



វេទិកាសម្រាប់អង្គការមិនមែនរដ្ឋាភិបាល ស្តីពីកម្ពុជា
The NGO Forum on Cambodia

ធ្វើការរួមគ្នាដើម្បីការប្រែប្រួលវិជ្ជមាន
Working Together for Positive Change

Report on The 103th Anniversary Celebration of International Women's Day, March 8th 2014



Organized by

NGO Forum on Cambodia (NGOF)



Friday 7th March, 2014

Phnom Penh

Report on

“The 103th Anniversary Celebration of International Women’s Day, March 8th 2014”

Date: 7th March, 2014 at 8:00am – 5:00 pm

Venue: Koh Oknha Tei

I. Introduction:

In 2014, is the 103st of International Women Day and this year the theme will focus on **“Equality in Education is Essential for Progress of Our Society”**. To contribute to the global effort of the promote gender, and in particularly the equal status of human rights of women in Cambodia, the NGO Forum on Cambodia (NGOF). It is also good opportunity for NGOs staff meet to share their knowledge and experience on gender in their working place.

NGOF always celebrated the international women’s day annually to motivate female staffs as male staffs to strengthen the cooperation in their single program as well as Organization as whole. In the purpose of NGO celebrate IWD because it makes a key message that women play an essential role in society, particularly in view of their central position in the family and the community. This means that women can contribute significantly to social, economic, and environmental development processes. One of the most effective ways to enhance a woman’s status and empowerment is through gender mainstreaming in its programs, projects and PCM etc. Hence, NGO wish to celebrate International Women’s Day Celebration-8th March (IWD-8th March) as one of tool to promote gender/women, in particular the equal status of women rights in Cambodia.

II. Objectives:

The objectives for IWD celebration are:

1. To celebrate the International women’s day among of staffs in NGO.
2. To learn an achievement and challenges of women in their business, generating income to support family. NGO staff will understand on how of women made a difference in a mindset of people and society to claim the equal rights and equal opportunities between male and female.
3. To reflect staff’s understanding and practice on theme **“Equality in Education is Essential for Progress of Our Society”** in gender and development process.
4. To increase women’s related rights amongst participants focusing on the rights of participation, development and decision making.

III. Expected Outputs:

1. All staffs celebrate the 103th IWD.
2. Staffs understand on how of women made a difference in a mindset of people and society to claim the equal rights and equal opportunities between male and female.

3. Staffs understanding and practice on theme “***Equality in Education is Essential for Progress of Our Society***” in gender and development process are reflected in their family, society and economic life.
4. Staffs acknowledged the women’s rights amongst participants focusing on the rights of participation, development and decision making to put in their implementation of program/project.

IV. Agenda:

Time	Activity	Methodology	Expected results	Responsible Person
8:00 AM, All NGO staff depart				
8:00-9:00 am	On the boat			
9:00-9:15 am	Introduction to the agenda and objective of IWD’s Celebration	Greeting	They knew the agenda of program and its objective	Ms. Syna and Mr. Sophea
9:15-9:30	Open remark	Say Women’s and men’s right words to colleagues	Staffs understand more on IWD.	Mr. Tek Vannara
9:30-10: 30	A host will guide us to visit his place,	Presentation, Q and A (Key Questions of gender for NGO staff)	Will understand about gender situation and responsibilities of husband and wife to run business.	A host of small enterprise
10:30-11:00	Some NGO staff expresses and share their feelings/lessons learnt about this visit, having related to IWD and Women’s effort to run her business. (How to mainstream gender in their project?)	Speaking (3questions-self reflection)	NGOF staff reflected what they have learnt from women’s effort to change her and family as a whole society affected.	NGOF staff
11:00-11:15	Acting ED will offer a gift to a host	Taking photos	Show our gratitude	Mr. Tek Vannara

11:15-12:00	Departing to eating place			
12:00-12-10	Offering flower to female staff	Men offer to women	Respecting and honoring one another (between male staff of one unit offering flowers to other female staff in other unit)	NGOF staff
12:00-01:30	Solidarity Lunch	Eating and dancing together.		
01:30	Closing Remark (Speech)			Mr. Tek Vannara

V. The result of IWD celebration:

Participation: NGO's staff for 30 ps, female: 15 ps.

