TRANSLATION

ROYAL GOVERNMENT OF CAMBODIA

NATIONAL POPULATION POLICY 2016 - 2030

To Further Improve the Quality of Life and Well-Being of the People

Approved by the Council of Ministers in the Plenary Cabinet Meeting on the 4th of March, 2016

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SAMDECH AKKA MOHA SENA PADEI TECHO HUN SEN

PRIME MINISTER OF THE KINGDOM OF CAMBODIA

FOREWORD

Cambodia has made remarkable progress in improving the quality of life of its people in the past decades. While the country continues to make consistent progress on economic front, the Royal Government recognizes the needs to grapple with emerging socio-demographic issues as the consequences of the unprecedentedly rapid demographic changes. Taking cognizance of the impacts of these changes on the livelihood of people from all walks of life, it is imperative to factor population dynamics in the development planning processes so that Cambodia properly gears itself up to take advantage of the demographic window of opportunity that we are entering and other emerging development opportunities, as well as to address the challenges that we have been facing in this context.

With respect to these demographic trends, the Royal Government has updated the 2003 National Population Policy attaching great importance to the mitigation of the economic, social, and environmental impacts of demographic changes on sustainable development and people's well-being. The National Population Policy is an overarching roadmap within the broad national development policy framework, including the Rectangular Strategy Phase-III and the National Strategic Development Plan, 2014-18. It provides a sound basis for integrated population and development planning articulating lines of accountability of the Government institutions and other key stakeholders, including development partners, civil society and the community, at large.

Aiming at ensuring a holistic national population policy by allowing for the multi-faceted linkages between population and development, the demographic changes, and the incorporating of demographic dynamics into the development planning process, the Royal Government has formulated the National Population Policy 2016-2030 focusing on two broad concepts: (1) to continue to attach to the principles stipulated in the NPP 2003 by respecting and supporting the right of all couples and individuals to have the basic right to decide freely and responsibly on the number and spacing of their children and to have access to the information, education, services and means to do so; and (2) to illustrate the

overall aspect of economic and social development and the demographic situation, to examine the demographic consequences for the development in the present and future, and to set out policy and programmatic directions that sets the stage for the preparation of action plan to be carried out by line ministries and agencies.

The overall strategic objective of the policy is to contribute to steady improvements in the quality of life of the people of Cambodia and poverty alleviation with an emphasis on inclusive development which can be achieved through concerted efforts in ensuring sustainable and equitable economic growth, social development, and environmental protection within the national and global development framework.

In this regard, the Royal Government is committed to providing the necessary support and enabling policy and programme environment for the implementation of the policy. Since population issues are cross-sectoral and multitude in nature, the implementation of the policy calls for concerted efforts by all including public and private sectors as well as civil society and development partners.

Having the policy in place is paramount, but translating it into concrete action through the formulation of an action plan and its implementation is vital to meet our ultimate goal, enhancing the quality of life of people, which requires concerted efforts and firm commitments to making our goal a reality.

I would, therefore, strongly urge all line ministries and agencies concerned to give the real implementation of this policy a priority in order to contribute to the improvement in quality of life of people, allowing for the fact that "population are both the means and the end of development". Towards this end, the Royal Government, through the Ministry of Planning, will also ensure effective coordination in the process of the implementation of the National Population Policy 2016-2030 with line ministries and agencies and concerned stakeholders.

Phnom Penh, March 21st, 2016
Prime Minister

Sd/-

Hun Sen

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Matrix of Sectoral Responsibilities of Line Ministries/Institutions 45

ACRONYMS

ANC	Antenatal Care
ARI	Acute Respiratory Infection
ASEAN	Association of Southeast Asian Nations
CARD	Council for Agricultural and Rural Development
CARDI	Cambodian Agricultural Research and Development Institute
CDC	Council for the Development of Cambodia
CDHS	Cambodia Demographic and Health Survey
CEDAW	Convention on Elimination of All forms of Discrimination against Women
CIDP	Cambodia Industrial Development Policy
CIPS	Cambodia Inter-Censal Population Survey
CMDGs	Cambodia Millennium Development Goals
CRC	Convention on the Rights of the Child
CRUMP	Cambodian Rural Urban Migration Project
CSE	Comprehensive Sexuality Education
CSES	Cambodia Socio-Economic Survey
GDP	Gross Domestic Product
GSPD	General Secretariat for Population and Development
GII	Gender Inequality Index
HDI	Human Development Index
HIV/AIDS	Human Immunodeficiency Virus Infection/Acquired Immunodeficiency Syndrome
HMIS	Health Management Information System
ICPD-PoA	International Conference on Population and Development-Plan of Action
ICT	Information and Communication Technology
IMR	Infant Mortality Rate
IUD	Intrauterine Device
LAMDP	Land Administration, Management and Distribution Programme
MDGs	Millennium Development Goals
MIPAA	Madrid International Plan of Action on Ageing
MMR	Maternal Mortality Rate
MoAFF	Ministry of Agriculture, Forestry and Fisheries
MoCS	Ministry of Civil Service
MoC	Ministry of Commerce
MoCR	Ministry of Cult and Religion
MoCFA	Ministry of Culture and Fine Arts
MoEF	Ministry of Economy and Finance
MoEYS	Ministry of Education, Youth and Sports
MoE	Ministry of Environment
MoFAIC	Ministry of Foreign Affairs and International Cooperation
MoH	Ministry of Health
MoIH	Ministry of Industry and Handicrafts
MoIF	Ministry of Information

MoI	Ministry of Interior
MoJ	Ministry of Justice
MoLVT	Ministry of Labour and Vocational Training
MoLMUPC	Ministry of Land Management, Urban Planning and Construction
MoME	Ministry of Mines and Energy
MoND	Ministry of National Defense
MoPAI	Ministry of Parliamentary Affairs and Inspection
MoP	Ministry of Planning
MoPT	Ministry of Post and Telecommunication
MoPWT	Ministry of Public Works and Transport
MoRD	Ministry of Rural Development
MoSAVY	Ministry of Social Affairs, Veterans and Youth Rehabilitation
MoT	Ministry of Tourism
MoWRM	Ministry of Water Resources and Meteorology
MoWA	Ministry of Women's Affairs
NBC	National Bank of Cambodia
NCDD	National Committee for Sub-national Democratic Development
NCHADS	National Centre for HIV/AIDS, Dermatology, and STD
NGO	Non-Governmental Organization
NIS	National Institute of Statistics
NPP	National Population Policy
NSDP	National Strategic Development Plan
OECD	Organization of Economic Cooperation and Development
RGC	Royal Government of Cambodia
RTI/STI	Reproductive Tract Infections/Sexually Transmitted Infections
SDGs	Sustainable Development Goals
SEZ	Special Economic Zones
SIGI	Social Institution and Gender Index
SME	Small and Medium-Sized Enterprise
SRH	Sexual Reproductive Health
STD	Sexually Transmitted Diseases
TFR	Total Fertility Rate
UNFPA	United Nations Population Fund
UNDP	United Nations Development Programme
WHO	World Health Organization

1. INTRODUCTION

01. Cambodia has embarked on steady rebuilding its political, social and economic structures that were demolished by internal strife, protracted for nearly three decades. It accorded top priority to addressing population and development issues and its inter-linkages in line with various international charters and was guided by the 1994 International Conference on Population and Development-Plan of Action (ICPD-PoA) and the 2000 Millennium Development Goals (MDGs). This broad policy objective was to ensure faster, inclusive and sustained economic development for improved quality of life attaching great importance to individual, reproductive and human rights of the people.

02. The Royal Government of Cambodia (RGC) officially launched its first ever National Population Policy in 2003 (NPP 2003) aiming at ensuring a holistic development planning and addressing the demographic changes by integrating demographic dynamics into the development planning process, considering the multi-faceted linkages between population and development. The National Population Policy 2016-2030 continues to be based on the principles stipulated in the NPP 2003 by respecting and supporting the right for all couples and individuals to have the basic right to decide freely and responsibly on the number and spacing of their children and to have access to the information, education, services and means to do so.

03. The Government's commitment to the reform processes, coupled with international assistance, has supported the country's development efforts. To further accelerate the development process and align this process to globalization and global economic growth, the RGC has taken cognizance of past experiences in implementing policies and programmes to address current and future development needs of the population. In view of the fact that newer and emerging issues of demographic dynamics brings along with it newer challenges and opportunities that impact the development process, the RGC realizes that it is imperative and opportune moment to factor the demographic dynamics into the context of the development process and planning.

04. A study on implementation of the NPP facilitated by the United Nations Population Fund (UNFPA) in 2009 remarked that the NPP has been a solid instrument outlining major population concerns as well as measures, but there is a need for updating to reflect the newer and emerging challenges. The study also revealed the need for increased human capital formulation and greater investments in education and health with a focus on youth.

05. More importantly, from a long-term perspective, it is necessary to understand the nature and consequences of population changes arising out of past and current declines in fertility and mortality and migration of population on key developmental aspects. ***With this perspective in the foreground, efforts are being made by the General Secretariat for Population and Development (GSPD) under the Ministry of Planning to update the National Population Policy through a consultative and a participatory process by taking into consideration contemporary and future population and development concerns.***

2. SOCIAL AND DEMOGRAPHIC SETTING OF CAMBODIA

06. The population of Cambodia that was 11.5 million in 1998 increased to 13.4 million in 2008 and to 14.7 million in 2013. The annual decadal rate of growth of the population registered a decline from 2.12 percent to 1.54 percent during 1998-2008 and from 1.54 percent to 1.46 percent during 2008-2013. The sex ratio of the population has marginally increased from 940 to 943 males per 1000 females between 2008 and 2013. The population density that was 75 persons per km^2 in 2008 has increased to 82 persons per km^2 in 2013. Likewise, the dependency ratio of the population has witnessed a remarkable change during the inter-censal period 1998-2008 and in 2013. The overall dependency ratio that was 86 persons per 100 workers in 1998 has declined to 61 persons per 100 workers in 2008 and 52 persons in 2013 with male dependency being higher than female dependency. Major decline has been witnessed in the young age dependency ratio from 80 to 54 persons during 1998-2008 and to 45 persons in 2013 due to rapid decline in total fertility rate, from around 4.0 in 1998 to around 2.8 children per woman in 2013. However, the dependency ratio in the 60+ population has experienced a steady increase during the same period.

07. Even the percentage of urban population has increased over the past census, slightly less than four-fifth of the population continues to reside in rural areas in 2013. The 2013 Cambodia Inter-Censal Population Survey (CIPS) enumerated one in four persons born outside their place of enumeration, implying increased mobility of the population and this has been reinforced by the Cambodian Rural Urban Migration Project (CRUMP) as well. The increase in urban population is mainly due to natural increase and in-migration of rural population to urban areas, more specifically that of the youth[1].

08. Among the various streams of internal migration, rural to rural migration is the predominant stream (accounts for over half) followed by rural to urban (28%) and urban to urban (15%), whereas urban to rural is negligible. While males dominated rural to rural migration, females dominated the rural to urban stream of migration and the majority of them migrated to Phnom Penh. Employment, movement of family and marriage are major reasons for migration, but the leading reason was employment. There has been an increase in nuclear families/households in both rural and urban areas and evidently the average size of household members has dropped from 5.1 to 4.6 members during the decade 1998-2008 and further to 4.4 members in 2013. Slightly over a quarter of households continued to be headed by females and the percentage remained more or less at the same level as in the 1998 census[2].

09. Literacy and particularly educational attainment is one of the key indicators of social and economic development. The adult literacy rate has witnessed substantial improvements over the past decade and the gender gaps that were prominent have narrowed in the period of the 2008 census. Over four-fifths of population 15 years or older is literate in the country language with about 86 percent male literates as against 74 percent female literates. While the literacy rate has been reasonably high, education attainment of the population in terms of

[1] General Population Census of Cambodia 2008 and Migration in Cambodia 2012
[2] Cambodia Inter-Censal Population Survey (CIPS) 2013

secondary or higher education has remained low. Net enrolment rate peaks at ages 6-11 years and slowly starts tapering thereafter. This is true for both rural and urban areas and more pronounced for females than males. This has been steadily improved through large investments in education sector[3].

10. Another important social and demographic indicator of development is the mean age at which males and females marry. Comparing the results of 1998 and 2008 censuses, an increase in singulate mean age at marriage for both males and females has been observed. In 1998, females married around 22.5 years and their male counterparts at 24.2 years, while females married at 23.7 years and males at 26.2 years in 2013. As expected, urban males and females married later than their rural counterparts and proportion of the ever-married in ages 15-19 hovered around eight percent with about five percent of them given birth to a child in teen ages[4]. However, a comparison with other countries in the south-east Asia region barring Vietnam reveals that the mean age at marriage seems to be lower in Cambodia. The trend of the increase in age at marriage matches with the findings from successive CDHS results where the median age of marriage for men and women for the cohort 25-29 had gone up as well[5].

11. Concerning the labour force participation of the population, the 2008 census reveals that four-fifth of the population aged 15-64 years considered themselves to be in work force (82 percent in case of males as opposed to 79 percent of females). A nominal three percentage point increase is seen in 2013 for males but has remained at the same level for females. The youth participation rate for 15-24 ages has slightly increased for both sexes while the participation of 65+ aged persons has come down. Although the finding is positive, it is important to contemplate the quality of labour force entering the market. When analysis of education attainment of population and entry into work-force are considered together, it is observed that youth entering the work-force are unskilled or semi-skilled, as majority have not studied beyond primary school. From the perspective of demographic window of opportunity, it will be difficult for the nation to reap benefits through such a young labour force.

12. As regards the sectoral engagement of the population (15 years and above) in 2013, 64.2 percent were engaged in primary sector, 11.5 percent in secondary sector and the remaining 24.3 percent in tertiary sector. This has slightly changed since 2008 and there has been shift from the primary sector to secondary and tertiary sectors. A gender-disaggregated analysis indicates that more females than males are engaged in primary sector while it is the other way round for tertiary sector with the secondary sector having more or less similar percentages.

13. As far as the contribution of these sectors to Gross Domestic Product (GDP) of the country is concerned, it is estimated that the service sector in 2012 contributed 38 percent; another 35 percent comes from primary sector and the remaining from the secondary sector. In terms of growth of GDP (Y/Y) basis, it has been consistently around 6 to 6.5 percent

[3] Cambodia Socio-Economic Survey 2010 and CIPS 2013
[4] CIPS 2013
[5] Cambodia Demographic and Health Survey (CDHS), 2005 and 2010, Phnom Penh, Cambodia.

barring the economic melt-down year of 2009, when it had reduced to 0.1. If this year is omitted, then the GDP has been hovering around seven percent. During the period following 2009, trade deficit has reduced and inflation has been under control. The GDP increased three-fold from 3,673 million US$ in 2000 to 9,313 million US$ in 2013 (at constant 2000 prices) with the per capita value being $ 1,136[6] in 2014.

