenues and structures, including developed and strengthened to empower youth and women to participate in decision-making and planning at national and sub-national level</p>	<p>4.11 Multi-sectoral National Youth Policy developed with reference to youth participation</p> <p>Baseline: 2010 - draft stage Target: 2012 - developed</p>	<p>Youth working group MoEYS</p>	
	<p>4.12 Sub-national Women and Children Consultative Committees (commune, district, province) are established and functional in all locations</p> <p>Baseline: Commune/Sangkat - 100% District - 0% (newly established 2010) Province - 0% (newly established 2010)</p> <p>Target: Commune - 100% District - 100% Province - 100%</p>		

	<p>4.13 Number of youth bodies (youth groups, committees, associations, networks and federations) established at sub-national and national levels</p> <p>Baseline: YFP Mapping of youth CSOs (2008), UN Youth Situational Analysis (2009)</p> <p>Target: 100% increase of active youth bodies spread throughout the 24 provinces</p>	UN/Government/CSO surveys and mappings	
	<p>4.14 Number of written submissions prepared by the Women caucus on the MDGs</p> <p>Baseline: 2009 - Women MP caucus created</p> <p>Target: 2015 - 10 MDG contributions annually</p>	Biennial survey conducted of Women's Caucus in National Assembly and Senate	
<p>4.1.2 Country Programme Output</p> <p>Increased capacity of Parliament and sub-national elected bodies including their standing committees to represent their constituencies</p>	<p>4.11 No. of times per year that Parliament commission request expert advice</p> <p>Baseline: 3 in 2009</p> <p>Target: Expert advice is required for every law under review</p>	Parliament TCS report	
<p>4.1.3 Country Programme Output</p> <p>CSOs/CBOs/League have knowledge, means and capacity to mobilize people to engage, voice their concerns, to interface with national and sub-national Governments and claim rights on behalf of citizens</p>	<p>4.16 Percentage of respondents who understand their system of government</p> <p>Baseline: KAP study will indicate baseline</p> <p>Target: 2010 baseline plus 20%</p>	Knowledge, Attitudes and Practices (KAP) study into Youth and Civic Participation in Cambodia	
	<p>4.17 Number of issues raised by the National League of Communes to the Senate or NCDD</p> <p>Baseline: Annual report 2010</p> <p>Target: TBD</p>	National League of Commune Sangkat annual report	

UNDAF Outcome 4: Governance

<p>4.1.4 Country Programme Output</p> <p>Strengthened capacities of Trade Unions and employers' organisations to engage in social dialogue, dispute prevention and effective collective bargaining with special attention to female workers</p>	<p>4.18 Number of high quality CBAs</p> <p>Baseline: 2009 - 3 Target: 2011 - 10</p>	<p>MoLVT database on CBAs and reports ILO reports</p>	<p><i>Assumptions:</i></p> <ul style="list-style-type: none"> • Cambodian economy strengthens sufficiently to make bargaining of interest to workers and employers • Cambodian legal and regulatory regime of sufficient quality to attract investors • New legislation – Trade Union Law and eventual revision of the labour code will significantly improve industrial relations and allow for genuine trade union movement to flourish • Improved relationship between employers and workers/unions <p><i>Risks:</i></p> <ul style="list-style-type: none"> • Non-legal compliance, continued increases in number and length of illegal strikes; deterioration of industrial relations
<p>4.19 Reduction in number of illegal strikes and the average length of strikes</p> <p>Baseline: TBD Target: Reduced number and length of strikes before, during and after intervention</p>	<p>4.20 Gap in laws addressing protection of rights of children, women, workers, indigenous people, urban poor and people living with HIV, IPs, PLHIV, workers revised</p> <p>Baseline: 2009 none Target: Target for urban poor: 2013: Legal framework to regulate eviction and resettlement processes, in accordance with human rights standards, is in place</p>	<p>National Assembly and Senate, LJR Action Plan, NSDP (3.18), MoWA report Ministry of Land Management, Ministry of Interior, OHCHR (for urban poor issues)</p>	<p><i>Assumptions:</i></p> <ul style="list-style-type: none"> • Delays in adoption of laws and policies • Contents of laws and policies violate human rights principles and standards • No national funding to implement action plan (ex. NAP to prevent violence on women)
<p>4.2 Country Programme Outcome</p> <p>State institutions at national and sub-national levels better able to protect citizens' rights under the Constitution and provide effective remedies for violations, in particular those relating to labour, children, land and housing, gender based violence, indigenous people, people living with HIV and people with disabilities</p>			

