



**Gender Equality in Local Governmental Institutions in Battambang City,
Battambang Province, Cambodia**

Visalsokwatey Sin

**A Thesis Submitted in Fulfillment of the Requirements for the Degree of
Master of Arts in Human and Social Development**

Prince of Songkla University

2017

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I hereby certify that this work has not been accepted in substance for any degree, and is not being currently submitted in candidature for any degree.

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ABSTRACT

The aim of the study was to identify the current status of gender equality inside the governmental institution, to identify the perspective of male and female officials toward gender equality inside the governmental institution, and to develop the proper solutions to address the issues which forbidden an improvement of gender equality. In order to accomplish this, the researcher followed the concept of Alexander and Welzel who suggested that there are four aspect of gender equality: living condition, participation in civic actions, positional empowerment, and politic representative. Qualitative methodology was employed by the researcher while phenomenology was used to collect data. The study was taken in Battambang Provincial Hall, Battambang Municipal Hall, and 4 sangkats. There were 6 male and 6 female officials were selected for the semi-structured interview. Another 3 male and 3 female officials were invited to join the focus group discussion. Besides that, the researcher also participated in non-participant observation during the provincial councilor monthly meeting. The result revealed that gender equality has been defined as the actions which share equal value between male and female in term of family and social in order to complete task equally within the institutions as well as without thinking over role and position. Benefit sharing within both male and female officials had been equally shared inside the institution while there was still lack of participants of female officials in term of politic representative. By the way, old mindset tends to become one of the barriers for women in term of decision making and sharing ideas. The researcher found out that male officials nowadays were able to open mind with female officials. They encouraged and motivated female officials to share ideas as well as to support them to work in senior position. Capacity building, skill improvement, and knowledge are things should be expanded more in order to reach gender equality inside the governmental institutions.

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LIST OF ABBREVIATIONS

BPFA	:	Beijing Declaration and Platform for Action
BTBC	:	Battambang City
BTBM	:	Battambang Municipal Hall
BTBP	:	Battambang Province
CDRI	:	Cambodia Development Resource Institute
CEDAW	:	The Convention on the Elimination of All Forms of Discrimination against Women
GAD	:	Gender and Development
GGG	:	Global Gender Gap
GRS	:	Government Rectangular Strategy
MoWA	:	Ministry of Women Affairs
NSDP	:	National Strategic Development Plan
RGC	:	Royal Government of Cambodia
WHO	:	World Health Organization
WID	:	Women in Development
UN WOMEN	:	United Nations Entity for Gender Equality and the Empowerment of Women
UNDP	:	United Nations Development Program
UNICEF	:	United Nations International Children's Emergency Fund

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CERTIFICATE OF PAPER PRESENTATION

This is to certify that

Miss. Visalsokwatey Sin

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at the 9th International Conference on Humanities and Social Sciences held at the 60th Anniversary of His Majesty the King's Accession to the Throne International Convention Center, Hat Yai, Thailand

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Asst. Prof. Dr. Kanda Janyam
Dean, Faculty of Liberal Arts, PSU

Introduction

Gender equality has been globally taken into account. The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), written in 1975 and agreed in 1979 by United Nations General Assembly, should never be forgotten. It aimed to foster gender equality. Beijing Declaration and Platform for Action (BPFA) was adopted in order to promote gender equality.

Based on Global Gender Gap (2015), women represented half of the world's population. As a result, they shall get equal access to health, education, power and representation in politics. Similarly, in Cambodia 51.5% were females (Ministry of Planning, 2013). The Royal Government of Cambodia considered women as the backbone of the country. That led to implementing the first strategic plan called "Neary Rattanak" (women are the precious gems) by the Ministry of Women's Affairs and Veteran's Affairs (MoWVA) or Ministry of Women's Affairs (MoWA) in February 1999. Its objectives were to reduce poverty among women, to promote good governance and decentralization and deconcentration, to reform the judiciary, and to implement administrative reform and women in decision-making. The new strategies had been developed every five years by the MoWA. It showed that gender has been a response in laws, policies and programs at national and sub-national levels. Economic empowerment, the elimination of all forms of discrimination against women were increased, health and nutrition for women and girls was improved, the participation of girls in education wider, and the promotion of social morality, women and family values were getting better (Ministry of Women's Affairs, 2004). Global Gender Gap Report (2015) illustrated that Cambodia stood in the rank of 109 of women in Political Empowerment. It meant that women in senior positions still remain low.

Cambodia Development Resource Institute (CDRI) claimed that in Cambodia, the perspective of gender is generally interrelated to the words "culture and tradition". Men are considered as the main role in higher positions or status in society. However, women are judged by their wealth, characteristics, age, marriage, children, socio-economic position, and family composition and most likely to become the household manager (CDRI, 1999).

Gender policy has been widespread to all level of institutions by the RGC. However, there was still small number of women in high position. For instance, there were only 2 female governors of cities, district/khan (NSDP, 2014).

In the same context, the governmental institutions in Battambang City (BTBC) rarely composed of female leaders. Therefore, there was not many women can hold the senior position.

There were a few reasons to conduct this research. First of all, men are the key role players to improve gender equality inside the society. Since women's right and participation were not valued. The majority of men were more powerful especially in the family contexts (CDRI, 1999). One another was that in order to foster gender equality inside the society, we needed to make sure that the majority of men were clearly understood about this term. In order to do that, men required to be open minds and helped to implement the effective policies. Understanding the perspective of men provided the effective strategies to enhance and solve the issue quickly. Lastly, reaching the local level was the key success since the decentralization policy has been used in Cambodia.

This research was somehow contributed to address the challenge for women in public sector as well as in part of women in decision making. This study also provided the current status of gender equality and created the effective solution to combat this hot issue in BTBC.

Research Questions

- What is the current status of gender equality of governmental institutions in Battambang City (BTBC)?
- What are the perspectives of female and male government officials toward gender equality?
- Why the number of women who stand in a high position remains low?
- What are the solutions for the challenges to promote gender equality?

Research Objectives

- To determine the current status of gender equality in governmental institutions in Battambang City (BTBC), Cambodia

- To identify perspective of female and male government officials on gender equality in their own institutions as well as BTBC as a whole within the study context
- To develop proper solutions to address the issues which forbidden an improvement of gender equality.