14. The high performing sectors are rice and cash crop (average annual growth of 9.7%), mining (18.2%), textiles (16.1%), utilities (16.7%), construction (15.5%), tourism (17.4%), telecom and transportation (8.3%), finance (21.6%) and real estate (12.4%) and this trend has continued until 2013[7]. However, it is to be said that the economy is narrowly-based and driven by four main sectors of garments, tourism, construction and agriculture. The garment and tourism sectors are vulnerable to external shocks and agriculture that engages majority of the work-force contributes to about 35 percent of GDP.

15. In this context and from the perspective of medium- and long-term development, the Royal Government realise the fact that economic diversification, creating skilled labour including job creation along-side with urbanization aimed at preventing the adverse trends set by mega cities world-wide (increased slum population and problems in provision of basic services of shelter, water, power, transport etc.), and the provision of basic amenities and social services are the priority areas for achieving its strategic objectives.

16. Poverty is another important indicator of both economic and health status. As described in the Progress Report on the Implementation of NSDP 2014-2018 and Achieving CMDGs in 2014, the poverty levels have dropped over the years from 47.8% in 2007 to around 14.0% in 2014[8]. The Gini Coefficient of consumption inequalities has declined from 0.34 in 2009 to 0.27 in 2013 and the share of consumption of the poorest quintile in the national consumption has slowly increased from 8% in 2009 to 10% in 2013, implying that inequalities in the population has steadily been reducing.

17. One of the major consequences of poverty is related to health and nutritional status of the population. The status of health and reproductive health indicators of the people in the country depicts improvement in fertility, mortality, life-expectancy, contraceptive prevalence, and child immunization; but the nutritional status of women and children continues to be a challenging endeavour that needs to be grapple with, as marginal changes have been observed[9].

18. Awareness about HIV and AIDS is universal but comprehensive knowledge about HIV/AIDS prevention appears to have come down among younger population during the 5 years between CDHS 2010 and 2014 and condom use with multiple-sex partners has been observed to remain low. Therefore, there is a need to step-up the intervention programmes and to integrate key comprehensive knowledge of related aspects in adolescent and youth programmes.

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[6] National Strategic Development Plan, 2014-2018
[7] National Accounts Bulletin No.17 (2013)
[8] The 2014 Progress Report on the Implementation of NSDP 2014-2018
[9] CDHS, 2000, 2005, 2010, and 2014

19. As mentioned earlier, the total fertility rate (TFR) has remarkably declined, reducing from four children per woman in 2000 to less than three children per woman in 2013, though rural women tend to have one additional child more than their urban counterparts. The contraceptive prevalence has increased to around three-fifths because of the increase in the use of daily oral pills, IUD, injections, and traditional methods use. The unmet need for birth spacing has reduced, but the need for birth limiting is higher than that for birth spacing[10]. However, when analysed by age, younger couples aged between 15 and 24 years of age have high unmet need for birth spacing while older couples have need for birth limiting methods. The TFR that was 3.0 in 2010 has come down to 2.7 in 2014 revealing a marginal decline in fertility. In order for women to participate in development process, there is a need to address the unmet need for birth spacing and improve birth spacing service provisions in the country because glaring disparities between rural and urban areas, regions and wealth quintiles were observed on almost all the reproductive health indicators.

20. Regarding other reproductive health indicators, the coverage of complete ANC and skilled birth attendance has been broadened and improved and CDHS 2014 has revealed that almost 9 out of 10 births in the preceding five years of the survey had been delivered by a skilled provider. The 2008 census shows that the maternal mortality ratio that was around 460 maternal deaths per 100,000 live births in 2008 has dropped substantially to 206 in 2010 (the 2010 CDHS) and further to 170, as indirectly estimated by the United Nations in 2013 and CDHS in 2014. Examining the last two rounds of the CDHS (2010 and 2014) and the UN publication, it can be concluded that deliveries in health facilities and deliveries by skilled providers have increased manifold[11].

21. Nonetheless, there is a need to keep this momentum going for the sake of reaching our ultimate goal, improved quality of life of population, especially women and children. Likewise, the infant mortality rate, no doubt, has come down substantially from 95 in 2000 to 28 in 2014; yet there is a need to further improve quality of services, especially that related to access to safe water, which is limited to less than half of the country's population, and access to sanitation and toilet facilities, that is presently limited to only one-third of the population, all have to improve. In terms of quality of health, the levels of anaemia among women and children are still high and infants and children are still dying due to ARI and diarrhoea. In this context, the RGC recognizes the need to continue its efforts within the current dynamic development in improving the nutritional status of and immunization provisions to women and children to reach over 95% coverage.

22. On the other hand, dengue, tuberculosis and malaria incidence rates, though have declined over the years, are still high and there is a likelihood of increase in non-communicable and life-style diseases. Adolescent and youth fertility and their access to birth

[10] CDHS, 2000, 2005, 2010, and 2014

spacing and other reproductive health services will remain a priority area to be addressed. Additionally, with the increase of ageing population, geriatric problems are on the anvil.

23. The status of women has been considerably improved. Female school enrolment has undergone steady improvement. Age at marriage is reasonably high. Female participation in economic activities is remarkably increasing, though the societal norms and cultural practices have hindered their upward mobility. The 2010 CDHS revealed that only few women have sole ownership of land, home or other valuables and most of them share ownership with someone else in the family or household. It was also observed that only a small percentage could sell assets on their own without consulting with other household members. Nonetheless, nearly half of women still view that important decisions should be made by men.

24. Based on considerable progress that Cambodia made in demographic, social and economic fronts in the recent past, the global ranking in Human Development Index UNDP Human Development Report 2014, has categorized Cambodia in Medium Human Development category. Among 187 countries, Cambodia is ranked 136th both on the HDI and GII with scores of 0.584 and 0.505 respectively. Even though women in Cambodia have traditionally enjoyed better social status than women in other Asian settings, the improvement in access to basic services (education and health) for women and the poor will remain a high priority of the Royal Government. In this regard, providing girls and women with the opportunity to realize their full potential will allow Cambodia to fully reap the benefit of demographic dividend.

25. In sum, the Royal Government has made remarkable progress in demographic, social and economic fronts, particularly in ensuring macro-economic stability and is well aware of the prevailing opportunities for further holistic improvement in the development of both human and economic resources aimed at attaining the broad national development goals. It is also realized that structure of age pyramid has transitioned and has a larger base of youth who are to get into wedlock in the near future. Therefore, increasing access to birth spacing and other reproductive health services and on-the-job training of human resources either through its own system or through public-private partnership mechanism will be necessary. In addition, given the youth bulge in the population, there is a need for specifically addressing reproductive health issues of adolescents and youth. Introducing comprehensive sexuality education (CSE) in schools and colleges and promoting condom use for safe-sex are important steps for consideration. Perhaps, a need to integrate RTI/STI protocols within the health service delivery mechanism may also be necessary. At the same time, the country will have to gear up for addressing the needs of elderly and concerted efforts of concerned ministries are essential. With this background, the demographic implications and consequences on development have been discussed in the following chapter.

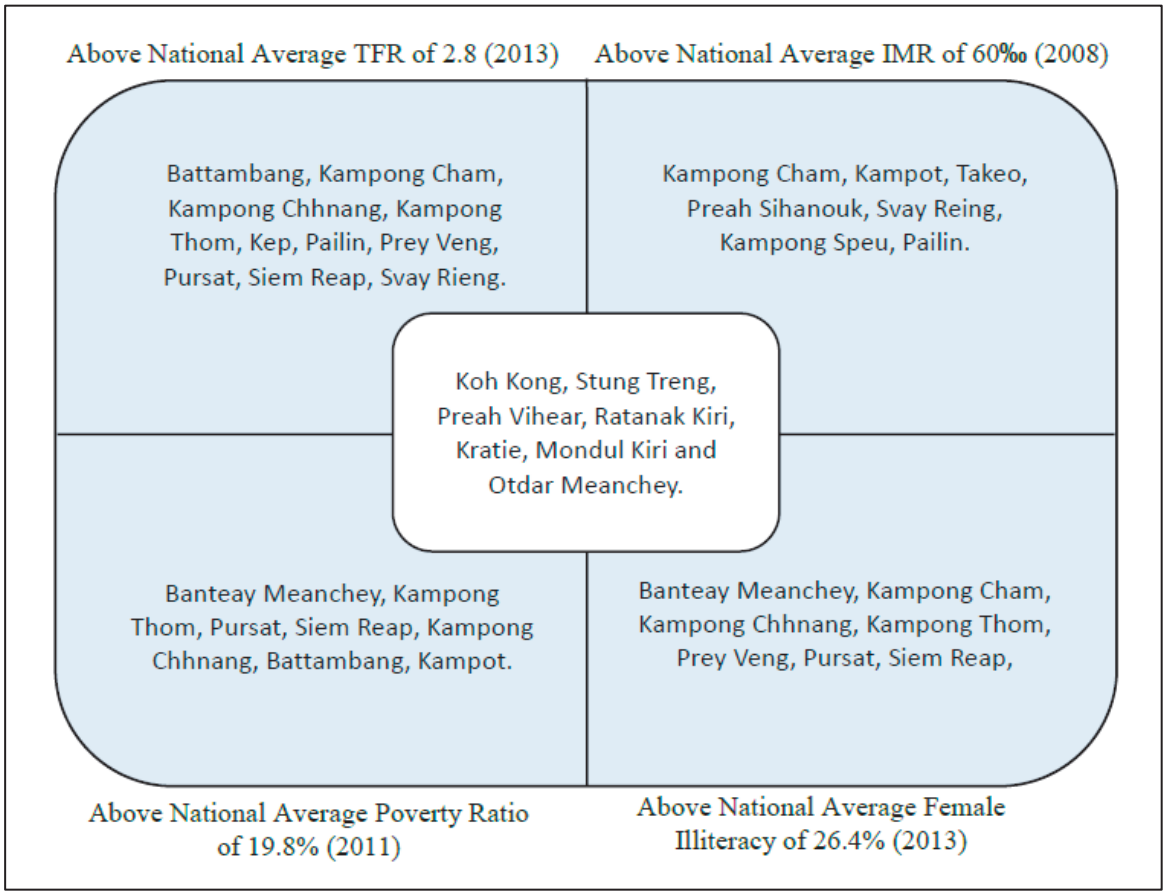
3. DEMOGRAPHIC CONSEQUENCES ON DEVELOPMENT

3.1 DEMOGRAPHIC SITUATION

3.1.1 Spatial and Regional Disparities

26. Based on General Population Census 2008, the country is divided in four regions, namely: the Plain region, the Tonle Sap region, the Coastal region, and the Plateau and Mountain region. Nearly four-fifth of the country's population reside in the Plains and Tonle Sap regions.

Figure 1: Prioritization of Provinces for Programming



27. An illustration of regional disparities on few selected development indicators by provinces is shown in Figure 1 and Table 1. It can be observed that seven provinces can be classified as backward on the basis of them having fertility, mortality, female illiteracy and poverty levels higher than the national averages. Moreover, given the prevailing regional disparities in social and economic sectors, the RGC also recognizes the need to make further effort in ensuring equitable and inclusive development. Consequently, economic and social services provisions and human resources capacity building, especially at sub-national levels, are the high priority areas of the RGC.

Table 1: Regional Disparities in Social and Economic Indicators, Cambodia[12]

TFR Above National Average of 2.8 (2013)	IMR Above National Average of 60 (2008)	Female Illiteracy Above National Average of 26.4% (2013)	Poverty Ratio Above National Average of 19.8% (2011)
Battambang	Kampong Cham	Banteay Meanchey	Banteay Meanchey
Kampong Cham	Kampong Speu	Kampong Cham	Battambang
Kampong Chhang	Kampot	Kampong Chhang	Kampong Chhang
Kampong Thom	Koh Kong	Kampong Thom	Kampong Thom
Kep	Kratie	Koh Kong	Kampot
Koh Kong	Mondul Kiri	Kratie	Koh Kong
Kratie	Oddar Meanchey	Mondul Kiri	Kratie
Mondul Kiri	Pailin	Oddar Meanchey	Mondul Kiri
Oddar Meanchey	Preah Sihanouk	Preah Vihear	Oddar Meanchey
Pailin	Preah Vihear	Prey Veng	Preah Vihear
Preah Vihear	Ratanak Kiri	Pursat	Pursat
Prey Veng	Stung Treng	Ratanak Kiri	Ratanak Kiri
Pursat	Svay Reing	Siem Reap	Siem Reap
Ratanak Kiri	Takeo	Stung Treng	Stung Treng
Siem Reap			
Stung Treng			
Svay Rieng			
17 Provinces	14 Provinces	14 Provinces	14 Provinces
Common Provinces across the four indicators for prioritization of interventions: Koh Kong, Stung Treng, Preah Vihear, Ratanak Kiri, Kratie, Mondul Kiri and Oddar Meanchey (7 provinces)			

3.1.2 Age-Structure Change and the Emerging Demographic Opportunities and Challenges

28. The age-structure transition in the country has been remarkable in the last ten years. In 1998, the country had an age-structure comparable to any other developing economy in the world. However, with rapid decline in fertility, the percentage of young population (0-14 years) that was 43 percent in 1998 declined to 34 percent in 2008 resulting in increase in the working age-population (15-64 years) from 54 percent to 62 percent in the corresponding period. In case of elderly population (65+ years), there has been a marginal increase and this increase is likely to gain momentum from 2018 onwards because the life expectancy of the population has started increasing (Table 2 and Figure 2).