	<p>4.21 Percentage of pre-trial detainees (against total prison population) disaggregated by sex and jurisdiction</p> <p>Baseline: 31% (August 2009)</p> <p>Target: 20%</p>	<p>Ministry of Interior, Ministry of Justice, Centre for Justice and Reconciliation, CCJAP, OHCHR,</p>	
	<p>4.22 Number of instances of undue interferences in the work of the courts</p> <p>Baseline: 2009 - none, TBD</p> <p>Target: 2015 - 0</p>	<p>Ministry of Justice, Centre for Justice and Reconciliation, CCJAP, OHCHR,</p>	
<p>4.2.1 Country Programme Output</p> <p>Enhanced capacity of government institutions at all levels to meet Cambodia's international and constitutional human rights obligations through effective monitoring and reporting, review of legislation and implementation of policies to protect the rights of citizens, in particular children, women, persons with disabilities, migrant workers, people living with AIDS and indigenous peoples</p>	<p>4.23 Ratification of the Convention on the Rights of Persons with Disabilities and its Optional Protocol</p> <p>Baseline: Signed but not ratified</p> <p>Target: 2013 - ratified</p>	<p>CLJR, MoJ, National Assembly, MoSAVY, MFA</p>	
	<p>4.24 Remaining fundamental and other key laws integrating human rights norms, including gender sensitive aspects in accordance with the rule of law and human rights standards</p> <p>Baseline: 2009 - 0</p> <p>Target: 2011 - Juvenile Justice Law; law on administration of prisons; law on status of judges; law amending the law on the SCM; law on the organisation of the courts; anti-corruption law (2010); trade union law adopted in accordance with ratified ILO convention and international good practices and with tripartite support</p>	<p>CLJR, Ministry of Justice, National Assembly, development partners, OHCHR, civil society organisations</p>	

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	<p>4.25 The National Plan of Action Plan on the Worst Form of Child Labour (NPA-WFCL) implemented to reduce and to eliminate the worst form of child labour</p> <p>Baseline: (1) 2005 - Child labour: 1.5 million (2) 2009 - Worst form of child labour: 250,000</p> <p>Target: 2005 - (1): 13%, reduce the WFCL 2015 - (2): 8%, reduce the WFCL 2016 - 2016 (3): to complete elimination the WFCL</p>	<p>CLJR, MoJ, National Assembly, MoSAVY, MFAILO reports, website of the Ministry of Information, LFS/NIS</p>
<p>4.2.2 Country Programme Output</p> <p>Citizens are more aware of their rights and entitlements through education, strengthening of civil society networks and access to information and national authorities at all levels are better aware of their duties and responsibilities</p>	<p>4.26 Implementation of the human rights curricula developed by the MoEYS into effective teaching</p> <p>Baseline: 50% (primary and secondary schools) Target: 2012 - 80%</p>	
	<p>4.27 National dialogue mechanism established between Government and civil society for enhanced dialogue and cooperation including data disaggregated by province and sex</p> <p>Baseline: 2009 - none Target: 2012 - mechanism established</p>	<p>Reports of Government-Private Sector Forum</p>
	<p>4.28 Law on access to information developed</p> <p>Baseline: None Target: 2013 - developed</p>	<p>National Assembly</p>

<p>4.2.3 Country Programme Output</p> <p>Strengthened national capacities to administer effective justice, with special attention to juveniles and women, including effective legal remedies</p>	<p>4.29 Percent of national budget allocated to administration of justice</p> <p>Baseline: 0.04% (CLJR, 2009)</p> <p>Target: 2013 – to be determined – in line with the caseload and the additional duties and procedures created by the Penal Procedure Code and other laws</p>	<p>CLJR , National Action Plan to Prevent Violence on Women</p>	
	<p>4.30 Framework for enhanced coordination between Ministries of Interior and Justice established with monthly meetings</p> <p>Baseline: None</p> <p>Target: Monthly or quarterly meetings by 2010 - established</p>	<p>MoI, MoJ, OHCHR, CCJAP, CLJR</p>	
	<p>4.31 Information system established for gathering and sharing of data relating to the administration of justice to be used to ensure the progressive improvement of the system</p> <p>Baseline: 2009 - no systematic information system</p> <p>Target: 2013 - establish information system</p>	<p>MoJ</p>	
	<p>4.32 Percentage of court decisions applying July 2007 Constitutional Council decision on the direct applicability of human rights treaties in national law</p> <p>Baseline: None</p> <p>Target: 2015 - 100%</p>	<p>MoJ, Courts, CLJR, OHCHR</p>	