Literature Reviews

Concept

An understanding about equality is crucial before going straight to gender equality. According to Saulnier et al., (1999), equality means that everyone receives the same benefit, share or treatment regardless of their situation and circumstances. There are many concepts of gender equality, and they explained in different ways, yet it tends to have the common points of view. Gender equality defines as men and women who have dissimilar attitude or behavior, yet they do have the same right to choose or to get equal opportunity to get promoted, to have decision making, to access in education, etc. It does not mean that they need to become the same (ILO, 2010). Similarly, UN WOMEN (2014; 2016) clearly stressed that gender equality is when women/girls and men/boys have equal rights, status, entitlements, responsibilities, and opportunities. However, women/girls are treated as equal as men/boys only work if both sides are identically situated and face the same life conditions to take advantage of these opportunities (Saulnier et al., 1999). A comparable school of thought was from Reeves and Baden (2000) who argued that the same opportunity in life between men and women is gender equality. For example, women and men have the same opportunity in education, labor market, health services, and politics, etc. Another definition was also given by WHO (2009) that gender equality is an equal treatment of women and men in laws and policies, and equal access to resources and services within families, communities and society at large.

Caren et al., (2003), in their paper work, acknowledged the combination of gender equality's definitions between the United Nations Human Development Report and the World Bank that there are three main elements of gender equality: capability, access to resources and opportunities, and agency or the ability to influence and contribute to outcomes. They also explained the three components. The capability is

the basic element among the three, and it is measured through education, health, and nutrition. Access to resources and opportunities is considered as a primary element to use or apply the basic element through access to land, property, income, and employment. The final component is agency which is the concept of empowerment and refers to the ability to make choices and decisions that can change the outcomes. They added that these three components of gender equality are inter-related. It means that the achievement of gender equality is not reached without any of these elements. For example, an illiterate woman (without capability), who want to make a better life (agency-outcomes), may need to seek for more income and employment (access to resources and opportunities). However, without enough capability (education), she cannot help herself become better in terms of economic opportunity.

Theories

Alexander and Welzel (2010) suggested that there are four main aspects of gender equality including basic living conditions, participation in civic actions, positional empowerment, and political representation. Gender equality in basic living conditions refers to literacy rate, educational level, standard of living, and life expectancy. Plus, participation in civic actions is about the percentage of adult female population joined in petitions, demonstration, boycotts, and other forms of civic actions. Moreover, positional empowerment specifically focuses on women's presence in administrative and managerial power positions. And the fourth aspect, political representation, talks about the proportion of women in national parliament.

In theory, Alexander and Welzel (2010) believed that the four aspects of gender equality are considered the interrelated order of progression. This means that the starting point of gender equality is associated with the first aspect, basic living conditions, when women and men have the same educational level and standard of living. Then, it will lead women to have chance to participate in civic actions including demonstration or boycott since they already have proper basic living conditions. The more participation in civic actions will pave the way for women to achieve in power positions (positional empowerment). Finally, when women enter power positions in greater numbers, it also becomes likely that more women enter national parliaments (political representation).

On the one hand, Equity defined as the fairness and justice. It contains with the equal delivery of services, the distribution of resources, recognizing the diversity and disadvantage, and directing the resource to those who need it to make sure that they get equality (World Bank, 2013). Gender equity had also been defined as the process of being fair between men and women while they have different access to resources, power, responsibilities and life experiences, and different strategies.

To compare between equity and equality showed that equity is the process in order to make the fairness while equality is the outcome to prove that they got the equal chance. Equality shows that the quality of resources, rights, and status shall be given equally. And equity shows how they should be treat equally (World Bank, 2013).

Summary

In this section, researcher reviews that gender equality is very important for current and future development in the global context, and it can be understood that gender equality in local government institutions is a situation that women and men have the same right, role, and opportunity in position, participation, decision making, benefit sharing, and voice. In addition, the commonly used concepts and theories from various scholars and organizations, including ILO, UN WOMEN, Alexander and Welzel were depicted to help the researcher more clearly understand about gender equality, and this will be used for developing conceptual framework and analyzing data.

1. Women Studies

According to Kaans (2007) said that there were three roles of women. First of all, Women's Reproductive Role was the role which women were responsible with child bearing, child-rearing, and domestic tasks. The second one was that Women's Productive Role in which both male and female were paid to do work. Moreover, the works they have to perform could be the agricultural production, independent farmers, family's labors and wage workers. Lastly, Women's Community Managing Role was

the role which women were able to work outside from house and something like domestic, commercial and communal responsibilities.

2. Women in Development

Women in Development (WID) were created in 1970s by the Danish Economist Esther Boserup. The Boserup's project consisted of three main parts. The first part focused on the sexual division on labor in village with agrarian economies such as population density, farming techniques, colonial rule, patterns of land-ownership, cultivation of cash-crops, etc. The second part focused on sexual division of labor in town with various sector such as petty trading, industrial occupations, clerical occupations, teaching, and nursing. The third part was about economic development which accompanied by gradual movement of the population from village to town and gradual movement from agricultural to non-agricultural activities.

WID believed that women had not only been left out of development but also disadvantages as a result. This theory helped to find the solution of integrating women into the development programs in order increase women's access to resource and participate in development. It did not change the whole structure of economic system. It specifically focused to the inequalities between men and women which ignored the social, cultural, legal and economic factor.

In this theory three approaches had been identified. The Equity Approach was introduced by the WID movement in the United States of America. This approach supported and made sure that both men and women get equal benefits of development. Moreover, it found out the inequality between male and female, demand economic and political which need the strategic gender. The second one was the Anti-Poverty Approach. This approach became popular in the early 1970s. It aimed to reduce the inequality between women and men in income. Two strategies for anti-poverty approach had been created. First of all, the creation or expansion of employment that could increase the income for poor workers. The second one called "basic needs strategy". It aimed to develop the effort to meet the human needs. It also included with physical needs such as foods, clothing, shelters, and social needs such as education, human rights, and participation through employment and political involvement (Razavi and Miller, 1995). The last approach was called the Efficiency Approach. This approach

became popular during the 1980s. This approach aimed to ensure efficiency and effective of the development through women's economic contribution which lead to increase equity. Moreover, this approach focused on the economic growth and women were considered as an input faction for the economy (Kaans, 2007).

3. Women and Development

Women and Development (WAD) was created later 1970s after the WID. This theory argued that women had always been part of the development process which include inside and outside household. WAD saw both women and men being disadvantages by the global economic structure including class issues and the way wealth was distributed (Kaans, 2007). Women played an important role to improve the economic as well as the society. Therefore, the government always inserts women into the institutions.

4. Gender and Development

Gender and Development (GAD) was created in 1980s. This theory focused on the impact of development on both men and women which supported the equal participation in development and emphasizing the quality of benefit, and control in daily life. GAD focused on the social or gender relation between men and women in society and seeks to address the problem of access and control over the resource and power. More than that, this theory also focused on the empowering those who were disadvantaged in the community and changing lives for the better (Kaans, 2007).