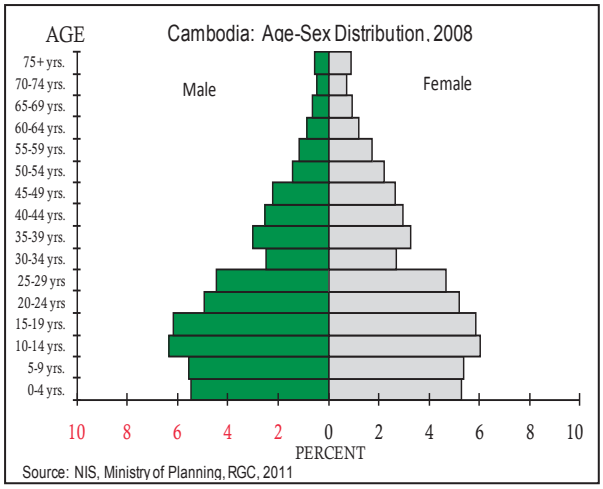
[12] Compiled from Census, 2008, CIPS, 2013 & CMDG, 2014

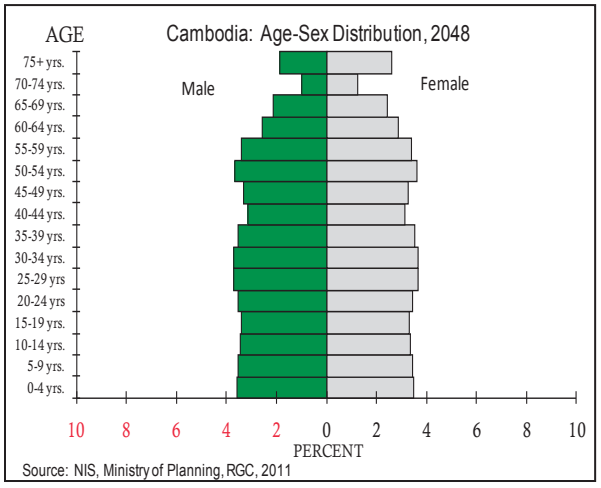
Table 2: Trends in Dependency Ratio, Cambodia[13]

Age Group	1998	2008	2018	2028	2038	2048
0-14	42.8	33.7	28.5	25.9	22.1	20.8
15-64	53.7	62.0	66.5	67.3	68.8	67.9
65+	3.5	4.3	5.0	6.9	9.1	11.3
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Dependency Ratio-Overall	86.1	61.2	50.3	48.7	45.4	47.2
Dependency Ratio-Young	79.7	54.3	42.8	38.5	32.1	30.6
Dependency Ratio-Old	6.4	6.9	7.5	10.2	13.3	16.6

29. The population age structure has been estimated to witness further changes. Even though the fertility levels are coming down rapidly, there will be an increase in absolute numbers due to the population momentum. The population will, therefore, increase to 18 million by 2028 and around 21 million by 2048. The annual population growth rate in 2048 is expected to be around 0.68 percent. The young population of around one-third in 2008 is expected to reach one-fifth by 2048. While there is a decline in young population, the working age population is expected to gain six percentage points and the elderly about eight percentage points in the coming 40 years. The resultant effect of this change is going to be felt in the dependency ratios or the potential support ratios. The overall and young dependency is expected to come down from the present levels while the old age dependency is likely to increase. This increase will be more pronounced from 2018 onwards and the momentum will accelerate thereafter. Cambodia, therefore, in the near future would have to overcome two challenges simultaneously: to cater to the youth and to start planning for the elderly from a development perspective.

Figure 2: Comparison of Age-Sex Pyramids, 2008 and 2048



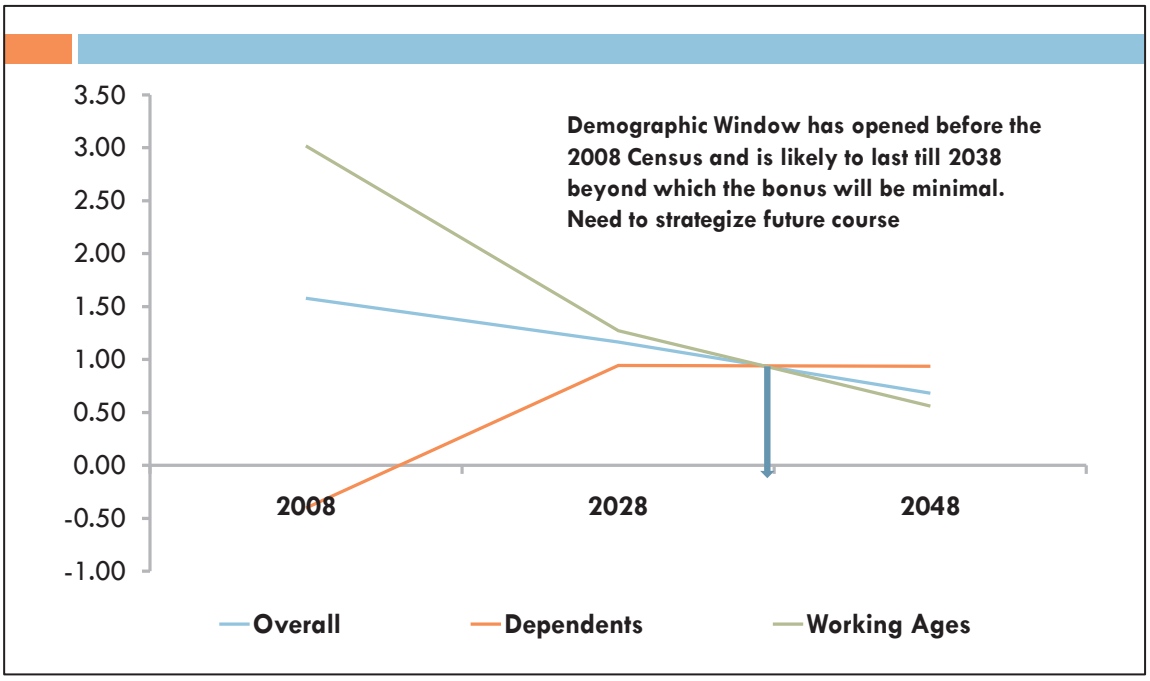


[13] Calculated from Census Projection Report, 2010

3.1.3 Demographic Dividend

30. The changing age-structure of youth transiting into the working age group and the growth rate of working age group remaining higher than overall and dependent age-groups open up the demographic window of opportunity for Cambodia. During this period, Cambodia will have work-force surplus, whose potential is to be harnessed for accelerating growth of the economy. Deductions from Figure 3 reveal that Cambodia has already entered the phase of demographic dividend and could have entered this phase more than a decade ago. Given the future population trends and age-transition, demographic dividend is likely to taper off after 2038. Then, the contribution of dividend is likely to decrease and median age of population that is young now is expected to increase. The decade of 2028-38 will witness negative growth of young population 0-14 years of age for the first time ever. The rapid fertility decline between 1998 and 2008 is the cause of this negative growth of young population.

Figure 3: Analysis of Population Growth Rates, 2008-2048



3.1.4 Population Ageing

31. As a result of age-transition and increasing life expectancy of the population, the proportion of elderly population (65+ years) has started to increase and is expected to be around 10 percent by 2038 (from Table 2) subsequent to which the pace is expected to increase further. With youth bulge and migration taking place presently, the social fabric of the society is likely to change and one of the evident observations from census 2008 and CIPS 2013 is the increasing nuclearization of families and feminization of population ageing. Furthermore, with high levels of illiteracy among the elderly population, economic insecurity along with disability, will add to their vulnerabilities. As a matter of fact, nearly

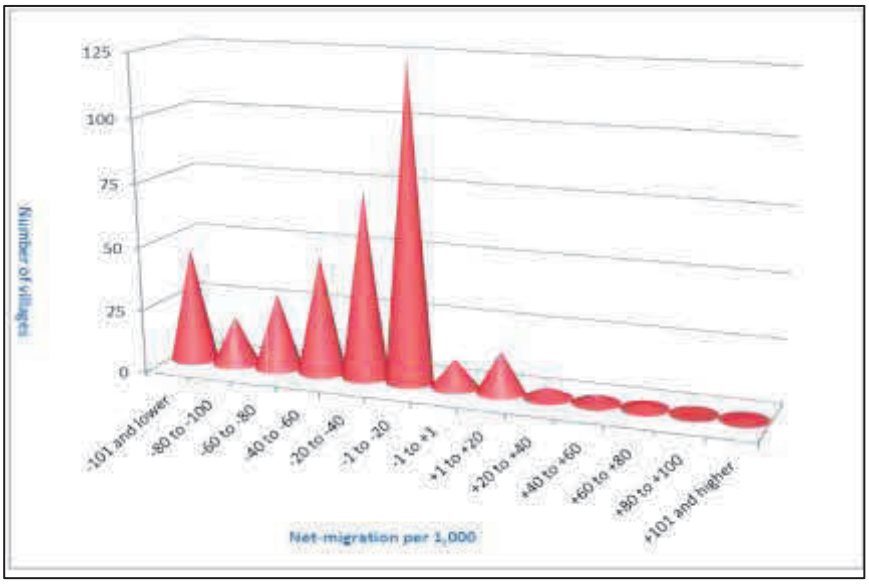
half of the elderly men and over a quarter of elderly women are still economically active and in the absence of data it is difficult to evaluate whether they are working out of their will or due to economic compulsions. Added to this, with increasing life-expectancy of population and with women living longer than men, there is a likelihood of the problem shifting to old-old from young-old categories and with the older women cohorts being more than older men cohorts, newer challenges in regard to welfare of elderly are going to emerge.

32. Subsequently, in the absence of appropriate social and health security measures or schemes, the vulnerability magnifies exponentially and is also likely to impinge and impact on the savings of working age population, mainly in the form of out-of-pocket health care expenditure. In this context and in the spirit of the implementation of the Madrid International Plan of Action on Ageing (MIPAA), the Royal Government is committed to further fostering the National Policy for the Elderly People, further strengthening the association for old-age citizens, promoting welfare programmes for elderly people at the community level and improving care programmes for the elderly at the family level; and in particular, enhancing arrangements and processes of services provisions to the aged including provisions of training for their care providers.

3.1.5 Migration and Urbanization

33. The accrual of the demographic bonus or dividend has already started showing its effect on mobility of population in the country. The Census 2008 enumerated nearly 3.6 million across the country as migrants. Though the predominant stream of migration is rural to rural, rural to urban migration and urban to urban migration together are other important constituents while urban to rural migration is negligible. The two streams of migration (rural to urban and urban to urban) contribute to two-fifths of all migration in the country and moreover, a higher proportion of women than men migrate to urban areas. Employment is the main reason for migration followed by education and marriage.

Figure 4: Distribution of Net Migration Rates for Villages, 2012



34. The result of the 2012 Cambodian Rural Urban Migration Project (CRUMP) survey depicts that an overwhelming majority of surveyed villages (n=349 out of 375) are losing population due to out-migration of rural population.

35. Concerning the quality of migrants, CRUMP survey reveals that the educational attainment of these all-time migrants is low and less than six percent of migrants have had secondary and above education with women being less educated than men. On the other hand, this survey observed that migrants had higher educational attainment than their non-migrant counterparts and nearly two-thirds of them were unmarried and had moved out for employment reasons. Migrants to Phnom Penh had higher educational attainment than migrants in other streams; including emigrants[14] and non-migrants. A large percentage of migrant men were engaged in construction while their female counterparts worked in garment factory. The second most preferred economic activity that migrant men were engaged in was garments while it was the other way round in case of migrant women.

36. As majority of urban migration is to Phnom Penh, this survey found that the economic and living conditions of migrants to Phnom Penh were found to be better than migrants to other places due to the fact that they (1) were better educated, (2) on an average earned more than other migrants to other places, (3) had consumer possessions more than the national average but slightly less than the non-migrants at Phnom Penh and (4) were also remitting frequently more money than their counterparts. Through the findings of this survey, it was seen that though migrant women earned less than migrant men, they were regularly sending a higher percentage of their earnings back home. Moreover, migrants to Phnom Penh had better communication with their folks at their place of origin and visited more often than others. In sum, migrants to Phnom Penh differed from other migrants in terms of both their background characteristics and living conditions, and demonstrated more responsive behaviour towards their families at their place of origin. On the other hand, it is obvious that migrants to places other than Phnom Penh are either unskilled or semi-skilled.

37. A 2014 study of female migrant garment workers conducted in Phnom Penh and Kandal province[15] by the National Institute of Public Health revealed that majority of migrant women who are under 30 years of age, have less access to reproductive and other health care services and were not satisfied with the services at factory infirmaries. From the viewpoint of the cross-sectoral planning between urban development and health, to address this issue will be a priority area of the Royal Government.

38. Since the population is migrating to urban areas and more specifically to the capital city Phnom Penh (nearly half of the country's urban population is located here and Phnom Penh migrants comprise of about 70% of all urban-ward migrants, if a cut-off of five years is used), the urban-migration flow, dominated by youth, is astronomically high and, in the longer run, can lead to unsustainable provision of water, sanitation, shelter and other basic amenities. Youth migration would increase vulnerability of youth to substance abuse and

[14] Migrants to other countries

[15] Baseline Survey Report: Reproductive, Maternal and Neonatal Health Knowledge, Attitudes and Practices among Female Garment Factory Workers in Phnom Penh and Kandal Province, August 2014; National Institute of Public Health, Ministry of Health, Phnom Penh, Cambodia.

vulnerability of women to human trafficking, and this may act as a bridge for the spread of the HIV between urban and rural areas. Therefore, the Royal Government attaches the importance to the need to re-visit urban planning.

3.2 DEMOGRAPHIC CONSEQUENCES OF DEVELOPMENT

39. Taking contemporary and future demographic dynamics into consideration, Royal Government recognizes the fact that the consequences of changing demographic dynamics will impact people from all walks of life in the country. In this context, it also realizes the need to look into the inter-linkages among poverty, unemployment, agriculture, land, water, environment, education, health, infrastructure, gender equality and women's empowerment, which have direct bearing on the livelihood and quality of life of people in the entire country.

3.2.1 Poverty and Unemployment

40. An increase in income and employment opportunities is crucial for poverty alleviation and reducing unemployment rates in the country. The national poverty levels have been lowered and the inequalities, as measured through Gini Coefficient of consumption inequalities and the share of consumption of the poorest quintile in the national consumption[16], have been reduced. It is to be noted here that the pace of the increase of working ages will be around 3% per annum and therefore the new job creation rate will have to exceed this level and sustain for the next two decades or so; otherwise, there is a likelihood of increased unemployment in general and both unemployment and underemployment in rural areas.

3.2.2 Agriculture, Land, Water and Environment

41. The dependency of rural population on agriculture for livelihood is enormous and this sector employs the largest proportion of the labour force. Majority of farming in the country is rain-fed and only about one-fifth of agriculture land area is under irrigation. Given the emerging scenario of youth bulge, it is to be noted from Census 2008 and the 2011 Social and Economic Survey that rural youth enter the labour market much earlier than their urban counterparts. Under this scenario, the dependency of rural population on agriculture for livelihood is going to increase. If agriculture is not viable, largely caused by small land holdings, it would result in exodus of migration from rural to urban areas and the informal sector will be flooded with these migrants seeking jobs. This will have direct bearing on the capital city Phnom Penh, as it is the most sought out destination of the rural and other urban migrants.

42. Within the context of emerging population dynamics, the Royal Government realizes the need to intensify land reforms, focusing on strengthening the management, organization, utilization, and distribution of lands that will contribute to reducing poverty, ensuring food security, protecting the environment and natural resources, and socio-economic development within the market framework.

[16] Progress Report on the Implementation of NSDP 2014-2018 and Achieving CMDGs in 2014

43. As regards water resources, the water requirement and consumption due to growing population is going to increase and will strain the existing water resources. As water is necessary for people and agriculture, water conservation thus becomes important and the increase in access to safe-drinking water in rural areas, which is now limited to only two-fifths of the population, will be a priority.