After all staff ready on the boat **Mr. Vong Kosal** is a master ceremony (MC) for this trip started to welcome by opening program and showing his feeling to be MC on IWD, it is a great chance for him being a MC in the first time. Even, he doesn't have experience as MC before, but he has a will to make this trip, have been gone smoothly from his best. He is happy for attending this value occasion which organized by NGO on IWD.

Mr Sophea, introduced the agenda and the objective of IWD's celebration as noted in the agenda that handed over to all staff.

Mr Tek Vannara, ED of NGO opens remark and reviews back to the history of International Women's Day are not the new event for Cambodia and the world. It was born at a time of a great social turbulence and crisis, IWD inherited a tradition of protest and political activism. In the years before 1910, from the turn of the 20th century, women in industrially developing countries were entering paid a work in some numbers. Their jobs were a sex segregated, mainly in textiles, manufacturing and domestic services where conditions were wretched and wages worse than depressed. Trade unions were developing and industrial disputes broke out, including among sections of non-unionized women workers. It was a great advocacy result for today.

Look to North country, is noted the value of education between women and man is equally because those countries are a developed country, so a situation of taking concern on women and man right much more than South Country such as in Cambodia. Its education level has a different value between male and female, for primary and secondary school is not much concerned on discrimination of education between them, but in the university level has only 16%- 18% of student is woman. If we

compare to total population of Cambodia there are 52% is woman, so it is a very low amount of woman was educated.

In developed country, three pillars have Economic, Environment and Society is the main indicators to develop its country. In those three pillars woman is the cross cutting issues have been concerned. So Cambodia needs to be more take actions on improving a balance of education between men and women.

NGOF always took a woman issue into its accountability by strengthening a policy which provided some benefits to both of men and women staff equally, sometime we encourage to woman being NGO staff. Especially, NGO itself has a willing to build capacity's staff through providing funds to support staff educated in the country/outside country and staff's child also provided too.

To be continuous to improve its institution, all staff need know that there are two things that we need to be careful and pay attention a) A service for its members, if those members satisfies with the service that NGO provided it means they still support us as a representative that is main thing that donor recognized NGO is strong enough to work with, b) All 8 networks need to be improve on coordination and respond back on time to what they want us to support them.

All staff leaves from a boat and continue with Remork Kong Bei in a ten groups to see the overview of village and take photos together at a small enterprise house.

A host of small enterprise presented about an initiative of his business which just started on 27 09 2013 as he found the difficulty of woman who immigrate to get a job away from their houses, can confront with lots of challenges such as danger from traffic accident, spending a much money on house renting, water and electric fee. Being a silk-maker in his small enterprise, they not just can run their own business (Silk making for sell), also can get a salary in the every month by just showing the way of making silk when visitors come to visit. For the more, all women have been worked for this small enterprise, is easy to travel to work because their location is nearby their house and can go back home at break hours to do house work.

A host of small enterprise presented the cycle file of silk-worm; silkworms are really not worms at all. Silk worms are the larva of 'bombyx mori' months and silkworms are actually domesticated insects and live cycle only 52 days.

Step 1: The newly born silkworm only eats mulberry leaves. A silk farmer must have a ready supply of mulberry leaves and fruits close at hand; even one missed feeding can kill the sericulture. After Silkworm larva up 18 days or 20 days it became adult silkworm and if there is a gray mass there, the caterpillar isn't quite ready, but if it's milky and translucent, the silkworm has pooped its last and is definitely ready. The worms suddenly stop eating and raise their heads - another sign that they are ready for the all-important job of spinning cocoons.

Step 2: At that stage they are removed from their feeding trays into nest which will make the cocoons more uniform in shape and easier to collect. It spends around 2 days for spinning cocoons. From silkworm egg to complete cocoon, takes about twenty-five days. Silk worms transform themselves,

inside the cocoon, then into a butterfly. Note most of the cocoons are used for the next step in silk making.

Step 3: Collect all butterflies into trays both male and female butterfly equally amount if 100 female butterflies it needs 100 male butterflies too. When it lives together for a while it produced silkworm/worm.