The GAD concept viewed women as agents of change rather than passive recipients. This concept was not the same compare to the WID concept. It had a strong emphasis on women's emancipation while WID concept assumed that women's economic situation become good and could lead to the better lives. Socio economic and politic structure affected the women's position. In developing countries, there were still lack of women's representative and lack of decision making. The strategy of GAD

which called “gender mainstreaming (gender awareness)” aimed to increase the percentage of gender in all areas and all levels (Kaans, 2007).

5. Gender Equality in Government Sector

In the twenty-first century, gender equality is widely considered as one of the main challenges for sustainable development, poverty reduction, peace, security and human rights (UN WOMEN, 2013). Agrawal (1997) as cited by UN WOMEN, had called governments as members to integrate gender concerns and perspectives into policies and programs to achieve the three pillars for sustainable development: economics, environment and social. In order to have the real gender equality, UN WOMEN (2014) also claimed that governments should not only eliminate all forms of discrimination against women such as structural, cultural, and historic discriminations, but ensure that women can understand clearly about their rights.

According to Sen (1999), as cited by UN WOMEN, clearly remarked that limitation of women participation can seriously effect on not only women, but also men, children, adults, and other concerning stakeholders in the society; however, when women have greater voice and participation in public administration, public resources are more likely to be allocated towards investments in human development priorities, including child health, nutrition and access to employment (Chowdhury et al.,n.d.). Similarly, it was believed that reducing gender gaps in the world of work can yield broad development dividends: improving child health and education, enhancing poverty reduction, and catalyzing productivity (World Bank, 2012). UN WOMEN (2014) also added that policies should try to provide a good environment for women to participate in and benefit from all forms of sustainable projects, especially create effective tools to address discriminatory stereotypes and inequalities.

Kangas et al., (2014) concluded that institution and society are the key challenges for women, in other words, institutional barriers which include political systems that do not take into account women’s household responsibilities; moreover, women are often ignored and thought to do with their household responsibilities this is because of the social norms. There are many countries where women cannot reach or hold a position such as legislators, senior officials, and managers in comparison with

men (World Bank, 2014). Similarly, it was believed that cultural attitudes and social norms can actually affect on the size of labor force (UNDP, 2013).

The government institutions played the important role in order to push up the gender equality. Institution and policy maker deliver any law or ways to improve the society. They create the public policies, programs, services, and also the budget to create the working plan. Moreover, they are able to create the fair representation and participation of both men and women in leadership positions as well as in the public life. Furthermore, they also have to monitor each and every action is completely delivered by the lower level in the government institutions (*2015 OECD Recommendation of the Council on Gender Equality in Public Life*, 2016)

This section can be concluded that in the 21st century gender equality was widely taken into account by many nation states, in accordance with the international framework. Plus, women's presence is very crucial in public sector, saying that without women in the government's position, particularly senior decision, negative impact will not only go to the women, but also the whole society. The challenges for women in government sector; moreover, were also included in this document, whereas some main actions to support gender equality, particularly women's participation in government sector is also another part of this division. This section will provide more insight to researcher to understand about challenges of gender equality in local government institutions so that researcher can propose more effective solutions for those.

6. Gender and Stereotype

Convention on the Elimination of all forms of Discrimination Against Women or CEDAW (2011) argued that men and women will have a better relationship in their lives if men can support in all forms for girls or women to realize and claim their rights. Moreover, CEDAW believed that men can actually help and support girls or women wherever they want, and not only allow girls and women to claim their rights, but also can completely make them feel safe and encouraged.

Reeves and Baden (2000) believed that male power is often supported while the ideas of women are not much taken into account that is because of the culture. They also added that the ideas or practices of culture and tradition are often protected by men while some women try to have themselves defended ideas or practices of culture and

tradition which is seen as one problem that really constrains women to participate in decision-making. It is believed that gender inequalities exist because of discrimination in the family and societal institutions, and social, cultural, and religious norms that leads to stereotypes—practices and beliefs that are barriers for women (Caren et al., 2003).

Based on Khun (2006), women tend to have low voice in any kind of decision-making, they have to remain silent since they have low education. In addition, since long time ago, women have to stay at home in charge of household chores. This is because most parents think that once their daughters are educated, they will manage to write love letter. As a result, if they can only send one person to school, that person must be their son. Similar thought suggested that Housework, child-rearing, and elderly care are often considered primarily women's responsibility. Further, nearly four in 10 people globally (mostly in developing countries) agree that, when jobs are scarce, men should have more right to jobs than women. Research shows that women are frequently disadvantaged by gender biases in performance and hiring evaluations (World Bank, 2012).

In summary, culture, beliefs, and practices in many societies are commonly seen as the barrier of gender equality and that will lead to the bias value to men than women. This means that women do not have strong voice and influence to a particular task in the household, workplace, and the society as a whole. In terms of decision making, women are normally excluded in many contexts; however, it was believed that the capacity of women is also another reason for the low participation and decision in a particular context. Plus, the expectation between male and female seem to be quite different which show that men had been given honor than women. They have varied roles in the society as well as at home. Understanding about stereotype in gender equality is crucial for researcher, and it might be a challenge in achieving gender equality in local government officials. By realizing about this concern, the study will be able to develop proper solution to address the issue.

7. Gender in Power and Decision Making

UN WOMEN (2014) also suggested that a comprehensive approach to enhance women in power structures and decision making is needed in both national and local level, including capacity building and training program, gender equality structure

promotion, and so. Plus, it was believed that, in the local level, women's participation is more crucial once key service deliveries are provided by local governments.

It can be summarized that the number of women staying in the power structure and decision making position still remains low in the government sector although many efforts have been done so far by a lot of countries who are the member states of some well-known international frameworks. Lacking of women's presence in power structure and decision making leads to misidentify the interests, needs, and priorities of women, particularly in the workplace and society as a whole. Meanwhile, approach including capacity building and women in power structure promotion are very essential. Power and decision making as well as approach in promoting female government officials to be equal like male officials are necessary to achieve gender equality in local government institutions. Hence, this section will assist researcher to develop conceptual framework and propose more effective solution for promoting gender equality in local government institutions.

8. Women's empowerment

Empowerment is about challenging oppression and inequality: empowerment involves challenging the forms of oppression which compel millions of people to play a part in their society on terms which are inequitable, or in ways which deny their human rights (Oxfam, 1995). Furthermore, it was pointed out that empowerment is a bottom-up process and cannot be bestowed from the top down: the outside professional cannot expect to control the outcomes of realistic of empowerment being given by one group to another which hides an attempt to keep control (Rowlands, 1995). Empowerment is not only about opening up access to decision making, but also must include processes that lead people to perceive themselves as able and entitled to occupy that decision-making space (Rowlands, 1995).