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	<p>4.33 Rights of children and women (e.g. on issue of GBV) are integrated in training curriculum for judicial actors and other law enforcement officers</p> <p>Baseline: None Target: 2013 - integrated</p>	UNICEF, MoJ, OHCHR	
<p>4.3 Country Programme Outcome</p> <p>Enhanced capacities for collection, access and utilisation of disaggregated information (gender, age, target populations, region) at national and sub-national levels to develop and monitor policies and plans that are responsive to the needs of the people and incorporate priority population, poverty and development linkages</p>	<p>4.34 Disaggregated data and information used to monitor NSDP, CMDGs, sectoral and sub-national plans</p> <p>Baseline: 20% (estimated) Target: 2015 - 100%</p>	<p>Review of national plans and budgets</p> <p>Review of sub-national planning and budgeting</p>	
	<p>4.35 Health and education sector strategic plans are reflecting priority population needs (such as youth, HIV, gender, etc.)</p> <p>Baseline: HEALTH SECTOR STRATEGIC PLAN 2008-2015: recognizes and prioritizes needs of women and children and incorporates prevention, treatment and care for HIV. A further HIV sub-sectoral strategy exists. The strategic plan includes and addresses some specific needs of young people (sexual, reproductive health), but it does not explicitly recognize or address the needs of men. The monitoring and evaluation framework does not yet</p>	<p>Review of national plans and budgets</p> <p>Review of sub-national planning and budgeting</p>	

	<p>disaggregate data by sex, age or income level. EDUCATION SECTOR PLAN: The current Education Strategic Plan (2006-2010) is based on a pro-poor approach and identified as its priorities 1) to achieve equitable access to education, 2) to increase quality and efficiency of education services, and 3) institutional development and capacity building for decentralization. In line with the second Cambodian MDG eliminating gender inequality is a clear target. HIV/AIDS, education for ethnic minorities, and disabled learners are incorporated as cross cutting issues. EMIS data is disaggregated by gender and geographical area (including remote areas)</p>		
	<p>Target: UPDATED HEALTH STRATEGIC PLAN TO 2015: prioritizes the needs of women and children, incorporates HIV, recognizes and better addresses the needs of youth and men, and the M+E framework uses disaggregated data (sex, age, income level) for monitoring. UPDATED EDUCATION SECTOR PLAN TO 2015: The Ministry of Education, Youth and Sport has started the process to review the ESP to cover 2010-2015. One of the targets would be to ensure the continued pro-poor approach and clear operational strategies to address the cross cutting issues, such as gender, children with disabilities and ethnic minorities. The implications of changes in the population and related projections will need to be taken into consideration</p>		

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	<p>4.36 Number of district profiles and local MDG scorecards completed and disseminated to decision makers and civil society groups</p> <p>Baseline: Pilot district profile in 2010 Target: District profiles and local MDG scorecards are made available in all provinces</p>	<p>NSDP APR, MTR, Provincial annual report, Commune profiles</p>	
<p>4.3.1 Country Programme Output</p> <p>Improved availability and utilisation of disaggregated (gender, population, region) data and information</p>	<p>4.37 Population data disaggregated by sex, age, income available through Census, CDHS, CSES, Commune database and other surveys</p> <p>Baseline: 70% (estimated) Target: 100% in 2015</p>	<p>CDHS report, CIPS report, CSES report, CAMInfo NSDP APR, MTR, Provincial annual report, Commune profiles</p>	
<p>4.3.2 Country Programme Output</p> <p>Strengthened institutionalised mechanisms and instruments in place at national and sub-national levels to provide all people living in Cambodia (men, women, boys and girls) with access to information</p>	<p>4.38 Establishment of an informal working group on media regulatory environment and the broader legal framework (access to information law)</p> <p>Baseline: None Target: 2015 - Inputs to access to information law</p>	<p>Ministry of Information</p>	
	<p>4.39 Increased coverage by the media of MDGs, extractive industries, climate change and land rights issues</p> <p>Baseline: Negligible Target: 2015 - nationwide MDG/CC Campaign</p>	<p>Media monitoring reports</p>	