Challenges of feeding silkworm, in the stage of butterflies come out from cocoon it is a rash time for famer need collect them immediately to avoid losing them by gecko and lizard eating. In his enterprise has only one woman who collecting butterflies from cocoon.

After a **host of small enterprise** gave presentation to team divided into ten groups to interview silk-maker with some questions had developed by Gender Officer and some extra questions that each team wants to know.

Hand over flowers to NGOF's women staff, a man staff of NGFO hand over to a flower to a woman.



VI. On the boat back to Phnom Penh each staff provide their fact finding as below:

A. Advantage of working as silk-maker in a small enterprise:

Ms. Sophea, woman who working in this small enterprise are happy because it is closer to their house, saving cost for traveling to work, being easy to earn money to support their family, having a spare time to look after their child.

Ms. Nika, concept to be silk-maker because woman has times to look after their family.

Mr .Vibol, woman in this island area has power than men because they can earn a lots money from silk-making so they have voices to advocate in family when she not satisfy something happen in her family.

B. A risk of silk-making in the future:

Ms. Ritheany, silk-maker doesn't want their child to work as what she worked because she want them to have another carrier such as teacher ...etc

Mr. Sophea: A market for selling out their products is not yet organized to get high benefit for silk-maker, but right now a middle man is the key person who set up their product's price, no standard price.

C. Earning Money via Education:

Ms. Syna, Women lived over there could not hold on their study due to they need to earn money to support their family's livelihood based on their thought if they can earn lots of money for family, they will have power on decision making with her husband. Women still thinks an house work is belong to woman.

Ms. Vicheka, qualities of education in this area is not strong enough such as teacher doesn't have qualifies, education level ended on secondary level. So when student finished the secondary school they need to travel to city which is challenges to continue their study.

VII. Closing Remark

Mr Chea Sarom is representative of NGOF's ED noticed that every one learned a lot from this excursion about a role of women in livelihood, a most of livelihood supporting women involved lots in each family. So we could ignore them off, even in action of society development, economic development and others activities.

Today is just for one day to celebrate IWD, in reality this event has happened since 103 years ago. So we hope that IWD is still valid forever.

VIII. Lesson learnt of Staff during of IWD:

- Through the field, NGOF staff have learnt that women in the community silk island have contributed for economic growth in their families and community as it is also attracted to tourists. They have shared roles (income and non-income) with their husbands and families. Example: The one that I interviewed had finished high school, but she does not have chance to pursue her study as she is one of three single children living with the old parents. She is so flexibility if she has husband – required her to resign from community silk island, she would. However, she still continues this career or fined another business at home that allow her to generate income and take care of her family. This shows that women have a lot of duties to do in the family.

- Understanding partly the difficult situation of women living in Koh Okhna Tey, specifically for those working in Silk Island.
- Women are strongly in charge of their family rather than men that why they are still facing education background
- Solidarity work (weaving silk) via association is helping them to improve their living but still not enough; however, they can support their younger sister/brother to attend school regularly. This is shown that Women take roles of social economic development, Khmer traditional conservancy...etc.
- On site development is an urgent need for those living on the island/rural area to provide job opportunities and build up the local people skills.
- The most of women who are living at this Island, they have a lower education. However, they also take a role to support their family in big part of income. These women should receive the equal education with men based on they took two roles, first is they respond to care their children, husband, their own family and husband's family. The other one is they are playing a main role to earn money to support their family. Women are standing high position of manager, leadership and advisor for their family.

**IX. Commitment of NGO staff applied gender mainstreaming in their projects
(Staff's responsibilities and accountabilities after paying visit at Koh Okhna Tei):**

- To keep a lively process of gender mainstreaming in NGO, NGO staff keep consciously mainstreaming women participation on social works and urge them to get high education during investigation or case follow up in province.
- Staff must to highlight women difficulties once facing land issue, Environment issue and others to investigation report to raise the problem during each case presentation to local/national authorities.
- Staff consider to integrate the gender issues into their agenda of meeting to mainstreaming gender in the beginning of action. So in their monthly report will highlight automatically gender issues and solutions in it.
- Gender officer should develop and new ideas to help staff understanding on concept of gender such as "gender roles, gender analysis, gender equality and equity, specific need and strategic need of gender...in project cycle management."

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