Women's empowerment is a process of allowing women to gain access and develop their capacity through actively participating in shaping their life or community in terms of economics, society, and politics (UN WOMEN, 2014). Fundamental concept of women's empowerment is an understanding of power itself; women's empowerment does not mean women taking over control previously held by men, but it is the need to transform the nature of power relations, in other words, power may be

understood as the capacity to organize with others towards a common purpose, and the power to effect change and take decisions, rather than power over others (Reeves and Baden, 2000). Feminist activists stress that women's empowerment is not about replacing one form of empowerment with another: women's empowerment should lead to the release of men from not value women and ideas of oppression. It should lead to a situation where each one can become a whole being regardless of gender, and use their fullest potential to construct a more humane society for all (Akhtar 1992 quoted in Batliwala, 1994).

Within this research, the researcher considered women's empowerment as a key to promote gender equality, especially in local government institutions. In order to comprehend women's empowerment, as mentioned above, the power and the empowerment shall be understood. There are four types of power: power to, power over, power with, and power within (Williams et al., 1994). After understanding the term power, empowerment shall be viewed as the process utilized to allow a person to participate, make decision, and get an opportunity to develop themselves as well as the organization. Hence, women's empowerment can be concluded as the way applied to allow women to participate, make decision and get an opportunity to develop themselves as well as the organization as a whole. For this study, understanding women's empowerment will be useful for researcher to get more input in conceptual framework, analyzing data, and develop more effective solutions for promoting gender equality in local government institutions.

9. Current Status of Gender Equality

Gender equality has been taken into account by many countries around the world as depicted in BPFA and CEDAW, which are the global frameworks to promote gender equality. UN WOMEN (2014) clearly depicted that centrality of gender equality includes women's empowerment and the realization of women's rights is essential for sustainable development. According UNDP (2014); however, the presence of women in leadership positions in public institutions remains low. Plus, it is believed that even though in a country where women have equal access to education, increased representation of women in leadership position is not always ensured.

In summary, although gender equality has been paid much attention by concerning stakeholders and countries, progress is still behind the expectation. In local government institution context, representation of women in leadership position is a hot issue because of some main reasons including gap in implementing legal and policy frameworks, discriminatory and unsupportive organizational cultures within public administration, inadequate data and analysis to advance women's participation and decision-making, and weak gender mainstreaming. Having understood the current issue in global context as well as the challenge of underrepresented number of women in public administration, particularly in local government institutions has fostered the researcher to undertake the topic of this study which is about to promote gender equality in local government institutions.

10. Gender Equality in Cambodia

There are some remarkable actions clearly depicted in the NSDP 2014-2018 of the Royal Government of Cambodia (RGC) in order to address the problems of women participating in decision making, public sector, and politics. Those actions including 1) Develop proper tools to monitor and evaluate on representation and participation among men and women in both politics and decision making position. 2) Enhance women's representation in politics and other key decision making positions through developing and strengthening policies, legal provisions and programs. 3) Strengthen the capacity of women through capacity building programs in order to promote women in politics and other governance structures. 4) Invest in programs to support women, particularly young women in leadership and protection to ensure equal participation in schools, tertiary institutions, youth groups and other community based organizations. 5) Develop proper measurements to ensure gender parities (e.g. increasing quota for women on electoral candidates list). 6) Create and support a focal point/gender working group in Parliament for women in parliament to communicate with each other and organizations in civil society, promote the application of gender lens to decisions taken by all Parliamentary Committees.

Cambodia; in conclusion, has taken into account the gender equality, particularly in public decision making as we can clearly find out in its five-year strategic plan of the Ministry of Women Affair as well as its NSDP 2014-2018 in compliance

with some crucial international frameworks. However, the satisfaction of gender equality has not yet been achieved. This means that the number and quality of women in power structure and decision making remains low. The government has put into action the strategic manner to tackle this problem. The researcher thought, within the study context, that glass ceiling and wall (male officials) are the main barrier for women to have equality in the local government institutions. This reviewed section will give researcher basic information related to national framework to promote gender equality in Cambodia, and this will be useful for researcher to find a better solution for gender equality upon existing gender policy, particularly in local government institutions.

11. Conceptual Framework

Gender equality enhancement, particularly in local government institutions requires crucial factors to support this effort. In this study, the conceptual framework above aims to explain the key objectives and variables to be studied in order to help foster gender equality in local government institutions. The conceptual framework is composed by taking concepts and theories from some main documents, authors, and organizations including ILO, UN WOMEN, SDGs, BPFAs, CEDAW, NSDP, and MoWA. Ideas from ILO and UN WOMEN will be used to describe the variables of current status and perspective of female and male officials, namely power and decision making, participation, benefit sharing, opportunity, right, and voice and ideas. ILO and UN WOMEN clearly and similarly mentioned that gender equality should allow men and women to be equal in power and decision making, participation, benefit sharing, opportunity, right, and voice and ideas. Hence, those things can be key variables of current status and perspective of female and male officials in local government institutions.

However, SDGs, BPFAs, CEDAW, NSDP, and MoWA are offering the existing strategic frameworks to support gender equality in government institutions, and such things will be used to identify the challenges and develop proper solutions to bring gender equality within local government institutions. The goal 5 of SDGs is to achieve gender equality and empower all women and girls, which one of its targets is to ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making. Plus, CEDAW and BPFAs, are the global frameworks, have

called governments as members to integrate gender concerns and perspectives into policies and programs to achieve the gender equality. Moreover, NSDP and MoWA's Neary Rattanak IV are the national development framework to promote gender equality in Cambodia. These two important national development plans clearly depict the strategies to promote women's presence in leadership position in public institutions, so researcher can rely on their existing strategies and put more input to produce better policies, actions, or recommendations in fostering gender equality, especially in local government institutions.