<p>4.3.3 Country Programme Output</p> <p>Strengthened accountability mechanisms to monitor the effectiveness of aid, the quality of services and transparency of allocation and use of funds at national and sub-national level</p>	<p>4.40 Composition of service provider management committees (example: health centre management committees, school support committee) expanded to include civil society</p> <p>Baseline: None</p> <p>Target: 2015 - guidelines for service provider management committees</p>	<p>Service provider management committee guidelines</p>	<p><i>Assumptions:</i></p> <ul style="list-style-type: none"> Building and strengthening partnership with all development partners remains RGC's policy priority <p><i>Risks:</i></p> <ul style="list-style-type: none"> Benefit in terms of increased aid impact on development is outweighed by the transaction costs incurred Development partners no longer provide a supportive and an enabling environment for strengthening, including the capacity of, the dialogue mechanism
	<p>4.41 Sector aid effectiveness assessment conducted and disseminated</p> <p>Baseline: Health and rural development conducted in 2010</p> <p>Target: 2015 - CDC reports includes assessment of effectiveness of aid in main sectors committees</p>	<p>CDC report part of global evaluation exercise of the Paris Declaration</p>	
	<p>4.42 National coordination/dialogue mechanism (TWGs, GDCC, CDCF) regularly reviewed and strengthened</p> <p>Baseline: None 2010</p> <p>Target: 2015 - at least once</p>	<p>CDC background report prepared for GDCC, Aid Effectiveness Report</p>	

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<p>4.3.4 Country Programme Output</p> <p>National and sub-national capacity to develop plans and budgets that are evidence based, gender and child sensitive and incorporate priority population, poverty and development linkages strengthened</p>	<p>4.37 Proportion of national, sectoral and provincial plans and budgets that are evidence based, gender and child sensitive and incorporate population poverty and development linkages</p> <p>Baseline: 10% (estimated) Target: 100% in 2015</p>	<p>NSDP and monitoring framework, NSDP Annual and Mid-term reports, sectoral plans, budgets and reports</p>
<p>4.4 Country Programme Outcome</p> <p>Sub-national governments have increased capacity to provide public services in the framework of ongoing public administration reform (including the Decentralization and De-concentration reforms)</p>	<p>4.43 Number of key functions that line ministries have decentralised or deconcentrated to the sub-national administrations</p> <p>Baseline: None Target: 2015 - 2 sectors: pre-primary education, non-formal education)</p>	<p>NCDD annual report</p>
	<p>4.44 Proportion of public revenues allocated to sub-national government</p> <p>Baseline: 2.8% in 2009 (Commune/Sangkat Fund) Target: 2015-10% (5% C/S Fund, 5% District Fund + sector recurrent expenditure)</p>	<p>NCDD annual report</p>
<p>4.4.1 Country Programme Output</p> <p>Capacities of line ministries to identify the functions, to pilot and implement the assignment of functions to sub-national administrations or to sub-national line departments</p>	<p>4.45 Number of line ministries that have deconcentrated or decentralised at least one key function to SNAs together with resources</p> <p>Baseline: None Target: 2013 - 1 (MoEYS) 2015 - 3</p>	<p>NCDD annual report</p>

<p>4.4.2 Country Programme Output</p> <p>Systems and procedures developed for decentralised set up (fiscal transfers, human resources, planning and budgeting, coordination)</p>	<p>4.46 Policy on transparent, equitable and predictable finance allocation to sub-national administration in line with the functions assigned developed</p> <p>Baseline: 2009 - 0 Target: 2013 - developed</p> <p>4.47 Relevant planning, human resources management, financial management and assets management guidelines developed</p> <p>Baseline: 2009 - 0 Target: 2012 - developed</p>	<p>NCDD annual report</p>	
<p>4.4.3 Country Programme Output</p> <p>Capacities of sub-national administrations enhanced to perform their mandates strengthened</p>	<p>4.48 Sector ministries develop support mechanisms to provide technical back up for transferred functions</p> <p>Baseline: none Target: 2015 - one for each transferred function</p>		
<p>4.4.4 Country Programme Output</p> <p>National Committee for Democratic Development has the capacity to lead, coordinate and monitor the democratic development reform</p>	<p>4.49 Legal instruments and procedures relating to the National programme policy commitments developed</p> <p>Baseline: none Target: 2015 - Legal instruments and procedures adopted</p> <p>4.50 Number of line ministries receiving direct support from NCDD in carrying out functional review exercise</p> <p>Baseline: none Target: 2014 - at least three line ministries</p>	<p>TWG on DD</p>	<p>TWG on DD</p>