44. Population, environment and climate change are closely inter-related. Deforestation resulting in erosion of fertile soil coupled with irregular rain-fall as a result of climate change triggers migration in search of livelihood and will be more pronounced with the youth bulge. As urban population increases, the Royal Government recognizes the importance of improved waste management and considers it as one of the urban planning priorities.

3.2.3 Education

45. The adult literacy rate has witnessed substantial improvements over the past decade and rural-urban and gender disparities being prominent have narrowed in the 2008 population census. While literacy rate has been high, education attainment of the population in terms of secondary or post-secondary education, as well as technical and professional education, has remained low and this pattern is true for rural and urban areas and for males and females. Furthermore, rural-urban and male-female disparities in literacy are imminent and educational attainment beyond secondary level remains an area of high priority. However, there is an indication of improving school enrolment rates both at primary and lower/upper secondary levels as measured through children attending school between 6-11, 12-14, and 15-17 years, which may indirectly postpone entry of youth into labour force.

3.2.4 Health

46. On the health front, youth sexual behaviour and their fertility will be impacted more and hence should form important priorities. At the same time, existing issues of reproductive and child health, malnutrition, mortality and morbidities due to population ageing cannot be ignored. Though the country has made major strides in improving the overall health status of the population by way of reducing its fertility levels, increasing life-expectancy and improving reproductive and child health indicators, it still has a long way to go in achieving the goals, it has set for itself.

47. The total fertility rate has declined; yet the level of unmet need for birth spacing is high, as there are a substantial number of couples and younger couples who intend to use birth spacing services in future. If the unmet need for birth spacing are addressed, then demographic and health status of the population would be improved. In connection with urbanization and migration, the behaviour aspect of fertility decline is expected to occur. With regard to the maternal mortality ratio, efforts to ensure further decline will have to be made.

48. The infant mortality rate is also reducing. Nonetheless, in order to reduce it further, there is a need to address infant and childhood diseases of ARI and diarrhoea and more

importantly improve the nutritional status of children. The CDHS revealed little improvement of children's nutritional status in 2010, but the improvement was observed in 2014. A quarter of children aged under 5 years old was low-birth weight, 3 out of 10 stunted, one in 10 wasted (CDHS, 2014). Regional variations were evident. Likewise, high anaemia levels of women and mothers need to be tackled to have a healthy population and a healthy next generation (any anaemia was 45% among women age 15-49 years old as referred to the 2014 CDHS). Desired fertility, birth spacing, and responsible sexual behaviour of youth will be areas of intervention. As has been seen from successive Cambodia Demographic Health Surveys (CDHS), the levels of awareness about HIV and modes of transmission are high among both males and females but multiple-sex partners and unprotected sex seems to be a matter of concern and there is a chance of increase in sexual diseases. CSE in schools and colleges and dual protection through condom promotion at service delivery facilities will need to be considered.

49. Concerning communicable and non-communicable diseases – fever, malaria, dengue, tuberculosis, accidents, and life-style diseases and cervical cancer -- accessibility to quality and specialized health services including referral care is the important area of consideration. In addition, the proportion of elderly is increasing and health care needs of the elderly in both urban and rural areas are bound to increase. While the access to geriatric care is limited, the burden of expenses of health care would fall on other family members and the out-of-pocket expenses is bound to increase, despite the health insurance programmes to cover the poor in the target areas.

3.2.5 Infrastructure

50. Under the present circumstances of the country experiencing demographic dividend, migration and rapid urbanization, it is important for the economic sectors to do well by engaging skilled youth in the labour force. Development of infrastructure and creating basic amenities (such as transport, water, sanitation, power, housing and telecommunication) are necessary for further development of the country, as Phnom Penh is already congested. Already large parts of the Cambodian population do not have access to basic amenities[17] and this has resulted in lop-sided regional development, as judged by their varying levels of development on social and economic indicators. Further, to maintain and accelerate the economic growth of the country, the investments in infrastructure (road, transport, communication, railways, waterways and ports, and air connectivity) and civic amenities are inevitable in both rural and urban areas. Urban planning should be accorded priority and development of urban towns and cities need to be factored in the planning process.

3.2.6 Gender Equality and Women's Empowerment

51. Gender characteristics of households and population at large have profound influence on development. The tradition and cultural values that are discriminatory inherently inhibit social and economic mobility of women. The gender stereotyped roles have made them vulnerable and mainly revolve around household chores, child-bearing and

[17] Amenities include transport, water, sanitation, power, housing, communication, etc.

supporting household in agriculture and other activities that are non-paid activities. Moreover, these women are lower-secondary school drop-outs with lack of skills and career prospects. Further, the status of women related to the exposure to domestic violence (physical, psychological, and sexual) and rights over the property and inheritance remain to be further improved. Women in Cambodia have traditionally enjoyed a higher social status than women in other Asian countries yet as observed from the CDHS rounds, gender-inequality exists across the board; and with the youth bulge younger women will tend to be more vulnerable. With increasing costs of living and urbanization, young women tend to be vulnerable to substance abuse and sexual behaviour. Nonetheless, not providing girls and women with the opportunity to realize their full potential will constraint development and given that the nation has more women than men, we cannot overlook more than half of its human capital. If gender disparities have been reduced and special focus and socio-economic development planning has been focused on women and women's opportunity, then the fact that the nation will capitalize the demographic dividend will be a reality. Understanding the complex phenomenon, the issue of gender equality and women's empowerment is cross-cutting and multi-sectoral in nature and the line ministries have an important role to play.

4. GUIDING PRINCIPLES

52. Cambodia is a signatory to the International Conference on Population and Development (ICPD) and its successive rounds, Millennium Declaration, HIV/AIDS Declaration of Commitment, 2001, Convention on the Rights of the Child (CRC), Convention on Elimination of All forms of Discrimination against Women (CEDAW), and the Universal Declaration of Human Rights.

53. In line with it, Cambodia has put the Rectangular Strategy and the NSDP into effect by placing emphasis on key aspects of overall development of its population. Presently, international guidelines of ICPD Beyond 2014 and Sustainable Development Goals are under discussion and the Country has been part of it. The Framework of Actions for the follow-up to the PoA of the ICPD Beyond 2014 has laid specific emphasis on dignity and human rights, health and mobility as the thematic pillars of population and development that has to be ensured through good governance and accountability and that the responsibilities of governance extend to the national and global promotion of integrated social, economic and environmental sustainability in order to extend opportunity and well-being to future generations[18].

54. In the update of the National Population Policy, full recognition has been given to these international instruments and charters and the sensitivities that would be involved in its implementation. As the success of the policy would be contingent upon individual and community behavioural aspects, the policy has been updated keeping in view the Khmer cultural and traditional values. Further, it is to be stated that the policy conforms to the Constitution, particularly, with regard to its human rights guarantees and the Royal Government reaffirms its respect and support to ensure the basic rights of all people.

55. It is a well-known fact that poverty strongly inhibits choices available to people. Hence, an important objective of population policy is to ultimately contribute towards the alleviation of poverty and improve standards of living of the population as well as their quality of life.

56. The National Population Policy is inclusive and includes many considerations related to population parameters of fertility, mortality and migration, as well as their economic, social and cultural influences. Investing in sexual reproductive health (SRH) and improving gender equality and women's empowerment are fundamental basis for sustainable development and therefore these issues, though cross-cutting, remain central to population and development programmes.

57. It is to be stated that the National Population Policy is multi-sectoral and multi-dimensional in nature and is consistent with and complementary to other national plans and policies, such as National Strategic Development Plan, Sectoral Development Plan, ICPD, and MDGs. This National Population Policy is not intended to substitute the existing strategies in any way but is to complement them by bringing in newer and emerging dimensions that can pave way for faster development of the country and its goals.

[18] UNFPA, Framework of Actions for the follow-up to the Programme of Action of the ICPD Beyond 2014

4.1 POLICY VISION AND OBJECTIVES

58. As stated, the vision of the National Population Policy is to continuously enhance and improve the quality of life of the people of Cambodia with unequivocal and explicit emphasis on sustainable development measures and actions. Thus, the overarching objective of the National Population Policy is to facilitate the integration of population dynamics into social and economic developmental planning and ensure its implementation in a synergistic manner by the year 2030.

59. Internationally, the MDGs will be replaced by the Sustainable Development Goals (SDGs). In this sense, the objective of the National Population Policy is to be aligned with the SDGs as follows:

(i) To reduce the proportion of people whose income is less than the national poverty line by increasing the share of the poorest quintile in national consumption; and those who suffer from hunger between 2016 and 2030;

(ii) To improve and expand access and efficiency of irrigation system in order to increase farming seasons in agricultural region;

(iii) To improve and expand the scope of flood and draught management infrastructure systems in order to reduce risks caused by flood and draught;

(iv) To make safe drinking water and sanitation increasingly accessible to the people who do not have access to these between 2016 and 2030;

(v) To reduce the unemployment rate among working age population through economic diversification and skill-set enhancement of youth; to eliminate child labour and gender disparities in wage employment and in public institutions by 2030;

(vi) To plan decongestion of Phnom Penh through proper urban planning and developing other towns and cities to be linked to the industrial policy for reducing regional disparities by 2030;

(vii) To ensure completion of nine-year basic education to all children by promoting gender equality; to increase enrolment of boys and girls in technical and vocational education by 2030;

(viii) To accelerate further reduction in the maternal mortality ratio and infant and child mortality rates by 2030;

(ix) To make sure that all the adolescent youth and couple's reproductive needs and fertility intentions are met; to accelerate the pace of population stabilization by 2030;

(x) To reduce the prevalence of HIV/AIDS and to decrease the spread of Malaria, Tuberculosis and other communicable diseases towards eliminating their spreads by 2030;

(xi) To ensure social and health security to all elderly persons and specifically those living below the national poverty line by 2030;

(xii) To boost the socio-economic development in order to move the country towards an upper-middle income country by 2030 based on support and participation of people in science and technology constituting the knowledge-based and technical

foundation that serves as catalyst for increased value-added productivity and efficiency.

60. To achieve the policy vision and objectives, the Royal Government has introduced the following strategies:

(i) The Royal Government of Cambodia considers that it is necessary to have specific policy directions that provide guidance to sectoral ministries of the government and all partners including the private sector, non-governmental organizations and the organized sector. These policy directions stated in general terms have to be viewed in an integrated perspective.

(ii) The Royal Government has already articulated sectoral strategies in the NSDP document. In addition to its commitment, the Royal Government will give greater priority to integrated population and development planning and will prioritize key sectors of health, education, social welfare, rural and urban development, agriculture, infrastructure and environment with a view of creating more livelihood options to its people.

(iii) The Royal Government will continue to focus on poverty alleviation programmes, human resources development and skill-set formation to accommodate the increasing youth bulge in work force thereby improving the quality of life of the people in the country. Special attention will be given to marginalized and disadvantaged groups; people living in less accessible areas, women, children and elderly.

(iv) In addition to improving basic education and providing education to all to complete at least lower secondary level, the Royal Government will continue to pay special attention to increase the human resources in the country by expanding the network of higher and professional education institutions. At the same time, as an interim measure, the Royal Government will focus on life-skills education and vocational training programmes to ensure availability of skilled human resources.

(v) The Royal Government will plan for a phased approach of expanding the sectoral economies along with development of basic infrastructure in both rural and semi-urban areas by creating newer employment opportunities, thereby stalling the process of rural to urban migration.

(vi) The Royal Government will achieve population stabilization by addressing the reproductive needs of individuals and couples regarding unmet needs for contraception and by encouraging men to take equal responsibility in use of contraceptive methods. The Royal Government will follow a life-cycle approach to adolescent, youth and women's health issues, with emphasis on safe motherhood, and make reproductive health services more effective in order to reduce maternal morbidity and mortality, including non-communicable diseases such as cervical cancer. It will give significant emphasis to child health issues, including child rights and nutrition.

(vii) The Royal Government will continue to make efforts in strategic planning and investment framework aiming at elimination of HIV/AIDS spread by 2030, to address problems related to STI management, and to establish counselling care

centres within the health facility to promote safe sex behaviour among the youth. Provisions of health care services for the elderly especially health care services for non-communicable diseases will be put in place and expanded at health facilities.

(viii) The Royal Government will strive to achieve equity by addressing the issues related to inter-provincial disparities, gender differences, and human right issues of people in general and women in particular.

(ix) The Royal Government will promote inter-sectoral coordination by systematically involving all government institutions being engaged in development and welfare and encourage the convergence of services at the local level. The Royal Government will continue to build partnership with international development agencies, NGOs, the private sector, and local authorities to plan and implement programmes in a decentralized way.

(x) The Royal Government will continue to bring about structures and systems both at the national and provincial levels to collect data on performance for improved programme monitoring and will encourage adherence to ethics, accountability and information sharing in all transactions and promote ethical practices.

(xi) The Royal Government will continue to generate resources to improve infrastructure and other facilities and at the same time to pay utmost attention to the judicious use of resources made available.

5. POLICY AND PROGRAMMATIC DIRECTIONS

61. Understanding the consequences of changing demographic dynamics on development that cuts across sectors and requires multi-sectoral engagement in planning, implementation, and monitoring of programmes, it is important that demographic parameters are integrated and amalgamated right from the conceptualization stage of strategy development to its implementation even though it may run through many programme planning cycles. Key policy and programmatic directions that would perhaps improve the quality of life of the people and the consideration for the needs in planning have been proposed, so that the country can capitalize on the demographic dividend. These policy and programmatic directions include the following:

(i) Infrastructure Expansion and Development
(ii) Managing Migration and Urbanization
(iii) Expansion of Agriculture and Allied Activities; and
(iv) Social Sector Investments and Human Capital Formation

5.1 Infrastructure Expansion and Development

62. Although the country has witnessed substantial economic growth and development in recent years, the expansion of infrastructure remains a burden for the Royal Government due to massive mobility of population. Ensuring water for cultivation and drinking should take into account (irrigation and potable water). The economic road-map for expansion of sectors will be developed and will serve as the reference for sectoral development planning. It is to be stated here that the Cambodian Industrial Development Policy 2015-2025, which has recently been adopted, would pose a need for other related sectors to examine from their perspectives and to come out with coordinated plans that could culminate in overall improvements in the infrastructure and civic amenities. Dams for irrigation and power-supply, rain-water harvesting and recharging ground water resources are some of the options. Through this approach, the migration flow of population from rural to urban areas can be reduced. Efforts to reduce migration by creating opportunities for the youth by developing secondary sector in smaller towns and providing necessary infrastructure will have to be planned in a phased manner so that the existing burden on Phnom Penh is reduced.

A. Policy Directions

63. To review the existing strategies of infrastructure development from the perspective of changing population dynamics; to develop a road-map for creating semi-urban towns with all basic amenities in conjunction with economic plans, specifically the industrial development plan; and to explore public-private partnership mechanism.