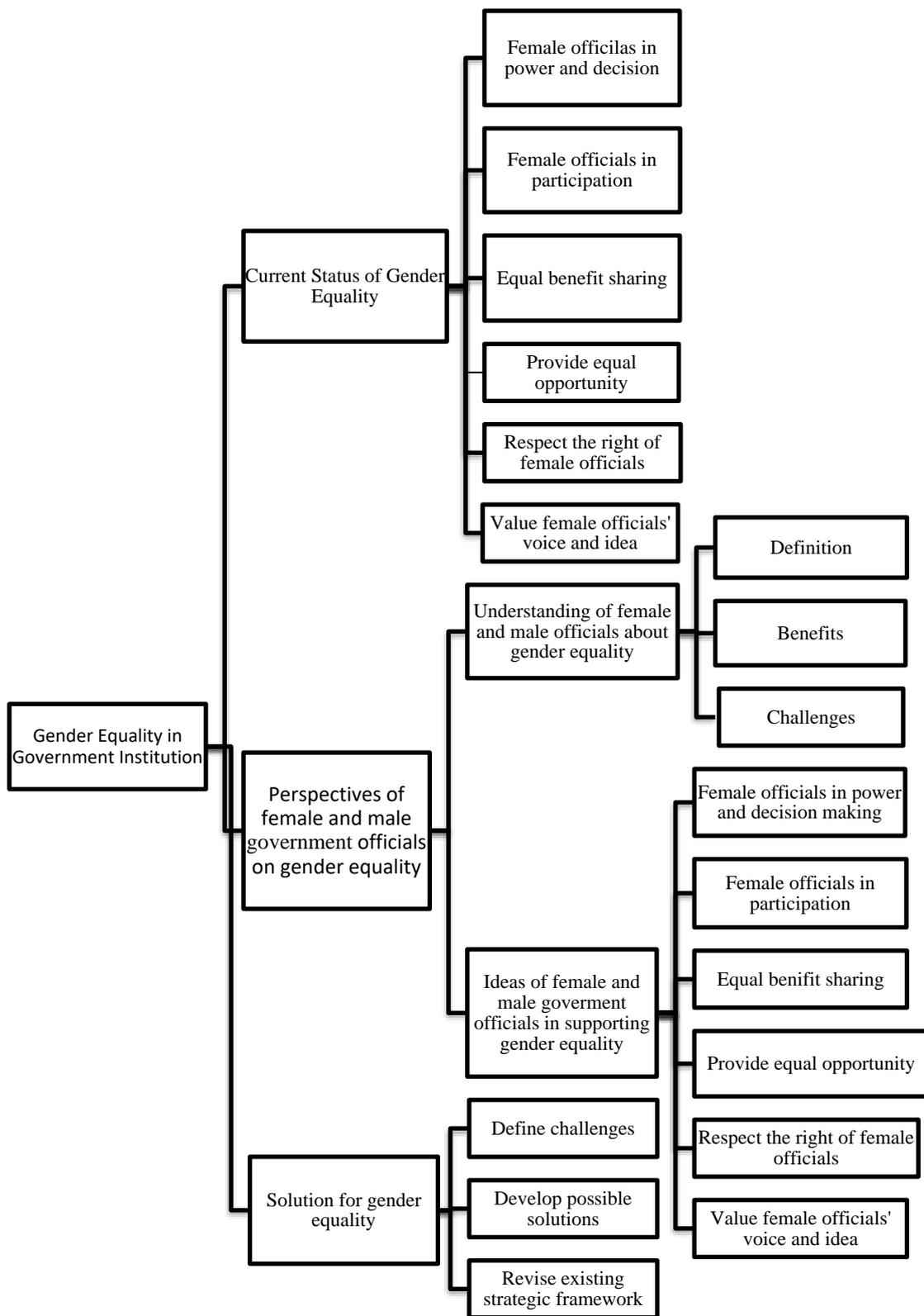


Figure 1: The conceptual framework of the research

12. Summary

Gender equality is seriously considered a hot issue in the global context as well as Cambodia. One of today's concerns within this topic is about gender equality in power structure and decision making, particularly in the local government institutions. As clearly depicted in its national strategic development plan 2014-2018, the number of women stays in power structure and decision making position remains under represented in Cambodia's local government institutions. Male officials and other intangible factors can be inferred as glass ceiling and wall forbidding women from having equal right, decision, entitlement, benefit, and opportunity in the government institutions.

Either The Royal Government of Cambodia or countries around the world have taken remarkable actions for this particular issue. Women's empowerment, women in power structure promotion, awareness raising and capacity building activities are very essential to combat gender inequality, particularly in the local government institutions. However, the satisfaction of gender equality is not yet achieved as the proposed goal.

Women's presence in power structure and decision making in the local government institutions is very necessary for the organizations and the society as a whole. Every development initiative and activity which do not include women input tend to be bias and not efficient that lead to inequality for women in terms of right, decision, entitlement, benefit, and opportunity. Furthermore, lacking of women's presence will not only effect on women, but also men, children, as well as the society.

Methodology

This research was kind of qualitative research aimed to figure out the three main objectives 1) the current status of gender equality in the local governmental institution 2) the perspective of male and female officials toward gender equality 3) to define the proper solution to combat this issue. The researcher selected the sampling by using purposive method which aimed to select the respondents based on their work experience, knowledge and position. Phenomenology was used to collect data. There were four main things to do that 1) semi-structured interview 2) focus group discussion 3) non-participant observation and 4) desktop review (Creswell, 2007). Data analysis

was applied with the thematic analysis through coding the information, grouping the information into theme, validate all the information, and describe it into texture (Harden and Thomas, 2007).

Research Area

The research took place in Battambang City, Battambang Province, Cambodia. The selected areas were Battambang Provincial Hall, Battambang Municipal Hall, and 4 Sangkats. There are 13 cities and districts in Battambang Province. Battambang City is the main area for doing business, work, education, administration, and tourism. The reason to choose these areas was the time constraint. The researcher could not cover all the institutions in Battambang City since population was huge. This research based on the qualitative data; therefore, these areas were enough to get the information. Lastly, Cambodia focuses on the decentralization and de-concentration policy in the national strategic plan, so local government institutions (Battambang Provincial Hall, Battambang Municipal Hall, and communes/sangkats).

Qualitative Research

Qualitative research has seen as a tool for seeking the understanding and most importantly when dealing with the complex and dynamic nature of human and their interaction (Creswell, 2007). The researcher applied this methodology in order to get the clearly represent the perspective from selected male and female government officials in term of gender equality among the institutions.

Table 1: Qualitative Methodology

General Framework	<ul style="list-style-type: none"> • seek to explore phenomena • use semi-structure methods such as in-depth interview, focus group discussion, and observation.
Analytical Objectives	<ul style="list-style-type: none"> • to describe the variations • to describe the individual experience • to describe group norms

Question Format	Open-ended question
Data Format	Textual (Audio tapes, video tapes, and field notes)

Key Informants

The key informant of this research focused on male government's officials in senior position. Yet female officials were included in the study in order to validate with the male's response toward gender equality inside the local governmental institutions. Purposive was employed to select the key informant for this research.