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<p>4.5 Country Programme Outcome</p> <p>Strengthened multi-sectoral response to HIV</p>	<p>4.51 HIV prevalence among general adult population (15-49 years), disaggregated by sex, age</p> <p>Baseline: 0.9% 2006 (2007 NCHADS)</p> <p>Target: 2010: 0.7%; 2012: 0.6%; 2015: 0.6%</p>	<p>MoH/NCHADS Modelling</p>	
<p>4.5.1 Country Programme Output</p> <p>Enhanced national and sub-national capacity to target most at risk populations with effective HIV prevention interventions</p>	<p>4.52 Percentage of condom use by most at risk populations entertainment workers (EW), men who have sex with men (MSM), injecting drug users (IDU), disaggregated by sex, age</p> <p>Baseline: Brothel-based FSW with last client: 99% (BSS 2007)</p> <p>Non-brothel based at last commercial sex: karaoke girls - 96%; beer promoters – 96%; beer garden workers – 88% (BSS 2007)</p> <p>MSM: at last sex in non paid and non paying male partner; short hair: 83%; long hair: 94%; with male client: short hair: 90%, long hair: 79% (BSS 2007)</p> <p>IDU: 40% (with regular partner); 68% (with non regular partner) (DU IBBS 2007)</p> <p>DU: 52.9% (with regular partner); 80.5% (with non regular partner) (DU IBBS 2007)</p> <p>Target: TBD</p>	<p>MoH/NCHADS</p> <p>HSS, BSS, Drug User (DU) IBSS</p>	

	<p>4.53 Percentage of most at risk populations who received an HIV test in the last 12 months and know the results</p> <p>Baseline: 2007 - Brothel-based FSWs: 68% (BSS) Non-brothel based FSW: 52% (BSS) MSM: 57% (short hair); 66% (long hair) had HIV test in the 12 months (BSS 2007) Drug users: 44% male, 71.4% female (ever tested for HIV) (DU IBBS 2007)</p> <p>Target: TBD</p>	MoH/NCHADS HSS, DU IBSS	
	<p>4.54 Percent of most at risk populations (EW, MSM, IDU) reached with HIV prevention programmes in the last 12 months</p> <p>Baseline: Brothel-based FSW: 94% (BBS 2007) Non-brothel based sex workers: 91% (BBS 2007) MSM: 96.2% (BBS 2007) IDU: 56% (DU IBSS) (BBS 2007)</p> <p>Target: TBD</p>	MoH/NCHADS HSS, DU IBSS	
	<p>4.55 HIV prevalence in most at risk populations</p> <p>Baseline: Brothel-based FSW: 14.7% (BSS 2007) MSM 8.7% (in Phnom Penh (SSS 2005) IDU: 24.4% (DU IBBS 2007)</p> <p>Target: TBD</p>	MoH/NCHADS HSS, BSS, SSS, DU IBSS	
<p>4.5.2 Country Programme Output</p> <p>Enhanced national and sub-national capacity to provide treatment and care services with special attention to most at risk populations</p>	<p>See indicators under health sector response 2.2</p>	CDHS NAA/MosVY/NGOs	

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<p>4.5.3 Country Programme Output</p> <p>Enhanced national and sub-national capacity to provide support services to PLHIV and to mitigate the impact of HIV</p>	<p>Indicators from 5.2.1</p>	<p>CDHS NAA/MoS/VY/NGOs</p>
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UNDAF Outcome 5: Social Protection

<p>5 UNDAF Outcome</p> <p>By 2015, more people, especially the poor and vulnerable, benefit from improved social safety net (SSN) and social security programmes, as an integral part of a sustainable national social protection system</p>	<p>5.1 Proportion of people whose income is less than the national poverty line, disaggregated by sex, rural-urban, and socio-economic characteristics</p> <p>Baseline: 30.1% - 2007 Target: 19.5%</p>	<p>CSES</p>	<p>Risks:</p> <ul style="list-style-type: none"> • Uncertainty of the impact of external shocks such as macroeconomic, natural disasters or health shocks on people's income <p>Assumptions:</p> <ul style="list-style-type: none"> • Assuming the poverty measurement methodology and targets are not revised
	<p>5.2 Prevalence of underweight (weight for age <-2 SD) children < 5 years of age</p> <p>Baseline: 2008 - 28.8% Target: 2015 - 19.2%</p>	<p>CDHS, CAS (Cambodia Anthropometric Survey)</p>	<p>Risks:</p> <ul style="list-style-type: none"> • Uncertainty of the impact of external shocks on food security
<p>5.1 Country Programme Outcome</p> <p>Increase in national and sub-national capacity to provide affordable and effective national social protection through improved development, implementation, monitoring and evaluation of a social protection system</p>	<p>5.3 Country's social protection index ranking</p> <p>Baseline: 2007 - 0.18 Target: 2013 - 0.3</p>	<p>ADB</p>	<p>Risks:</p> <ul style="list-style-type: none"> • Comparative indicator that depends on performance of other countries as well as Cambodia