B. Programmatic Directions

64. Programmatic directions are as follows:

(i) To develop semi-urban towns as nucleus and satellite towns for sustaining rural economy (agro-industries, agro-equipment and instruments) and for decongesting Phnom Penh and to establish regulated markets for ensuring market prices for commodities;
(ii) To improve the access to and to enhance the efficiency of agro-technical, agro-scientific, and agro-economic research infrastructure;
(iii) To improve and to expand the scope of flood and draught management infrastructure systems in order to reduce risks caused by flood and draught;
(iv) To improve and to strengthen urban infrastructure and amenities, road and rail connectivity between different regions;
(v) To develop regional infrastructure plans (e.g., coastal or plateau) on the basis of social and economic development and to promote the establishing of industries in Special Economic Zones (SEZs);
(vi) To develop comprehensive action plans for the setting up of SMEs and to explore public-private partnership;
(vii) To foster the development of services sector, such as banking and financial sectors, tourism and hospitality through infrastructure development;
(viii) To explore options of developing de-mined regions;
(ix) To increase access to safe drinking water of urban and rural populations;
(x) To promote economic diversification and to improve the environments for investments and trade aiming at creating jobs and fostering economic growth.

5.2 MANAGING MIGRATION AND URBANIZATION

65. Urbanization is the outcome of economic development of the country. The pace of Cambodia's urbanization has been enormous as the majority urban population and migrants residing in Phnom Penh alone. Thus, it is important that the city is to be managed well and at the same time other towns and cities are to be developed to international standards. While the 2008 Census enumerated one-fifth of urban population in the country, the subsequent urban reclassification exercise brought it up to 27 percent. With youth bulge, this trend is bound to increase in future because of economic activities being concentrated in urban areas, specifically Phnom Penh. Balance between rural and urban development is necessary to ease the pressure on urban areas. Few key directions proposed are the following:

A. Policy Directions

66. Cambodia is to set out and factor urban growth prospects of about 30-40 years into development planning by taking into consideration the future population growth and youth bulge, and more importantly these prospects have to be consistent with the social, economic, and environmental road-map of the country.

B. Programmatic Directions

67. Programmatic directions are as follows:

(i) To prepare operational plans for managing migration and urbanization by taking into account the vision outlined in NSDP;
(ii) To develop age-friendly and eco-friendly new cities and towns linked to the economy with special focus on agricultural diversification and sustainable management of natural resources, forestry and fisheries of the country (green belt to be specified);
(iii) To prepare urban management and city development plans along with an environmental plan;
(iv) To establish municipal corporations and wards including slum development corporations and decentralized management;
(v) To enforce stringent norms on construction and preservation of environment, violation of natural resources, solid and other waste disposals;
(vi) To develop satellite townships by improving connectivity between villages, townships and cities so that people commute for work and businesses rather than settling in cities thereby reducing the pressure on urban areas;
(vii) To establish nucleus cities with all basic amenities and commercial zones as SEZs and others, in line with recommendations of infrastructure development.

5.3 EXPANSION OF AGRICULTURE AND ALLIED ACTIVITIES

68. Alleviation of poverty is central to the development of the country and this would entail coherent engagement of different ministries in implementation of different schemes and programmes. The 2013 CIPS shows that over seven out of 10 persons live in rural areas and over 6 out of 10 employed workforces are engaged in the agriculture sector. In this context, strategies for economic diversification are to be translated into specific programmes aimed at increasing value added for the agricultural products, such as those for adolescent/youth that will have to be carried out in job-creation potential sectors. In addition, matching of available skill-set with the current and future requirement will have to be factored into those programmes. Hence, great importance should be attached to the vocational and induction training programmes because Cambodia cannot afford to miss out on the demographic window of opportunity. The proposed actions are the following:

A. Policy Directions

69. The following policy directions are proposed:

(i) To set out visions and development strategies for the agricultural sector by 2030 and to explore options in expanding the rural economies based on the Cambodia Industrial Development Policy 2015-2025 and from the perspective of youth bulge, which requires enabling an environment conducive to the setting up of agro-based industries with international standards to promote exports of processed agricultural products (such as rice, corns, beans, cassavas, mangoes, bananas, rubbers, and other crops; as well as livestock, livestock products, and fish products);
(ii) To enhance the capacity of research and development institutions aiming at contributing to sustainable development and increasing agricultural productivity by focusing on research, creativity, innovation, science and technology through

policies pertaining to research, innovation, and agricultural development; to enhance the roles and capacity of the current Cambodia Agricultural and Rural Development Institute (CARDI) up to a level that it will be able to conduct research and to formulate policies pertaining to agro-economic development and food security in Cambodia;

(iii) To promote the timely and effective extension services aimed at increasing agricultural productivity and quality of agricultural products, especially food products, and enhancing agricultural competitions in the country;

(iv) To increase youth's technical capacity in agriculture appropriate to market needs and socio-economic development by promoting preparation and implementation of policies related to human resources development in the agricultural sector, especially improving agriculture education at all levels;

(v) To strengthen law enforcement and regulations in order to ensure sustainable agricultural development, protection of natural resources (land, water, flora and fauna, forestry, and fisheries), environmental protection, and prevention of the use of harmful chemicals and bio-technology in agricultural activities;

(vi) To establish a water resources training institute for government technical officials aimed at improving the efficiency of water management and use in agriculture in order to ensure high quality and quantity of yields.

B. Programmatic Directions

70. The following programmatic directions are proposed:

(i) To match the skill-set and skills needed on the basis of the country's current plans in economic sectors and economic planning perspectives; to plan vocational training programmes for both men and women;

(ii) To continue providing specific vocational training programmes on agriculture and allied activities for youth with a special focus on women/girls and to set up supportive mechanism for starting related enterprises;

(iii) To continue to promote live-stock production as a subsidiary occupation and to diversify agro-processing industries in allied agricultural activities in order to add value to agricultural produce, especially the one-village one-product scheme (such as food-processing, horticulture, pisciculture, poultry, piggery, dairy production, sericulture, etc.);

(iv) To continue to promote the use of renewable energies, such as bio-gas, bio-mass, solar energy and to further develop energy-saving cooking stoves as population growth would increase the use of fire-wood for cooking;

(v) To continue to promulgate social awareness about the importance of conserving natural resources and use of eco-friendly degradable materials;

(vi) To ensure minimum working days and equal wages for men and women living below poverty line in rural and urban areas with special focus on youth, elderly and disabled.

5.4 Social Sector Investments and Human Capital Development

71. The consequences of youth bulge have to be factored into social sector planning and development of human capital is an important ingredient for the progress of the nation. In the process of doing so, the Royal Government of Cambodia will have to make enough provisions by expanding and strengthening the social infrastructure in the country and only then the human capital can be developed. As discussed in the previous sections, there is dearth of human capital in the country and the available skill-sets can support lower-end job market of the economy. Hence, it is important to work on human capital formation, as this would enable in expansion of the economy and at the same time help the country increase global competition. Hence, investments in education, health and welfare programmes with a special focus on youth and women would be necessary. Substantial regional, social and economic disparities have been observed and the key policy and programmatic actions specific to demographic dynamics are contemplated below:

5.4.1 Education

A. Policy Directions

72. The following policy directions are proposed:

(i) To consider population-based norms and future age-structural changes in planning for the future and to assess accordingly infrastructure and trained human resources needs;
(ii) To consider the regional disparities and to put forward specific norms for hardly accessible areas;
(iii) To expand the base of professional and technical college education by promoting science and technology and tailoring courses to future requirements.

B. Programmatic Directions

73. Programmatic directions are proposed as follows:

(i) To integrate the inter-linkages between the curricula of general education and technical and vocational education into the curricula of secondary and college education;
(ii) To reform the national curricula through reforming educational textbooks, developing teachers' knowledge and skills, improving teaching and learning materials, and providing technical and pedagogical support to teachers who face difficulties in order to ensure that knowledge and skills in science, technology, mathematics, and engineering are up-to-date and comparable to the regional and global trends. In addition, MOEYS should encourage higher educational institutions for expanding the fields of science, technology, mathematics, and engineering;
(iii) To continue to provide incentives to children with hardship to complete their basic education and to youth to complete their upper secondary education; to encourage girls' education by providing additional facilities like hostel, books, library

facilities, scholarships, etc.; to give priority to students from poor families to ensure higher retention and completion rates;

(iv) To accelerate life-skills education training by way of CSE in schools/colleges through curricular activities so that students are prepared for their adolescent and youth ages;

(v) To consider nutritional supplementation in schools/colleges and more specifically for children and adolescent girls, given that the nutritional status of children needs further improvements.

5.4.2 Health

A. Policy Directions

74. The following policy directions are proposed:

(i) To revisit population-based criteria for determining access to health services in rural and urban areas and to factor those criteria in the future growth and migration prospects as well;

(ii) To enhance adolescent-friendly and geriatric health care services within the health system and to ensure availability of reproductive and child health services, as well as birth spacing services in the health facilities;

(iii) To strengthen human resource base for health care by way of developing on-the-job capacity building programmes and expanding medical and nursing institutions (colleges, public and private hospitals) in the country from the current and future perspective of population increase and population growth rate;

(iv) To mainstream HIV/AIDS responses into subnational development programmes and plans, as well as in other important development sectors.

B. Programmatic Directions

75. The following programmatic directions are proposed:

(i) To review regional disparities; to regularly update health coverage plan; to expand and build more health facilities; to increase the supply of electricity, safe drinking water, and medical equipment, particularly in remote areas;

(ii) To plan for health human resources and to strengthen technical capacity in health service delivery;

(iii) To address unmet need for birth spacing methods by focusing on regional disparities;

(iv) To promote modern birth spacing methods among youth and women to reduce unmet need for birth spacing;

(v) To encourage dual condom programming among youth, bridge population, and commercial sex/entertainment workers to reduce the risk of HIV/AIDS;

(vi) To integrate Reproductive Tract Infection/Sexually Transmitted Infection (RTI/STI) counselling into health service strategies and HIV care services and to encourage youth to use services through community mobilization drives and publicity;

(vii) To accelerate life-skills education for out-of-school adolescents and youth through community networks (teen and youth clubs) and emphasize on substance abuse and its negative effects;

(viii) To enhance the nutrition programmes for all people, particularly children, adolescents, and women;

(ix) To improve nutritional status of out-of-school children by introducing mid-day meals and other schemes with a special focus on adolescent girls through commune councils;

(x) To initiate behavioural change communication for creating more awareness about health, water and sanitation aspects, for promoting maternal and child survival, for reducing harmful traditional practices, and for promoting dual protection for safe-sex;

(xi) To set up coordinating networks and mechanisms for non-communicable diseases, geriatric health care services, and health insurance schemes, especially for households with elderly persons.

5.4.3 Ensuring Gender Equality and Women's Empowerment

A. Policy Directions

76. The following policy directions are proposed:

(i) To ensure gender-related programme budgets in all relevant institutions and ministries;

(ii) To improve women's status in economic sector and women's access to social services and protection;

(iii) To increase representation of women in the political and public administration system at all levels;

(iv) To establish and implement gender-based human resources policy in both formal and informal sectors;

(v) To create opportunities for women to access skills training responsive to market needs and to access more jobs in the formal sector;

(vi) To establish sectoral committee responsible for ensuring the implementation of cross-sectoral tasks for gender equity and equality;

(vii) To eliminate all forms of violence against women and girls.

B. Programmatic Directions

77. The following programmatic directions are proposed:

(i) To strengthen law enforcement and awareness about the prevention of domestic violence, delinquency, substance abuse, and commercial sexual exploitation of youth;

(ii) To undertake routine monitoring of gender indicators/statistics and to develop an index on the lines of Social Institution and Gender Index (SIGI) developed by Organization for Economic Cooperation and Development (OECD);

(iii) To initiate corrective and remedial actions on the basis of monitoring of gender statistics;
(iv) To enhance economic opportunities through skills training provisions;
(v) To strengthen capacity with commitment in gender mainstreaming into programme planning and budgeting policies;
(vi) To implement the national action plan on the prevention of violence against women through strengthening the coordination, leadership, and ownership of line ministries and institutions;
(vii) To increase opportunity for women to have access to education, health care, social protection, and legal defense;
(viii) To increase the quality and quantity of women at all decision-making levels and in all sectors through advocacy and skills development;
(ix) To strengthen the responsibility and capacity of line ministries and institutions in addressing gender issues, as well as coordination, monitoring and evaluation, and accountability.

5.4.4 Population Ageing

78. The Royal Government of Cambodia, via the Ministry of Social Affairs, Veterans and Youth Rehabilitation and concerned ministries and institutions, is in the process of addressing issues related to health, economic conditions, participation in society and general welfare of older people. In this context, the Royal Government has formulated guidelines to address issues and concerns of elderly's situation. Yet, the Royal Government attaches the importance to the collective formulation of an integrated strategic and action plan on this cross-cutting issue, as this issue turns out to be an important future challenge.

A. Policy Directions

79. The following programmatic directions are proposed:

(i) To align the National Policy Guidelines for older persons with the Madrid International Plan of Action on Ageing (MIPAA), 2002;
(ii) To develop elderly specific programmes in line with MIPAA and integrate within the existing development programmes of relevant ministries;
(iii) To strengthen the role of the National Committee for Older People to facilitate the implementation of programmes that are cross-cutting in nature;
(iv) To undertake policy studies for putting forward different options for introducing social security schemes for the elderly; especially for rural elderly and women, in particular.

B. Programmatic Directions

80. The following programmatic directions are proposed:

(i) To increase public awareness about the various acts of the government and strengthen its implementation;

(ii) To introduce appropriate programmes for health care of the elderly and to improve the capacity of health care personnel and community-based care providers

(iii) To review the need for establishing old-age homes in the country against the social cultural setting of the country

(iv) To strengthen and expand home-based care and social security for the elderly, especially for destitute and those from poorer families;

(v) To set up an effective system to make appropriate use of the skills and wisdom of retirees in development planning and to introduce vocational programmes for elderly people to make them self-reliant;

(vi) To ensure that public facilities for older persons are compliant with the regulations and to provide tax-incentives, higher interest rates from bank institution, and concessions in travel;

(vii) To undertake research studies using census data and data from other sources to conceptualize social, economic, health, psychological, and emotional status of older persons and to also examine the impact of youth migration on older persons.

6. INSTITUTIONAL ARRANGEMENTS FOR POLICY IMPLEMENTATION

81. To translate the National Population Policy into action, appropriate implementing structures at various administrative levels that can provide good governance, transparency and accountability in the implementation and monitoring of the programmes have to be in-place. Rather than creating new structures, amalgamation within the existing structures is to be done and necessary support and capacities are to be ensured. This process over the longer run will facilitate decentralization and will encourage bottom-up need-based planning. In order to do this, the following mechanisms will be evolved:

6.1 Implementation Agencies

82. The National Population Policy 2016-2030 will mainly be implemented by the Royal Government, civil society, bi-lateral and multi-lateral agencies, international NGOs, and the private sector. The Ministry of Planning has an overarching role in the roll-out of the NPP through the GSPD. The specific roles and functions of the Ministry of Planning and GSPD and other line ministries/agencies have been discussed subsequently in the following section:

83. MoP's primary responsibility will be to collaborate and coordinate with line ministries and other stakeholders in matters related to population and sustainable development; such as developing programmes that promote social justice and alleviate poverty through sustained economic growth, and mobilizing resources for the implementation of NPP.