The reason for selecting the key informant in such manner based on three main reasons. Firstly, the researcher was difficult to access the respondent. Since all the respondents were in the senior position, it was hard to make the appointment with them. Another one was that, the researcher figured out the specific case so that the proposed key informants allowed the researcher to find out the current status of gender equality and the perspective of male and female officials toward gender equality in the institutions. And lastly, the researcher chose some female officials in the senior position to validate the response from male officials and described the current status of gender in the institutions. The researcher selected two sangkats located in the town and the other two sangkats outside of the town. The reason beyond that was the in town sangkats which had different environment from the outside town more importantly for the outside town, there were challenging, tough, and working far from the city. Furthermore, since the time constraint the researcher could not afford to cover all 10 sangkats in BTBC. The researcher went screening on whom should be invite to join the interview as well as the group discussion. And the result was that, a female deputy governor of Battambang Provincial hall, two male deputy governors of Battambang Provincial Hall, a female of member of Battambang Provincial Councilor, a female of deputy of Battambang Municipality Hall, one male deputy governor of Battambang Municipality Hall, one female and one male of members of Battambang Municipal Councilor, one female and two male chiefs of Sangkat, and one member of Sangkat Councilor were invited. The reason to choose them was that they work inside the institutions for more than five years, and they did have the fully right to make decision as their responsibilities.

Table 2 : Key Informant

Sampling	<p>Purposive Sampling</p> <ul style="list-style-type: none"> • depend on the resource and time available • study's objectives • identify participants based on selected criteria and experiences (officials workers who stand in high position and got work experience related to gender equality from 2-5 years)
Semi-structured interview	<ul style="list-style-type: none"> • BTBP (2;2) senior position officials (vice governor or member of provincial councilor) • BTBM (2;2) senior position officials (vice governor or member of municipal councilor) • Sangkats (2;2) senior position (chief or vice chief sangkat or member of sangkat councilor)
Group Discussion	<ul style="list-style-type: none"> • BTBP (2) member of provincial councilor or in senior position • BTBM (2) member of municipal councilor or in senior position • Sangkat (2) member of sangkat councilor or in senior position
Non-participant observation	<ul style="list-style-type: none"> • BTBP (1) monthly councilor meeting, board of governor meeting • BTBM (1) monthly councilor meeting, board of governor meeting

Table 3: The number of respondent in semi-structure interview

Institutions	Number of respondents		Description
	Female	Male	
Provincial Hall	2	2	- 2 female senior position officials (vice governor or member of councilor) - 2 male senior position officials (governor or vice governor, chairman of councils)
Municipality Hall	2	2	- 2 female senior position officials (vice governor or member of councilor) - 2 male senior position officials (governor or vice governor, chairman of councils)
Sangkats	2	2	- 2 female senior position officials (commune chief or vice chief) - 2 male senior position officials (commune chief or vice chief)

Table 4: The number of respondent in group discussion

Institutions	Number of participants	Description
Provincial Hall	2	- deputy governor of Battambang Provicnial Hall (female) - deputy governor of Battambang Provincial Hall (male)
Municipality Hall	2	- deputy governor of Battambang Provicnial Hall (female)

		- deputy governor of Battambang Provincial Hall (male)
Sangkats	2	- Female chief of Sangkat - Male chief of Sangkat

Table 5: The number of non-participation observation

Institutions	Number of meeting	Type of meeting
Provincial Hall	1	Monthly council meeting
Municipality Hall	1	Monthly council meeting

Data Collection

In order to collect data, the researcher applied phenomenology. This method discussed on the experience of the participants as well as helped the researcher to understand more deeply on the phenomenon they got. The reasons to choose this method were 1) match with the objective on the perspective of male and female officials on gender equality inside the local governmental institutions 2) phenomenology is one of the methodologies to collect data in the qualitative research. Since this research was based on qualitative research, so it was not possible to rely on simple electronic searches of database. Yet the researcher needed to seek for the actual information based on the participants' experiences in order to response with the research questions. In order to collect information, the researcher set the specific time and date with the participants from the Battambang Provincial Hall, Battambang Municipality Hall, and 4 Sangkats.

Table 6: Data Collection

Phenomenology	<ul style="list-style-type: none"> • discuss on the experience of participants more deeply • describe the experience through interview, group discussion, and non-participant observation • match with the objective of the research which base on the perspective of gender equality between male and female officials
Semi-structured interview	<ul style="list-style-type: none"> • provide on understanding on the current status of gender equality and the perspective of gender equality • to get deep information from the participants
Focus group discussion	<ul style="list-style-type: none"> • employ question to ask the group • to validate the response from the interview • provide the understanding of the perspective in gender equality and to find the proper solutions
Non-participant observation	<ul style="list-style-type: none"> • to validate all the information from the respondent
Desktop review	<ul style="list-style-type: none"> • get more understanding on the gap of existing strategies and actions to promote gender • helped the researcher to initiate solutions based on the study

Data Analysis

The researcher employed thematic analysis which followed with four main steps. The researcher started with coding the information collected from the respondents. The researcher collected all the information then recorded it in to the computer. After that, the researcher started to go through line by line to find the main

idea and key words. The next step was that group code into theme. To do that the researcher went through the information once again. Then the researcher started to group into theme with the main key words and information. The researcher needed to look for similarities and differences between the codes into a hierarchal tree structure. Once this step completed, the researcher started to validate all the information which collected from the participants. The last step was describing data into textile. This step was quite difficult since the researcher had to interpret, judgment, and used the insights of the researcher. To achieve this, the descriptive themes were adapted to emerge the finding to answer the research questions (Harden and Thomas, 2007).

Results

From the study, the researcher collected the result as below:

Current Status on Gender Equality inside the Governmental Institutions

Current status of gender equality was one of the objectives for the study. This aimed to understand about the current status on the number of male and female officials inside the governmental institutions, women's empowerment, and sharing on gender equality in BTBC. The result had been found as below:

1. The number of male and female official

Since low education and culture norm were the barriers to entail women into higher education; therefore, the number of female officials was less than male officials. In somehow, the discrimination still exists as there were a small amount of people who did not fully understand about gender equality. One respondent claimed in the interview that "In the municipal council, the number of female officials was 2 out of 11. That showed there was lack of women to participate in the council. The reason behind that was in some family context, people did not encourage and gave chance to women. As a result, it affected women for not being strong enough to participate and join in the public sector." For some reason there was the unsupportive from female officials themselves. People would definitely get jealous once the other got higher than them. It was the same in some officials in BTBC.

In term of power and decision making, two kinds of opportunities for female officials had been shared. Female officials got equal opportunity like male did. Following are excerpts of the interview to response with this idea:

“...We were allowed to raise problems in each annual meeting. Moreover, there was no discrimination which regards race and political policies...” (The member of commune councilor of Sangkat Svay Por)

According to policy in Cambodia, female and male officials got equal right. Female officials created their own opportunity to make decision. They could manage to decide once they had high education. Furthermore, high position could lead them to perform better in work.