	<p>5.4 Percentage of affected vulnerable groups receiving emergency assistance including food, sanitation, water, shelter and other immediate response interventions within prescribed timeframes (disaggregated by sex, age, rural-urban, and socio-economic characteristics)</p> <p>Baseline: TBD Target: 2015 - 80%</p>	NCDM, WFP	<p>Risks:</p> <ul style="list-style-type: none"> Financial constraints and early availability of accurate data
<p>5.1.1 Country Programme Output</p> <p>Developed and strengthened national social protection policies and a protective legal and regulatory framework</p>	<p>5.5 A sub-decree and a National Social Protection Strategy including M&E framework with costed annual plan developed in collaborative multi-sectoral process</p> <p>Baseline: 2009 - None Target: 2011 - Sub-decree 2011 - National Strategy 2013-2015 - Costed annual plans</p>	RGC Legislation database,	<p>Assumptions:</p> <ul style="list-style-type: none"> National Social Protection Strategy will be introduced and a coordinating agency in place to oversee the implementation of the strategy
	<p>5.6 Percent of laws and regulations harmonised with the new social protection policies and National Social Protection Strategy</p> <p>Baseline: 2012 - TBD Target: 2015 - 100%</p>	RGC Legislation database	<p>Assumptions:</p> <ul style="list-style-type: none"> All supportive legislation and regulations (for the protection against violence, domestic violence, human trafficking, child care services, family support services) are harmonised with new social protection strategy/policy

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<p>5.1.2 Country Programme Output</p> <p>Strengthened national and sub-national institutional capacity including resources and technical knowledge to develop, roll out and coordinate a cross-sectoral Social Protection strategy, inclusive of social welfare services</p>	<p>5.7 Percent of government budget that is allocated on social protection</p> <p>Baseline: 2008 - 5% Target: 2013 - 8%</p>	<p>RGC Budget allocations and expenditures reports</p>	<p>Risks:</p> <ul style="list-style-type: none"> Allocation of budget spending depends on prioritisation by government and line ministries
	<p>5.8 Percent of communes where official channels for the population to claim their right to social protection have been established</p> <p>Baseline: 2008 - None Target: 2015 - 60%</p>	<p>Provincial and district reports</p>	<p>Assumptions:</p> <ul style="list-style-type: none"> That social protection expenditure is identifiable It also depends on the revenue mobilisation potential
<p>5.1.3 Country Programme Output</p> <p>Evidence-based participatory planning, identification and targeting mechanisms (e.g. ID Poor) in place for the design and delivery of social protection to the population</p>	<p>5.9 Harmonised inter-agency targeting mechanisms, taking into account specific vulnerability of women, children, disabled, elderly, youth, HIV/AIDS, TB victims</p> <p>Baseline: 2008 - 10 provinces Target: 2013 - 100%</p>	<p>ID Poor reports, FAO, WFP</p>	<p>Risks:</p> <ul style="list-style-type: none"> Number of different targeting mechanisms being used
<p>5.1.4 Country Programme Output</p> <p>Increased national and sub-national capacity for emergency preparedness and response to reduce and mitigate vulnerabilities to disasters, both environmental and health, of the poorest and most marginalised, especially women, children, the elderly, youth, and people living with HIV</p>	<p>5.10 Develop national, coordinated, realistic, integrated multi-sectoral contingency plan for emergency response, which covers early warning, prevention, and mitigation meeting international standards</p> <p>Baseline: TBD Target: Establishment of coordinated, integrated contingency plan</p>	<p>OCHA</p>	<p>Risks:</p> <ul style="list-style-type: none"> Relied on cooperation with a number of stakeholders/partners <p>Assumptions:</p> <ul style="list-style-type: none"> D&D reform processes create an enabling environment for developing sub-national resources, systems and processes and is supportive of sector and cross-sector strategies

	<p>5.11 Disaster needs assessment conducted during every declared disaster</p> <p>Baseline: 2008 - NCDM reporting mechanisms Target: As needed</p>	NCDM reporting mechanisms	<p>Risks:</p> <ul style="list-style-type: none"> Lack of accessibility to disaster-affected areas
	<p>5.12 Percentage of affected vulnerable groups receiving emergency assistance including food, sanitation, water, shelter and other immediate response interventions within prescribed timeframes</p> <p>Baseline: TBD Target: 2015 - 80%</p>	NCDM and PCDM	<p>Risks:</p> <ul style="list-style-type: none"> Lack of accessibility to disaster-affected areas Financial constraints
	<p>5.13 Vulnerability situation maps and vulnerable group profiles annually updated at national, provincial, and selected district levels</p> <p>Baseline: None Target: Updating annually starting 2011</p>	Annual updates from FAO, WFP, CARD	<p>Risks:</p> <ul style="list-style-type: none"> Lack of availability of information Lack of coordination mechanisms
	<p>5.14 Integrated information system for monitoring and reporting developed, including food availability and food market instability</p> <p>Baseline: 2008 - NCDM reporting mechanisms Target: 2013 - national information system developed</p>	NCDM and annual updates from FAO, WFP, CARD	<p>Risks:</p> <ul style="list-style-type: none"> Lack of availability of information Lack of coordination mechanisms
<p>5.1.5 Country Programme Output</p> <p>Increased government and donor coordination and policy dialogue on social protection, in particular around social safety nets</p>	<p>5.15 Number of interim working group (IWG) meetings per year with representation from government line ministries and core partners</p> <p>Baseline: 2008 - ad hoc Target: 2012-2015 - bi-monthly</p>	Minutes of IWG	<p>Assumptions:</p> <ul style="list-style-type: none"> That Interim Working Group, led by CARD will continue to have a mandate for Social Protection