84. MoP has a crucial role in monitoring and evaluating the implementation of NPP and population-related programmes and activities. This will be carried out by means of setting demographic and population and development indicators in collaboration with line ministries in order to assess progress at stipulated intervals and to provide recommendations for ensuring the effective implementation of policies and strategies. Furthermore, MoP has a role to collect, disseminate, and promote the use of population data in development planning at all levels. In addition, MoP will carry out research on emerging population issues, including poverty and development linkages, and suggest options for poverty alleviation, in order to achieve the NPP objectives. The General Secretariat for Population and Development (GSPD) plays a key role as an extended arm of MoP to ensure effective implementation of NPP.

85. At the national level, MoP plays the overarching role in coordinating the implementation of the NPP in a harmonic and cohesive manner. The line ministries and involved parties are responsible for implementing NPP and for providing inputs to update the progress of NPP implementation.

86. At the sub-national level, the NPP is implemented and monitored by the provincial sectoral departments of relevant line ministries, as well as local stakeholders. Hence, the

existing mechanism is to be on-going and appropriate coordination mechanisms between the GSPD and the local authorities and the National Committee for Sub-National Democratic Development is to be set up.

6.2 Role and Responsibilities of other Line Ministries/Agencies

87. As stated earlier, the implementation of the NPP requires a multi-sectoral approach and therefore government ministries and other institutions are to be involved. The roles and functions of ministries in economic and social sectors and other stakeholders are outlined below:

6.2.1 Ministry of Economy and Finance

- To cooperate with MoP in the implementation and monitoring the progress of NPP;
- To mobilize domestic and external resources in order to diversify the economy for ensuring better livelihood of people in rural and urban areas;
- To allocate financial resources to development of semi-urban towns that can support agriculture-allied activities and stall migration to large urban centres;
- To allocate financial resources to population activities and programmes that influence economic development by strengthening social infrastructure in the country.

6.2.2 Ministry of Land Management, Urban Planning and Construction

- To cooperate with MoP in the implementation and monitoring the progress of NPP;
- To keep track of trends of change in the demand for housing and to harmonize this demand with population trends;
- To design medium to long-term plans for the development of intermediate towns and cities in the context of general urban master plans to stem uncontrollable rural to urban migration;
- To foster and develop programmes to improve better housing and decent living conditions in urban areas.

6.2.3 Ministry of Rural Development

- To cooperate with MoP in the implementation and monitoring the progress of NPP;
- To take part with other sectors in reducing rural poverty through promoting rural economy that can diminish urban-rural disparities and stall rural-urban migration;
- To achieve 100% provision of safe drinking water and sanitation services in rural areas and to improve rural road infrastructure by 2025 or by 2030;

- To organize vocational training programmes for vulnerable people and rural youth who finished schooling in order to equip them with specific professional skills, with the aim of reducing out-migration of rural people.

6.2.4 Ministry of Industry and Handicraft

- To cooperate with MoP in the implementation and monitoring of the progress of NPP;
- To promote industrial development with specific focus on rural and semi-urban areas, which will contribute toward maintaining high economic growth that is sustainable and inclusive, by way of diversifying industrial based with high added values;
- To enhance competitiveness of SMEs through improving their productivity, capabilities, and the modernization;
- To expand the coverage of potable water supply in urban areas;

6.2.5 Ministry of Mines and Energy

- To cooperate with MoP in the implementation and monitoring of the progress of NPP;
- To promote research and foster cooperation with involved partners in order to make the best use of multi-sectoral potentials of mines and petroleum.
- To promote research on the use of renewable energy sources;
- To promote research on effective use of energy;
- To increase awareness about environmental impacts that are related to the supply of energies, like electricity and fuel woods, at community level;
- To promote implementation of the National Policy on Energy for nation-wide energy supply.

6.2.6 Ministry of Foreign Affairs and International Cooperation

- To cooperate with MoP in the implementation and monitoring of the progress of NPP;
- To liaise with other ministries and institutions on population issues of international nature and facilitate the mobilization of external resources;
- To collaborate with concerned ministries and institutions in coordinating the participation in international platforms on population and development on behalf of the Royal Government;
- To act as a pioneer for sharing population information among the international community.

6.2.7 Ministry of Agriculture, Fisheries and Forestry

- To cooperate with MoP in the implementation and monitoring the progress of NPP;

- To ensure that population variables are integrated into training programmes for extension workers so as to equip them with relevant skills that will enable them to conceptualize the linkages between population growth and the extent to which foods are to be produced and used and other development activities at local level;
- To promote modern farming for higher productivity;
- To promote techniques for improved food processing and storage facilities through agriculture extension activities;
- To encourage farmers to diversify allied activities in agriculture based on locally-available natural resources (such as food processing, horticulture, pisciculture, poultry, piggery, dairying, sericulture etc.) in order to increase their incomes;
- To establish regulated markets for ensuring better prices for the food produce;
- To establish zones for cash crop cultivation and encourage farmers for cultivation of cash crops;
- To help entrepreneurs develop agro-based and food processing industries so as to generate livelihood options and at the same time stall migration;
- To promote alternate sources of energy for cooking (cow-dung gas, bio-gas, solar energy etc.);
- To ensure food security of the nation;
- To ensure sustainability of the use, protection, and quality improvement of agricultural land resources for efficient production and sustainability of agricultural development;
- To ensure the conservation of forestry and wildlife resources through setting up more the protected forests and community forestry;
- To ensure effective protection of fishery conservation areas and effective prevention of natural lake filling and to educate population on the importance of natural water bodies and resources;
- To ensure institutional and human resources development for supporting sustainable agricultural development;
- To continue agricultural extensions and to formulate and implement agricultural research policy.

6.2.8 Ministry of Water Resources and Meteorology

- To cooperate with MoP in the implementation and monitoring of the progress of NPP;
- To ensure the availability of clean and safe water for all people through rain water harvesting and recharging of ground water resources;
- To explore feasibility of constructing dams for better coverage of agriculture land under irrigation and at the same time use the same for power generation;
- To educate famers water user communities about the importance of water management and water use, as well as water conservation;
- To demonstrate the relationships between the dwindling forests and natural resources and growing population through educational programmes on population

and to exhibit the linkages between water supply and population increase through rural water supply projects;
- To expand the coverage of infrastructure systems for flood protection and management and water-borne risks.

6.2.9 Ministry of Environment

- To cooperate with MoP in the implementation and monitoring the progress of NPP;
- To provide training and deploy environmental extension workers at local levels;
- To develop appropriate policies on environmental education, specifically for addressing ways and means of motivating community participation in environmental protection;
- To develop sets of guidelines for local communities to use in their efforts to take effective water and soil conservation measures and for restoring lost forest resources;
- To extend technical assistance to regional, zonal and other bodies to promote effective performance in those areas;
- To develop programmes to educate people on environmental deterioration and depletion of natural resources (e.g., forest resources) being directly affected by excessive population migration;
- To develop educational programmes on population and environment and impart these in all training programmes and possibly in school curricula as well.

6.2.10 Ministry of Education, Youth and Sports

- To cooperate with MoP in the implementation and monitoring the progress of NPP;
- To attach great importance to moral education, dignified life, discipline and law-abidingness and patriotism;
- To ensure basic education for all children taking into account the national cultural values and regional integration and cross cultural sensitivity within the framework of regional integration;
- To undertake situational analysis of the present educational attainment at secondary and tertiary levels and to ensure the expansion of tertiary education and technical and vocational education at lower and medium levels, aimed at responding to the nation's needs and creating of human resources in urban and rural areas of the country;
- To support participation of the community, institutions and the private sector in the provision of equitable and quality education, including vocational and tertiary education;
- To integrate life-skills and environmental education either as part of education curricula or as extra-curricular programmes at secondary or tertiary levels in order to develop their knowledge;
- To initiate, on priority, vocational training programmes for youth at lower and upper secondary and higher secondary in order to enable them to obtain skilled jobs after schooling.

6.2.11 Ministry of Health

- To cooperate with MoP in the implementation and monitoring the progress of NPP;
- To implement reproductive health programmes and to foster the use of birth spacing methods as desired so as to reduce maternal mortality ratio and infant and child mortality ratios, as set out in the objectives of NDSP and NPP;
- To expand the reproductive health and other health services in collaboration with concerned institutions in both public and private sectors in order to increase access to quality health services;
- To promote reproductive health and rights of youth and to coordinate and implement related health programmes, including prevention programmes for HIV/AIDS and STDs,
- To expand services at health facilities and to train health personnel in non-communicable disease management, health care of elderly, mental health, and treatment of addiction induced by drug abuse;
- To collaborate with NCHADS in the implementation of related strategies towards completely terminating the spread of HIV/AIDS, as well as improving the reproductive health and rights of youth;
- To initiate health care of the elderly through training of health personnel on geriatric care;
- To set standards and guidelines for health service delivery and healthcare providers;
- To build capacity of health personnel at all levels for better service delivery;
- To ensure that health education is integrated into curricula of health training institutions and into students' education curricula;
- To carry out research on reproductive health and health issues, in collaboration with other institutions or agencies;
- To strengthen Health Management Information System (HMIS) for improved collection and analysis of gender-disaggregated data and information for better planning and monitoring through supportive supervision;
- To enhance community's awareness about their entitlements to access to services and to create demand for services;
- To contemplate the possibility of introducing health insurance for the poor and the elderly together with ministries concerned and MoP.

6.2.12 Ministry of Women's Affairs

- To cooperate with MoP in the implementation and monitoring the progress of NPP;
- To strengthen the advocacy and to mobilize social support for gender equity and equality, women's empowerment, and child rights and to ensure that gender is mainstreamed in policies, programmes, and plans;
- To sensitize women, men and children to the elimination of harmful socio-cultural practices;
- To educate women and men on the importance of breast-feeding and safe motherhood;

- To ensure that special attention is paid to programmes that are directed at the elimination of socio-cultural and discriminatory practices against women, children, the elderly, and people with disabilities;
- To collaborate with other stakeholders in educating women, men and children on their rights and entitlements;
- To issue discriminatory law and advocacy for the exclusion of discriminatory acts;
- To ensure that community development officers are equipped with relevant expertise.

6.2.13 Ministry of Social Affairs, Veterans and Youth Rehabilitation

- To cooperate with MoP in the implementation and monitoring the progress of NPP;
- To update the National Policy and Programmes on Ageing to be more inclusive and in conformity with the Madrid Plan of Action 2002 and to respond to the need and to the current and future population growth;
- To sensitize, to train and to equip rural and urban health centers and hospitals in relation to providing geriatric health care;
- To encourage NGOs and voluntary organizations to create and ensure a series of formal and informal opportunities that make the elderly economically self-reliant;
- To explore the potential tax benefits as an encouragement for children to look after their aged parents;
- To contemplate the possibility of providing social security schemes for the elderly poor and pensions for widows and widowers;
- To consider the need to develop skills for youth, especially those out-of-school and those who have come out of substance abuse.

6.2.14 Ministry of Civil Service

- To cooperate with MoP in the implementation and monitoring the progress of NPP;
- To create laws and regulations related to civil service sector;
- To disseminate information about the relationship between rapid population growth and jobs in the civil service sector to the ministry's employees and to strengthen on-job trainings by incorporating the issues of population and development linkage;
- To contemplate population and geographic factors for the trend of civil servants recruitment;
- To lead, monitor, and encourage good management and human resource development in the civil service sector.

6.2.15 Ministry of Labour and Vocational Training

- To cooperate with MoP in the implementation and monitoring the progress of NPP;

- To promote youth programmes on livelihood and responsible parenthood;
- To promote and liaise with other institutions and ministries to create employment opportunities in line with the growth rate of working age population so as to keep in check the unemployment rates;
- To facilitate the establishment of employment exchanges for youth and people with disabilities;
- To promote the welfare of the elderly and disadvantaged groups and to ensure minimum wages;
- To strengthen and foster the development of working conditions and effective harmonization of industrial relations;
- To foster the implementation of social security schemes for persons defined by the provisions of the labour law;
- To strengthen youth councils and development committees at all administrative levels that potentially function as job centres as well;
- To inform its own staff about the relationship between labour and rapid population growth and to strengthen on-the-job training programmes for its staff by including population and development inter-linkages;
- To disseminate information about birth spacing services and health services through its occupational health services at the industrial plants and establishments.

6.2.16 Ministry of Culture and Fine Arts

- To cooperate with MoP in the implementation and monitoring the progress of NPP;
- To promote and encourage writings and theatrical and other performances that reflect contemporary societal reality, especially those related to the family, youth, and the elderly.

6.2.17 Ministry of Justice

- To cooperate with MoP in the implementation and monitoring the progress of NPP;
- To collaborate with all other ministries to ensure that laws are reviewed in line with the NPP;
- To facilitate the review of existing laws on matters pertaining to population, reproductive health, environment, gender discrimination, and the elderly;
- To ensure the enforcement of the land law.

6.2.18 Ministry of Information

- To cooperate with MoP in the implementation and monitoring the progress of NPP;
- To encourage folk-media under the form of cultural performance arts on themes related to population and development;

- To increase awareness about population issues, policy, and programmes in relation to development through various channels of communication;
- To inform and to educate people on population issues such as sexual abuse, substance abuse, HIV/AIDS, domestic violence, and neglect and abandonment of children and adolescents, and to promote gender equality;
- To use radio and television that are being popular forms of media for disseminating relevant socio-demographic messages;
- To explore the possibility of creating appropriate regulations, and even legislation, if necessary, to mandate the broadcast of social messages during prime time.

6.2.19 Ministry of Interior

- To cooperate with MoP in the implementation and monitoring the progress of NPP;
- To regulate the outflow, inflow, and stay of non-immigrant foreigners, immigrant foreigners, and foreign private investor immigrants (international laborers) in the country;
- To keep a national and international register of emigrants, non-immigrant foreigners, and foreign private investor immigrants (international laborers);
- To improve the Civil Registration System and to build relationships with other line ministries such as Ministry of Health and Ministry of Planning;
- To develop a plan of action to reduce human trafficking and to strengthen the implementation of the Safe-Village Commune Policy;
- To enhance the effectiveness on the management of population identification and residence.