To conclude, the majority of officials in the governmental institution in BTBC were male officials. The causes behind that were lack of education, culture norm, lack of understanding on gender equality, and lack of support from family and society. Yet once we discussed on making decision, female officials got equal chance to share and expressed their opinion toward work. In order to do that, they had to have high education.

2. Women’s empowerment

Empowerment was not only focus on making decision but it also included with chance to get promoted, benefit sharing, equal opportunity for participation, value of female’s voice inside the government institutions.

Right, role and position, and qualification and ability were something which gives chance for female officials to make decision. Both male and female officials shared the right to decide in the organization equally. For instance, for those who worked as the deputy provincial governor or deputy municipal governor, they got more right to offer the decision. More than that, female officials were included in implementing activities, administrative work, training, and consulting.

In here, participation referred to workshop, training, meeting, discussion, seminar or any kinds of events conducted by the government or any international organization. The result surprisingly showed that there were more female officials to participate in the workshop or training which relate to gender equality than male officials.

The chief of Sangkat Toul Ta Ek said that “...*There were 80% of participants from female. It showed that women got more interest in this field more than men. Yet when there were staff meetings or councilor meetings, the amount of male officials were more than female officials...*”

Benefit sharing was one of the essential parts to prove that both male and female officials got equal in term of working condition.

“...*Male officials were glad to see female official got benefit and development like they did...*” (The chief of Sangkat Oumal)

From the study, both male and female officials got equal paid as well as the incentive which gained from the administrative fee in each year. Accordance with the law of Ministry of Economic and Finance, there was a scoring method in each department to evaluate on their work’s result and track their attendance.

Getting promotion was also included to clarify that gender equality inside the institution was balance. There was a law which stated that within two years working period, both male and female officials would get the opportunity to be promoted. There is no law state that women could not become the political representative, yet they need to be active in the politic and have the qualification to become one since this work is tough.

“...*I was promoted to become the deputy governor since I had done enough work inside the institution for so long, and had fulfill all my responsibilities so far. There was no doubt that I could become like today...*” (The deputy governor of Battambang Provincial Hall)

Even though there was an equal sharing for getting promotion in the institutions, the number of female officials was still become an issue since there was less female officials in the governmental institution. Therefore, the chance for getting promotion would give to male officials.

The result illustrated that the female’s voice had been heard from the male officials inside the government institutions. Male officials respected to the ideas of female officials since they worked closely with the community. And more likely to understandable on women and child matter more than male officials did.

“...*We established the Committee for Women Affairs and Child Protection in each commune and Sangkats. The committee helped admonished children who leave*

school in young ages and reduced family who were affected by disaster. And yet those reasons should be reliable and aimed to develop the community and city...” (The chief of Sangkat Oumal)

To include, to empower women in term of gender equality inside the governmental institution could be done by provide equal chance to make decision, participate in every event, shared benefits, get promoted, and value women’s voice. The amount of female officials were less than male officials which lead to be unequal in somehow of getting promotion. For decision making, they got equal chance to decide. In each meeting, they were allowed to raise ideas. One thing to be note was that the majority of participate in events which relate to gender equality, the number of female officials were more than male officials. And lastly, women’s voice inside the governmental institutions was accepted in each meeting base on their responsibility on women and children.

3. Sharing on gender equality in Cambodia

Gender equality had been widespread throughout Cambodia especially in the local level and upper level. Racism did not appear to female officials.

“...In the community, there were three meetings per year in order to spread on gender equality...” (The member of Sangkat svay por councilor)

Furthermore, the RGC disseminate on gender equality widely through workshops or meetings especially included gender equality in each activity. In the sub-national level, they also created the rectangular strategy which involve women in each department and support fund to improve the capacity building for women and spread out about gender equality

The Perspective of Male and Female Officials on Gender Equality inside the Governmental Institution

The perspective of the governmental officials on gender equality would help the researcher to get more concepts on this term.

1. The definition of gender equality

Gender equality had been viewed as the action which share equal value between male and female officials in term of family and social context. Both male and female distributed equal chance in order to complete tasks equally within the institutions; moreover, role and position were not included to be judge while complete tasks.

“...From my perspective, gender equality is the equality between male and female. They share equal work, benefits, and responsibility together not to mention only in the workplace but also in the family context...” (The member of the governor councilor)

2. Women’s empowerment

For this part, empowerment contained with four parts: benefit sharing inside the government institutions, female in power and decision making, women’s participation, and women and position.

Benefit sharing had been shared equally between male and female officials such as social affairs, economics, and other activities. Male officials were not hesitated to share with them. From their perspective, comparing both male and female officials toward the percentage of being successful could be bias.

“...Female officials made slow progress than male officials did, yet the chance for them to be success was highly than. Female officials required more time to do critical thinking over the decision and to be well-prepared...” (The deputy governor of municipality of Battambang Province)

“...For me, I did not say that women could not make faster progress like us. But from my experience, I could assume that they were careful with decision making more than us. We just made quicker decision, yet would adapt when something happen opposite from our thinking...” (The deputy governor of Battambang Provincial Hall)

Experience and responsibility were what needed to decide. In some circumstance, female officials would not dare to make decision which related to legislator.

Since there were not enough female officials in the governmental institution, it became the big issue for gender equality. We got 1/3 of women in the national level.

And yet from the study, to support female officials to join in the government, the foundation and knowledge was required.

“...I thought that participation from female were not enough. Most women not dare to join in the government institutions. Some of them would just leave the work in case of no support from their family and they required to quit their job in order to take care of household chore...” (The member of municipal councilor)

The minority of government officials who stand in high position was female officials. The discussion was made since female officials were require to travel far from the workplace. Therefore, most chances were given to male officials than female officials. To spend one night or more from the workplace could be the challenge for female officials. Women were encouraged to be in senior position since they understood women’s issues better than men.

“...To be in a senior position, women should develop their own capacity building, multi skills, and opportunity...” (The member of municipal councilor)

In short, the perspective of male officials toward female officials in term of sharing benefit was that more chance should provide to female officials since they should be provided time to show their abilities and develop their knowledge. However, it was noted that some female officials ignored the chance to get promoted as they could not leave their own comfort zone and were not confident to responsible in high responsibility. For decision making, female officials still lack of confident to raise or making decision. That showed that the gap between male and female officials still distant. Women’s participation was one of the concern since there were lack of female officials inside the governmental institution. Lastly, women and position which required female officials to improve on the term of capacity building and multi skills in order to get ready for the challenge in the society.

3. Women and Support

Support was divided into three main parts for this study: support in term of sharing idea, men’s support, and government’s support.

Sharing idea was raised to be the essential part to encourage women to join in the governmental institutions.