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<p>5.2 Country Programme Outcome</p> <p>Improved coverage of Social Safety Net programmes for the poorest and most vulnerable</p>	<p>5.16 Percentage of poor/vulnerable people who benefit from social safety nets, disaggregated by sex, age, rural-urban, and socio-economic characteristics</p> <p>Baseline: TBD Target: 50%</p>	<p>ID Poor database, CSES, CAS and other relevant government data sources</p>	<p>Assumptions:</p> <ul style="list-style-type: none"> Significant progress is achieved in developing the social protection system, and M&E frameworks and systems are strengthened Sufficient government and donor resources are committed and available for social protection reform measures
	<p>5.17 Percentage of people with disabilities who receive social protection services, disaggregated by sex, age, rural-urban socio-economic characteristics and HIV status</p> <p>Baseline: TBD Target: 50%</p>	<p>Commune database, MoSAVV database</p>	<p>Assumptions:</p> <ul style="list-style-type: none"> Significant progress is achieved in developing the social protection system, and M&E frameworks and systems are strengthened Sufficient government and donor resources are committed and available for social protection reform measures
	<p>5.18 Percentage of households with orphaned and vulnerable children aged 0-17 whose households receive free external support, disaggregated by sex, age, rural-urban, and socio-economic characteristics</p> <p>Baseline: TBD Target: 50%</p>	<p>NOVCTF database and reports</p>	<p>Assumptions:</p> <ul style="list-style-type: none"> Significant progress is achieved in developing the social protection system, and M&E frameworks and systems are strengthened Sufficient government and donor resources are committed and available for social protection reform measures
	<p>5.19 Number of rural poor provided with employment through labour-based public works programme</p> <p>Baseline: 2009 - 1 million work days Target: 2013 - 5 million work days</p>	<p>Database of MRD, WFP, ABD and CARD</p>	

<p>5.2.1 Country Programme Output Improved access (target groups and geographic distribution) and quality of Social Safety Net programmes for the population facing poverty, vulnerabilities, risks, social exclusion, and violence as identified through the key social sectors</p>	<p>5.20 Percentage of poor children receiving scholarships for primary and secondary education, disaggregated by sex, age, rural-urban, socio-economic characteristics and HIV status Baseline: 26,700 (primary school 2008) Target: Double</p>	<p>WFP Take-Home Ration database, MoEYS/Fast-Track Initiative database</p>	<p><i>Assumptions:</i></p> <ul style="list-style-type: none"> • Significant progress is achieved in developing the social protection system, and M&E frameworks and systems are strengthened • Sufficient government and donor resources are committed and available for social protection reform measures
<p>5.2.2 Country Programme Output Reduced fragmentation and gaps and increased coherence and complementarity of Social Safety Net programmes</p>	<p>5.21 Development of comprehensive national/ sub-national database or inventory on social protection/social safety nets and HIV status Baseline: 2008 - none Target: 2013 - developed</p>	<p>RGC, designated agency (most likely CARD)</p>	<p><i>Risks:</i></p> <ul style="list-style-type: none"> • Lack of availability of data • Lack of capacity to develop the database <p><i>Assumptions:</i></p> <ul style="list-style-type: none"> • Significant progress is achieved in developing the social protection system • Sufficient government and donor resources are committed and available for social protection reform measures • There is a coordinating agency in place to store and regularly update the database and monitor implementation of social protection programmes