6.2.20 Ministry of Public Works and Transport

- To cooperate with MoP in the implementation and monitoring the progress of NPP;
- To continue renovation and construction of national roads and provincial roads that connect administrative areas and remote areas to Phnom Penh in order for possible traffics in all seasons;
- To expand the one-digit national roads in important cities from 2 to 4 lanes;
- To increase the pavement of 2-digit national roads and 3-digit and 4-digit provincial roads;
- To mobilize financial resources for building main fast-speed roads connecting to economic zones and tourist areas, as well as to neighbouring countries to create a system of fast-speed roads in international corridor;
- To continue strengthening the roles of 1-digit national roads and improving 2-digit national roads designated as Asian Highway or Great Mekong Sub-region roads;
- To improve roads connecting to the borders;
- To encourage the development of dry ports along important national roads, railways, and ASEAN highways;

- To renovate and to strengthen the existing railways and the connection to ASEAN railways;
- To conduct in-depth studies on new railways as pronounced in the master plan;
- To promote the local ports construction projects and to expand international ports;
- To continue to strengthen and to foster international seaway connection, especially with ASEAN countries through regional cooperation and competition;
- To develop a strategy on maritime logistics corridor, especially the cooperation within the framework of the China's initiative "the 21st-Century Maritime Silk Road";
- To improve management of transports in cities;
- To build transport infrastructure in new cities;
- To encourage the use of infrastructure and transport services managed and owned by private sectors;
- To take additional measures to control traffics for reducing traffic congestions;
- To develop new master plan for transportation in cities;
- To strengthen the traffic law enforcement and to improve road traffic safety;
- To strengthen the environmental management of transportation in cities.

6.2.21 Ministry of Commerce

- To cooperate with MoP in the implementation and monitoring the progress of NPP;
- To establish manageable markets to ensure the market price of products;
- To create mechanisms ensuring sustainable markets and to create new markets;
- To decrease the roles of market intermediaries in order to reduce production prices;
- To create commercial events that can exhibit fair competitions, commercial dialogs, and exports;
- To ensure the accuracy of information about the development of product market in terms of both quality and quantity of products that meet the standard and the market needs;
- To develop infrastructure for core cities with all necessities, and special economic zones and other economic zones that are to be identified.

6.2.22 Ministry of Post and Telecommunication

- To cooperate with MoP in the implementation and monitoring the progress of NPP;
- To strengthen and expand the quality and efficient post services for facilitating people's needs for maintaining their connection through sending and receiving mailed packages, locally and internationally;
- To strengthen and expand the quality and efficient telecommunication services for facilitating people's needs in daily life, as well as in social, economic, cultural,

and educational development, according to the steady progress in the information and communication technology (ICT), and to make these services affordable;

- To collaborate and coordinate with relevant ministries and institutions in producing educational messages disseminated through hand phones; to provide positive advices to organizations that utilize ICT; and to develop educational programmes about AIDS, substance abuse, road traffic accidents, life skills, or health care so that people can avoid risks related to these issues;
- To improve human resources through the development of ICT;
- To collaborate and coordinate the use of national emergency numbers for effective and sustainable rescue system.

6.2.23 Ministry of Religion and Cults

- To cooperate with MoP in the implementation and monitoring the progress of NPP;
- To supervise and to instruct religious organizations, temples/pagodas, religious denominations, religious studies centres, and religion-based associations to be law-abiding and to practice their religious activities pursuant to the law;
- To coordinate all religious followers to ensure the harmony among them and encourage them to proper practice their own religious beliefs and ceremonies and to maintain solidarity within their own and other religious groups;
- To develop a policy for managing and organizing the structures of all religious denominations in Cambodia;
- To encourage all religions to participate in socio-economic development and the temples and pagodas to become centres of ethical, moral, behavioural, religious, and cultural education and to become centres for orphans, youth, and the elderly;
- To review, research, translate, compile, publish, and widely disseminate religious books, codes, and scriptures on Dharma, literature, customs, Buddhism, and other religions;
- To train human resources among monks and laymen to become scholars in Buddhism;
- To promote and encourage dissemination of Dharma, dialogues on Dharma, and Buddhist concepts in Khmer society.

6.2.24 Ministry of Tourism

- To cooperate with MOP in the implementation and monitoring the progress of NPP;
- To promote the development of tourism, a sector that relates people with people, though creating tourist products, tourist cities, tourist resorts, and tourist services in order to create jobs, work opportunity, and income.
- To increase the number of both national and international tourists aiming at contributing to establishing and increasing commercial businesses and the use of domestic products produced by local people;

- To promote and increase domestic tourist activities for leisure, health, friendship, education, and sharing of economic benefits of people.

6.2.25 Development Partners and Civil Society Organizations

- To cooperate with MoP and relevant ministries and institutions in the implementation of NPP within the framework of inter-ministerial technical working groups;
- To support government programmes on reproductive health to reach out to hardly accessible and remote areas;
- To provide counseling services, especially to youth, the elderly, persons with disabilities, and persons with special needs on entitlements to services;
- To complement the government efforts in planning, financing, implementing, monitoring and evaluation of population-based programmes;
- To provide technical and financial support in designing population-based development programmes and projects at the local level.

88. Given the mandate of addressing policy and programmatic directions along with specific roles and responsibilities of line ministries for addressing the NPP objectives that are cross-cutting, stakeholder mapping that has been done through a series of consultation is articulated in the Annex.

6.3 PLANNING, MONITORING AND EVALUATION

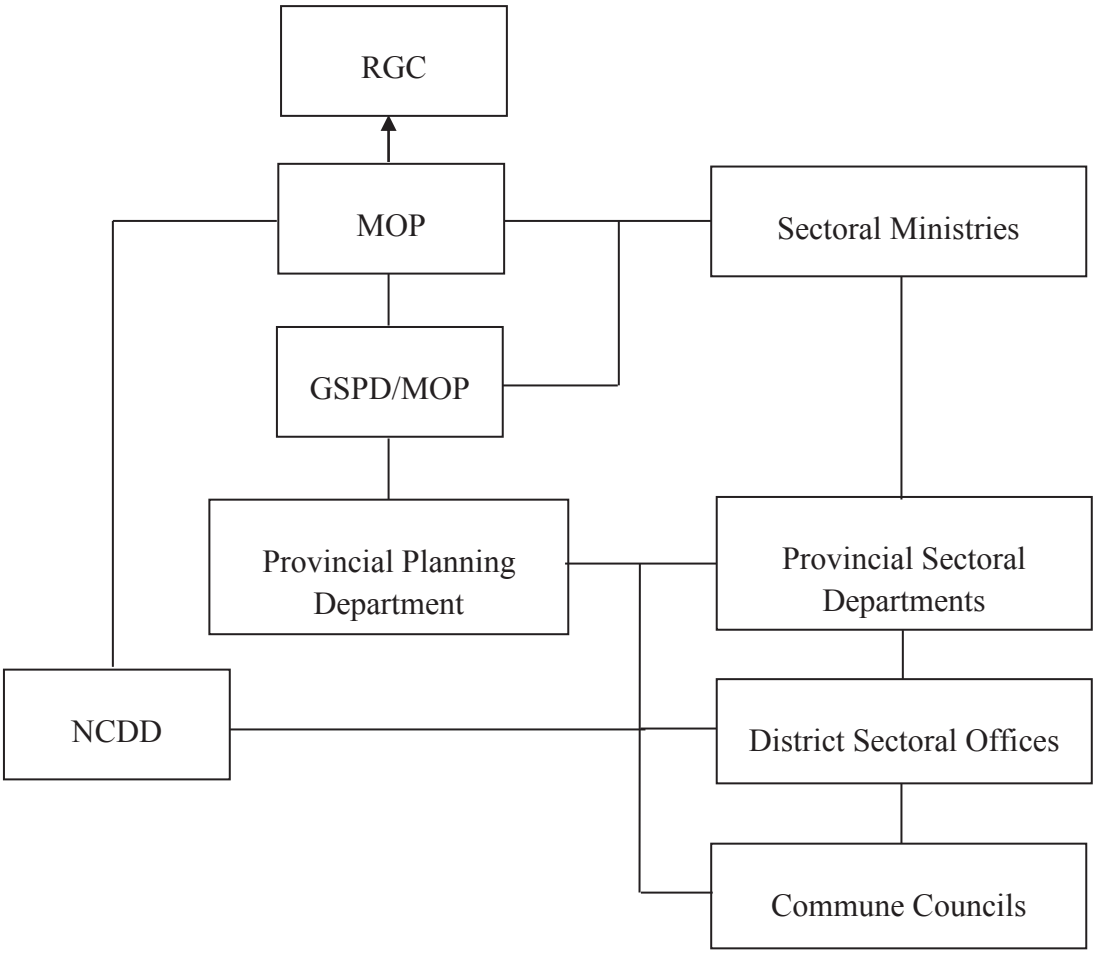
89. The implementation of the NPP 2016-2030 calls for effective decentralization and multi-sectoral participation so as to ensure that population and development are mutually supportive and fully integrated. The collaborative role of line ministries, institutions, local authority, provincial departments, private sector, civil society, and stakeholders is necessary in achieving the stated policy objectives of the NPP. The expected outcome of a good population policy is reflected in the promotion of rapid and sustainable economic growth and national development, which in turn facilitate the provision of basic social services to the people. For this reason, population policy and socio-economic development are inseparable and, indeed, mutually reinforce each other.

90. The NPP in line with the goals set out in NSDP will identify a set of priority areas for intervention in order to achieve the NPP goals and objectives. Few of these can be realized only in the long run; few in the medium term, and others in the short term. As is always the case, the realization of the long and medium term policy goals and objectives depends on the realization of the short term ones. Further, as the policy is multi-sectoral in scope and content, its implementation will take place through the implementation of several other sectoral policies and programmes such as health, education, food, employment, poverty reduction, HIV/AIDS, etc., while gender would be cross-cutting all these sectors.

91. In other words, the implementation of the NPP will involve all stakeholders across a range of different sectors at different administrative levels. To ensure that all the respective stakeholders perform in a systematic way, the coordination of implementation and monitoring of the various interventions and performance evaluation becomes critically important. Furthermore, to be effective, the monitoring at the sub-national level will have to form a solid basis and necessary mechanisms and structures for this purpose at the provincial level and below need to be clearly identified and institutionalized apart from encouraging bottom-up need-based planning. Hence, the Royal Government realizes the need to strengthen programme structures at provincial and district levels and to enhance capacity in planning, implementation and monitoring. At regular intervals, development data will be compiled, analysed and discussed in the review meetings of GSPD. In addition independent assessments and evaluations will be undertaken and the findings discussed and disseminated to stakeholders. The existing platform of poverty monitoring mechanism is to be developed further and will form an integral part of the monitoring of the NPP.

92. A structure for ensuring policy implementation and monitoring has been presented below:

Table 3: Institutional Structure for Implementing the NPP



7. CONCLUSION

93. The results of the 2013 CIPS and the 2014 CDHS have brought to fore changes in the social, economic and demographic situation of the country. Further, it highlighted a paradoxical situation of spatial, rural-urban and gender disparities, wherein few regions of the country had indicators of a developed nation while the other regions were comparable with a least developed one. Nonetheless, the reduction of total fertility rate and the consequent changes in the age-structure of the population are observed to be remarkably fascinating. Coupled with these changes, the Royal Government through the Ministry of Planning together with its technical arm, GSPD, embarked upon the task of revising and updating the NPP from the perspective of current and future demographic realities and its consequences on development.

94. The age-structure transformation of population has resulted in opening up ***"Demographic Window of Opportunity or termed as Demographic Dividend"*** wherein the growth rate of working age population is higher than the overall and the dependent growth rates. This has presented the country with a large and potential labour force in the form of youth who are available for work. Thus, harnessing the potential of youth to reap the benefits of the demographic dividend has taken a central stage in the revision of NPP along with cross-cutting issues of gender, women's empowerment and the emerging area of ageing.

95. In the process of updating the NPP, social, economic and demographic parameters have been analyzed using census and other publications, apart from examining the Rectangular Strategy and NSDPs. The country made remarkable progress in social development that can be observed through human development indicators and improving the level of GDP growth. However, given the dynamics of population change, it has to continue to maintain and improve the GDP growth. The employment creation rate therefore will have to remain higher than the growth rate of working ages, otherwise the hitherto-manageable unemployment rate is likely to go up. For this to happen, human capital formation becomes one of the key drivers of development.

96. Hence, social investments in education and health sectors and economic diversification along with immediate strategies for skill development of youth population turn out to be important interventions, given the low quality of current human capital manifesting itself in terms of low educational attainment and skills. The Royal Government will further explore public-private partnership mechanism. Additionally, aspects related to empowering women and creating opportunities for them will be taken into consideration owing to the fact that the demographic window of opportunity will be half shut if the participation of women in the process of development is not well thought-out.

97. Given the intertwining and multi-sectoral nature of demographic impact on development, the need to be holistic in development programme planning has been envisaged. A ministry/institution alone may not be able to achieve the population and development goals. Therefore, the Royal Government will institutionalize and streamline working mechanisms in a coherent manner and resource allocations to various ministries

and institutions in line with the inter-related policy and programmatic directions at both national and sub-national levels. The formulation of the roadmap on roles and responsibilities among line ministries aimed at improving efficiency at work and avoiding duplication of efforts has been discussed in detail, as part of the institutional arrangements for the NPP implementation. Since population dynamics is a key component of the over-arching Rectangular Strategy of the Royal Government, the NPP would benefit from a harmonized system of indicators that are to be generated on a regular basis.

98. Another important aspect relating to monitoring of the NPP implementation has been examined. This is extremely important if an effective implementation of the NPP is to be achieved. To be effective, the monitoring at the sub-national level will also have to form a solid basis and necessary mechanisms and structures for this purpose at the provincial level and below need to be clearly identified and institutionalized apart from encouraging bottom-up need-based planning, as it would bring about an enabling environment for addressing spatial variations.

99. To sum up, the challenges are manifold and ranges from spatial distribution of population, migration, urbanization, ageing to health, education, women's empowerment, poverty alleviation, agriculture and industry, infrastructure, land reforms, water, power-supply and environment. All these aspects have been revisited and infrastructure development, sectoral expansion and human capital formation have been prioritized by amending the existing strategies. With meticulous planning, the operationalization and implementation and more importantly, the political will of the government, the country shall be able to capitalize on the demographic dividend.

8. WAY FORWARD

100. After the official adoption and launching of the NPP 2016-2030 by the Royal Government, the Ministry of Planning shall collaborate and coordinate with ministries and institutions concerned in order to develop an detailed action plan with a clear indication of resources and specific timing based on firm commitment as articulated in the policy and programmatic directions. This major activity has to be immediately taken up within the appropriate timeframe so that accountability for translating policy and programmatic directions into concrete actions is incorporated into the annual plans of ministries and institutions concerned and monitored at pre-stipulated intervals.

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ANNEX: Matrix of Sectoral Responsibilities of Line Ministries/Institutions

Policy Directions	Programmatic Directions	Responsible Ministry/Institution
A. Infrastructure Expansion and Development		
To review the existing strategies of infrastructure development from the perspective of changing population dynamics; to develop a road-map for creating semi-urban towns with all basic amenities in conjunction with economic plans, specifically the industrial development plan; and to explore public-private partnership mechanism	1- To develop semi-urban towns as nucleus and satellite towns for sustaining rural economy (agro-industries, agro-equipment and instruments) and for decongesting Phnom Penh and to establish regulated markets for ensuring market prices for commodities;	MoAFF, MoI, MoIH, MoC, MoPWT, MoRD, MoME, MoPT
	2- To improve the access to and to enhance the efficiency of agro-technical, agro-scientific, and agro-economic research infrastructure;	MoAFF, MoRD, MoWRM
	3- To improve and to expand the scope of flood and draught management infrastructure systems in order to reduce risks caused by flood and draught;	MoAFF, MoRD, MoWRM
	4- To improve and to strengthen urban infrastructure and amenities, road and rail connectivity between different regions;	MoPWT, MoRD, MoPT
	5- To develop regional infrastructure plans (e.g., coastal or plateau) on the basis of social and economic development and to promote the establishing of industries in SEZs;	MoE, MoI, MoLMUPC, CDC, MoIH, MoPT
	6- To develop comprehensive action plans for the setting up of SMEs and to explore public-private partnership;	MoEF, MoT, MoPT, NBC, MoIH

Policy Directions	Programmatic Directions	Responsible Ministry/Institution
	7- To foster the development of services sector, such as banking and financial sectors, tourism and hospitality through infrastructure development;	MoEF, MoT, MoPT, NBC
	8- To explore options of developing de-mined regions;	MoI, MoRD, MoE, MoLMUPC
	9- To increase access to safe drinking water of urban and rural populations;	MoI, MoRD, MoE, MoLMUPC, MoIH
	10- To promote economic diversification and to improve the environments for investments and trade aiming at creating jobs and fostering economic growth.	MoEF, MoC, MoAFF, MoIH, MoME, MoPT
B. Managing Migration and Urbanization		
Cambodia is to set out and factor urban growth prospects of about 30-40 years into development planning by taking into consideration the future population growth and youth bulge, and more importantly these prospects have to be consistent with the social, economic, and environmental road-map of the country.	1- To prepare operational plans for managing migration and urbanization by taking into account the vision outlined in NSDP;	MoP, MoI, MoE, MoLMUPC, MoLVT, MoAFF, MoIH, MoME, MoWRM
	2- To develop age-friendly and eco-friendly new cities and towns linked to the economy with special focus on agricultural diversification and sustainable management of natural resources, forestry and fisheries of the country (green belt to be specified);	MoP, MoI, MoE, MoLMUPC, MoPWT, MoSAVY
	3- To prepare urban management and city development plans along with an environmental plan;	MoP, MoI, MoE, MoLMUPC, MoEYS, MoH, MoPWT
	4- To establish municipal corporations and wards including slum development corporations and	MoP, MoI, MoE, MoLMUPC, MoEYS,

Policy Directions	Programmatic Directions	Responsible Ministry/Institution
	decentralized management;	other relevant ministries
	5- To enforce stringent norms on construction and preservation of environment, violation of natural resources, solid and other waste disposals;	MoI, MoLMUPC, MoE, MoPWT
	6- To develop satellite townships by improving connectivity between villages, townships and cities so that people commute for work and businesses rather than settling in cities thereby reducing the pressure on urban areas;	MoI, MoPWT, and other relevant ministries/institutions
	7- To establish nucleus cities with all basic amenities and commercial zones as SEZs and others, in line with recommendations of infrastructure development.	MoP, MoI, MoLMUPC, MoC, MoIH, MoME, MoPT
C. Expansion of Agriculture and Allied Activities		
1- To set out visions and development strategies for the agricultural sector by 2030 and to explore options in expanding the rural economies based on the CIDP 2015-2025 and from the perspective of youth bulge, which requires enabling an environment conducive to the setting up of agro-based industries with international standards to promote exports of processed agricultural products (such as rice, corns, beans, cassavas, mangoes, bananas, rubbers, and other crops; as well as livestock, livestock products, and fish products)	1- To match the skill-set and skills needed on the basis of the country's current plans in economic sectors and economic planning perspectives; to plan vocational training programmes for both men and women;	MoP, MoAFF, MoLVT, CARD

Policy Directions	Programmatic Directions	Responsible Ministry/Institution
2- To enhance the capacity of research and development institutions aiming at contributing to sustainable development and increasing agricultural productivity by focusing on research, creativity, innovation, science and technology through policies pertaining to research, innovation, and agricultural development; to enhance the roles and capacity of the current Cambodia Agricultural and Rural Development Institute (CARDI) up to a level that it will be able to conduct research and to formulate policies pertaining to agro-economic development and food security in Cambodia;	2- To continue providing specific vocational training programmes on agriculture and allied activities for youth with a special focus on women/girls and to set up supportive mechanism for starting related enterprises;	MoAFF, MoWA, MoRD, MoWRM, MoE
3- To promote the timely and effective extension services aimed at increasing agricultural productivity and quality of agricultural products, especially food products, and enhancing agricultural competitions in the country	3- To continue to promote live-stock production as a subsidiary occupation and to diversify agro-processing industries in allied agricultural activities in order to add value to agricultural produce, especially the one-village one-product scheme (such as food-processing, horticulture, pisciculture, poultry, piggery, dairy production, sericulture, etc.);	MoAFF, MoIH, MoE, CARD

Policy Directions	Programmatic Directions	Responsible Ministry/Institution
4- To increase youth's technical capacity in agriculture appropriate to market needs and socio-economic development by promoting preparation and implementation of policies related to human resources development in the agricultural sector, especially improving agriculture education at all levels	4- To continue to promote the use of renewable energies, such as bio-gas, bio-mass, solar energy and to further develop energy-saving cooking stoves as population growth would increase the use of fire-wood for cooking;	MoME, MoAFF, MoE
5- To strengthen law enforcement and regulations in order to ensure sustainable agricultural development, protection of natural resources (land, water, flora and fauna, forestry, and fisheries), environmental protection, and prevention of the use of harmful chemicals and bio-technology in agricultural activities	5- To continue to promulgate social awareness about the importance of conserving natural resources and use of eco-friendly degradable materials;	MoE, MoEYS, MoAFF, MoI
6- To establish a water resources training institute for government technical officials aimed at improving the efficiency of water management and use in agriculture in order to ensure high quality and quantity of yields	6- To ensure minimum working days and equal wages for men and women living below poverty line in rural and urban areas with special focus on youth, elderly and disabled	MoLVT, MoWA, MoSAVY

Policy Directions	Programmatic Directions	Responsible Ministry/Institution
D. Social Sector Investments and Human Capital Development		
D1. Education		
1- To consider population-based norms and future age-structural changes in planning for the future and to assess accordingly infrastructure and trained human resources needs;	1- To integrate the inter-linkages between the curricula of general education and technical and vocational education into the curricula of secondary and college education;	MoEYS, MoLVT, MoCS
	2- To reform the national curricula through reforming educational textbooks, developing teachers' knowledge and skills, improving teaching and learning materials, and providing technical and pedagogical support to teachers who face difficulties in order to ensure that knowledge and skills in science, technology, mathematics, and engineering are up-to-date and comparable to the regional and global trends. In addition, MOEYS should encourage higher educational institutions for expanding the fields of science, technology, mathematics, and engineering;	MoEYS, MoWA
2- To consider the regional disparities and to put forward specific norms for hardly accessible areas;	3- To continue to provide incentives to children with hardship to complete their basic education and to youth to complete their upper secondary education; to encourage girls' education by providing additional facilities like hostel, books, library facilities, scholarships, etc.; to give priority to students from poor families to ensure higher retention and completion rates;	MoEYS, MoWA, MoH

Policy Directions	Programmatic Directions	Responsible Ministry/Institution
3- To expand the base of professional and technical college education by promoting science and technology and tailoring courses to future requirements	4- To accelerate life-skills education training by way of CSE in schools/colleges through curricular activities so that students are prepared for their adolescent and youth ages;	MoEYS, MoWA, MoH, MoAFF
	5- To consider nutritional supplementation in schools/colleges and more specifically for children and adolescent girls, given that the nutritional status of children needs further improvements	MoEYS, MoWA, MoH, MoAFF
D2. Health		
1- To revisit population-based criteria for determining access to health services in rural and urban areas and to factor those criteria in the future growth and migration prospects as well;	1- To review regional disparities; to regularly update health coverage plan; to expand and build more health facilities; to increase the supply of electricity, safe drinking water, and medical equipment, particularly in remote areas;	MoH
	2- To plan for health human resources and to strengthen technical capacity in health service delivery;	MoH, MoCS
2- To enhance adolescent-friendly and geriatric health care services within the health system and to ensure availability of reproductive and child health services, as well as birth spacing services in the health facilities;	3- To address unmet need for birth spacing methods by focusing on regional disparities;	MoH, MoP
	4- To promote modern birth spacing methods among youth and women to reduce unmet need for birth spacing;	MoH, MoEYS, MoWA, MoIF
	5- To encourage dual condom programming among youth, bridge population, and commercial sex/entertainment workers to reduce the risk of HIV/AIDS;	MoH, MoEYS, MoP, MoLVT, MoIF, MoWA, NCHADS, MoCFA

Policy Directions	Programmatic Directions	Responsible Ministry/Institution
3- To strengthen human resource base for health care by way of developing on-the-job capacity building programmes and expanding medical and nursing institutions (colleges, public and private hospitals) in the country from the current and future perspective of population increase and population growth rate;	6- To integrate Reproductive Tract Infection/Sexually Transmitted Infection (RTI/STI) counselling into health service strategies and HIV care services and to encourage youth to use services through community mobilization drives and publicity;	MoH, MoEYS, MoP, MoLVT, MoIF, MoWA, NCHADS
	7- To accelerate life-skills education for out-of-school adolescents and youth through community networks (teen and youth clubs) and emphasize on substance abuse and its negative effects;	MoEYS, MoI, MoLVT, MoIF, NCHADS
4- To mainstream HIV/AIDS responses into subnational development programmes and plans, as well as in other important development sectors	8- To enhance the nutrition programmes for all people, particularly children, adolescents, and women;	MoH, MoEYS, MoP, CARD, MoWA, MoSAVY, MoI
	9- To improve nutritional status of out-of-school children by introducing mid-day meals and other schemes with a special focus on adolescent girls through commune councils;	MoH, MoEYS, MoP, CARD, MoWA, MoSAVY, MoI
	10- To initiate behavioural change communication for creating more awareness about health, water and sanitation aspects, for promoting maternal and child survival, for reducing harmful traditional practices, and for promoting dual protection for safe-sex;	MoH, MoRD, MoWA, MoIF, MoCFA, MoI
	11- To set up coordinating networks and mechanisms for non-communicable diseases, geriatric health care services, and health insurance schemes, especially for households with elderly persons	MoSAVY, MoP, MoH, MoLVT, MoEF, MoRD

Policy Directions	Programmatic Directions	Responsible Ministry/Institution
D3. Ensuring Gender Equality and Women's Empowerment		
1- To ensure gender-related programme budgets in all relevant institutions and ministries;	1- To strengthen law enforcement and awareness about the prevention of domestic violence, delinquency, substance abuse, and commercial sexual exploitation of youth;	MoWA, MoLVT, MoEF, MoSAVY
2- To improve women's status in economic sector and women's access to social services and protection;	2- To undertake routine monitoring of gender indicators/statistics and to develop an index on the lines of Social Institution and Gender Index (SIGI) developed by Organization for Economic Cooperation and Development (OECD);	MoWA and relevant ministries
3- To increase representation of women in the political and public administration system at all levels;	3- To initiate corrective and remedial actions on the basis of monitoring of gender statistics;	MoWA, MoJ, and relevant ministries
	4- To enhance economic opportunities through skills training provisions;	MoWA, MoEYS, MoI, MoH, MoJ, MoLVT, MoEF
4- To establish and implement gender-based human resources policy in both formal and informal sectors;	5- To strengthen capacity with commitment in gender mainstreaming into programme planning and budgeting policies;	MoWA and relevant ministries
5- To create opportunities for women to access skills training responsive to market needs and to access more jobs in the formal sector;	6- To implement the national action plan on the prevention of violence against women through strengthening the coordination, leadership, and ownership of line ministries and institutions;	MoP, MoWA, MoI, and relevant ministries
6- To establish sectoral committee responsible for ensuring the implementation of cross-sectoral tasks for gender equity and equality;	7- To increase opportunity for women to have access to education, health care, social protection, and legal defence;	MoI, MoWA, MoIF, MoEYS, NCHADS, MoSAVY

Policy Directions	Programmatic Directions	Responsible Ministry/Institution
	8- To increase the quality and quantity of women at all decision-making levels and in all sectors through advocacy and skills development;	MoWA, MoEF
7- To eliminate all forms of violence against women and girls	9- To strengthen the responsibility and capacity of line ministries and institutions in addressing gender issues, as well as coordination, monitoring and evaluation, and accountability	MoP, MoWA
D4. Population Ageing		
1- To align the National Policy Guidelines for older persons with the Madrid International Plan of Action on Ageing (MIPAA), 2002;	1- To increase public awareness about the various acts of the government and strengthen its implementation;	MoIF, MoSAVY, MoEF, MoP, MoH
	2- To introduce appropriate programmes for health care of the elderly and to improve the capacity of health care personnel and community-based care providers	MoSAVY, MoH, MoI, MoCR
2- To develop elderly specific programmes in line with MIPAA and integrate within the existing development programmes of relevant ministries;	3- To review the need for establishing old-age homes in the country against the social cultural setting of the country	MoSAVY, MoCR, MoP
	4- To strengthen and expand home-based care and social security for the elderly, especially for destitute and those from poorer families;	MoP, MoSAVY, MoH, CARD, MoLVT, and relevant ministries
3- To strengthen the role of the National Committee for Older People to facilitate the implementation of programmes that are cross-cutting in nature;	5- To set up an effective system to make appropriate use of the skills and wisdom of retirees in development planning and to introduce vocational programmes for elderly people to make them self-reliant;	MoSAVY, MoP, MoLVT, MoCS, MoCR

Policy Directions	Programmatic Directions	Responsible Ministry/Institution
	6- To ensure that public facilities for older persons are compliant with the regulations and to provide tax-incentives, higher interest rates from bank institution, and concessions in travel;	MoSAVY, MoEF, NBC, MoPWT
4- To undertake policy studies for putting forward different options for introducing social security schemes for the elderly; especially for rural elderly and women, in particular	7- To undertake research studies using census data and data from other sources to conceptualize social, economic, health, psychological, and emotional status of older persons and to also examine the impact of youth migration on older persons	MoP, MoSAVY, MoH, MoI, MoEYS, MoCR



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