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<p>5.22 Updating inventories of new/pilot/existing social protection and social safety net programmes every two years</p> <p>Baseline: 2009 - inventory of SSNs exists but not updated Target: 2011, 2013, 2015 - inventory of SP and SSN updated every two years</p>	<p>CARD database/inventory</p>	<p>Risks:</p> <ul style="list-style-type: none"> Lack of availability of data Lack of capacity to maintain the database <p>Assumptions:</p> <ul style="list-style-type: none"> Significant progress is achieved in developing the social protection system Sufficient government and donor resources are committed and available for social protection reform measures
<p>5.23 Country Programme Output Increased financial sustainability/stability for Social Safety Net programmes through identified long-term funding base/mechanism</p>	<p>5.23 Long-term national funding strategy for SSNs developed</p> <p>Baseline: 2009 - 0 Target: 2012 - developed</p>	<p>Donor reports</p> <p>Assumptions:</p> <ul style="list-style-type: none"> Significant progress is achieved in developing the social protection system, and M&E frameworks and systems are strengthened Sufficient government and donor resources are committed and available for social protection reform measures
<p>5.24 Country Programme Output Cross-referral mechanisms at national and sub-national level for a coherently functioning Social Safety Net system</p> <p><i>* Note: Related to Output 5.1.3</i></p>	<p>5.24 Develop protocol for cross-referral within social safety net system</p> <p>Baseline: 2009 - 0 Target: 2012 - developed</p>	<p>Provincial and district reports</p> <p>Assumptions:</p> <ul style="list-style-type: none"> A focal point agency is mandated to help coordinate social protection responses across the sectors

<p>5.3 Country Programme Outcome</p> <p>Improved coverage of social security for both formal and informal sector workers and employers</p>	<p>5.25 Percentage of workers in formal employment who are covered by social security programs as per the NSSF and NSSFCS, disaggregated by sex, rural/urban, gender, household characteristics</p> <p>Baseline: 2010 - TBD by NSSF and NSSFCS Target: 2015 - 100%</p>	<p>ID Poor database and provincial and district reports, Social Security Inquiry (ILO database), MoLVT annual reports</p>	<p><i>Assumptions:</i></p> <ul style="list-style-type: none"> • Availability and funding of schemes
<p>5.3.1 Country Programme Output</p> <p>Expanded national social security coverage policies in formal and informal economy including expanded health insurance and national social security fund as per legislation on NSSF</p>	<p>5.26 Policies and regulatory framework on social security developed</p> <p>Baseline: 2008 - Sub-decrees on social security for formal sector employees formulated Target: 2013 - Sub-decree on health insurance and pensions signed</p>	<p>RGC legislation database, NSSF database, NSSFCS database</p>	<p><i>Assumptions:</i></p> <ul style="list-style-type: none"> • Policy and legal and regulatory framework is in line with the International instruments on the minimum core labour standards and human rights
<p>5.3.2 Country Programme Output</p> <p>National and sub-national institutional arrangements to manage and monitor social security measures</p>	<p>5.27 Formal regulation on CBHI introduced</p> <p>Baseline: 2008 - 0 Target: 2012 - sub-decree signed</p>	<p>Reports and database of National Social Health Protection Committee</p>	<p><i>Risks:</i></p> <ul style="list-style-type: none"> • Weak enforcement of the minimum social security provisions in industries and services and therefore weak demand for social security services <p><i>Assumptions:</i></p> <ul style="list-style-type: none"> • Policy and legal and regulatory framework is in line with the International instruments on the minimum core labour standards and human rights

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<p>5.3.3 Country Programme Output</p> <p>Rolled out social security to all major industries and formal employment areas</p>	<p>5.29 Percentage of enterprises having registered with social security programmes, disaggregated by sector, rural-urban</p> <p>Baseline: 2010 - TBD (by NSSF and NSSFC)</p> <p>Target: 2015 - 75%</p>	<p>5.30 Percentage of small and medium sized enterprises (SMEs) providing care services to women and their children at the workplace</p> <p>Baseline: TBD (by NSSF and NSSFC)</p> <p>Target: 2015 - 80%</p>	<p>5.31 Documentation and dissemination of the Cambodian social security experience through the GESS platform</p> <p>Baseline: 2008 - Global Extension of Social Security country page available</p> <p>Target: 2015 - Country page updated each year with new content, tools, resources; country teams trained in the utilisation of the platform</p>	<p>BIS, ILO GESS platform</p>	<p>• Significant progress is achieved in developing the social protection system, and M&E frameworks and systems are strengthened</p>
<p>Assumptions:</p> <ul style="list-style-type: none"> • Ability of enterprises to register • Availability of legal provisions regarding care service in enterprises 	<p>Assumptions:</p> <ul style="list-style-type: none"> • Ability of enterprises to provide care services 	<p>Assumptions:</p> <ul style="list-style-type: none"> • Accessibility to the GESS platform 	<p>MoLVT database and ILO reports</p> <p>Responsible agency: ILO</p> <p>NSSF database</p>	<p>MoLVT database and ILO reports</p>	

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