“...Providing opportunity for women to share ideas and join in any occasion, put high attention on female officials, compliment them when they complete the tasks well, motivate them, and allow them to join in training in order to develop their capacity were the ways to support female officials in term of sharing ideas...” (The deputy governor of Municipality)

“...Men also were the big part to empower women. We never did any harm to threaten women both body and feeling in the institutions. I collaborated with women and assigned them to join in any events. In order to complete their tasks well, female officials needed support from male officials. They could help with both feeling and ideas when they needed...” (The chief of Sangkat Oumal)

Government’s support was one of the best support to strengthen the chance for succeed. So far, the RGC set out the strategy that at least 40-50% shall be female officials.

“In the provincial level, there should be at least one deputy governor who responsible on gender equality.” (The chief of Sangkat Kdol Dounteav)

To concluded, female officials needed support from idea sharing support, men’s support and government’s support in order to complete their work well. Without those support, female officials would face some challenging.

4. Gender Equality in term of Development

Gender equality was included in the term of development. Therefore, both male and female officials had to work together to reach this target. Women were able to take care of education, security, and problem which relate to women and children as they worked closely with them. One proverb said “Women are the backbone of the development of the country.”

“...Without women, we cannot make the development in the society. Women are crucial need for us. They have to be place in the development strategy in the society. They are the one who deal closely with women themselves and children...” (The chief of Sangkat Kdol Dounteav)

5. Challenges of Gender Equality

Challenges of gender equality were the old mindset of female officials and the impact from male officials toward female officials in the governmental institutions. Mindset was the major issue in this term.

“...Some female officials thought they were weak; and they could not do like men did. That is what make them feel hesitate in perform their job well. Women could not turn around the stove....” (The chief of Sangkat Toul Ta Ek)

For some male perspective, they thought that there was a boundary between female’s work and male’s work. They did not open heart and fully attend the neither training nor workshop which relate to gender equality.

By the way, that was true that some elder generation still hold onto the old mindset. They were not help and encourage female officials to perform their work. Some male officials thought that gender equality focused on women only. Therefore, only women should deal with this problem than them. That led to less voice negotiation, decision making, and work implementation. Some male officials were proud of themselves which could affect the female officials feeling. They would think like they were useless and seriously would quit their job once they force big trouble.

Proper Solutions to Address the Issues of Gender Equality

From the responded, the researcher found few solutions to be considered from the respondent.

“...Female officials should build up their own ability especially on knowledge, skills, research, and experience. Not many women could do that. Yet I encouraged them to improve those special skills; therefore, they could promote quickly...” (The member of municipal councilor)

Moreover, the critical thinking skill was also essential skill for them to develop their own capacity. Through the tradition and culture, women are softer and more likely to be frustrated with everything. There were fewer women who are brave which brought them to hesitate in making decision. Commitment to work was one of the solutions to combat this problem. It was true that working in the government institution could not get high salary as working in the international organization. And it led for bringing up

this barrier to hire both men and women into the government. Anyway, some women still hold onto the old mindset.

“...It would be better if women themselves throw away the stereotype or old mindset. Besides working as a teacher, they shall join in the parliament or in the senior position...” (The vice governor of BTBP)

In order to decrease this issue, government played the major support to encourage women to participate in any events such as training, workshop, and to represent in the politic. Moreover, the government required to spread on gender equality more widely especially in the remote area.

“...From my perspective, for those who worked as a leader in the country especially for male officials, they should follow the fundamental policies in order to encourage and support female officials to complete their tasks...” (The chief of Sangkat Toul Ta Ek)

Additionally, it could not be completely eradicated which require active participation in other tasks or policies of the government about gender equality in compliance with millennium development goals about women’s participation, the celebration of International Women’s Day and Women Development Workshop Group, which led by the King’s Mother, support Gender Equality and MoWA.

To sum up, women on the term of development on their own capacity needed to be improved. They shall have to adapt and ready for the new challenge in the society. Moreover, to get the voice heard, they need to be strong on themselves and to become educated to fight against the inequality in the work place. To response to this issue, the government also needs to keep spreading on gender equality, encourage both male and female officials to follow the policies inside the institutions, and be actively in practice through the millennium development goal.

Discussion

Based on the result of the study, there are few things to be considered. Firstly, it was about chance to make decision. Both of male and female officials got equal chance, yet the number of female officials were less than male officials. Similar to Vaeinte Nationen (2014) showed that women staying in power structure and decision making position still remain low. Alexander & Welzel (2007) believed in the four

aspects of gender equality which included educational level and standard of living. Those were the factors which stop female's official to join in any event or to make decision. High education could help female officials to join in the civic actions. The researcher assumed that male officials still be in the main role to develop the society.

The other one was that the chance for benefit sharing inside the government institution. Female's officials were likely to get equal chance like the male did. Just yet there still was lack of their participation inside the institutions. It was not strange to see something like this since low education and culture norm still exist in the society

Next, it was about the perspective of gender equality. Support from male officials will help female officials to claim their right and feel safe and encourage (Unicef & others, 2011). Likewise, females were lack of support from their family and society. Therefore, they needed the encouragement from their families and men to fulfill their dream. In term of sharing ideas, some of them would remain silent once they were asked for sharing idea. They will just throw away their opportunity once they thought they were not able to do that. Being promoted, accordance to World Bank (2012), 4 out of 10 people globally in most developing countries agreed on term of jobs were given to men than women once it scarce. It led to inequality between male and female officials to participate in the governmental institutions. Yet there was one thing which showed that the gender equality had been widely spread out through the whole country especially in the sub-national level.

Lastly, based on Caren (2003) the discrimination in the family and societal institutions, social, cultural, and religion norms led to stereotypes which were the barriers for women's decision. Identically, from the result of the study showed that in spite of family and social norm, women themselves were the one who create those problems on their own. Some women were not interested in working in the government with low-paid beside that they were interested to work as an accountant more than. Some of them chose being with family more than spending time on outdoor job. Anyway, solution shall be made to combat this issue. (Secretary-General, 2002) suggested that to enhance women in power and structures and decision making needed to be comprehensive approach within local and national level also including with capacity building and training program, and gender equality structure promotion. Lastly, the researcher found out that women should able to change the old mindset and

ready to take challenge in the society. Therefore, they could get more chance to participate in any activities.

Conclusion

From the result, it came to concluded that the current status of gender equality was steadily increased. The number of female officials was less than male officials. In term of women's empowerment, female officials shared equal chance to participate in any events, got promoted, made decision, and to get the voice heard inside the institutions. Gender Equality had been widespread throughout the country. The perspective of both male and female officials showed that gender equality was essential in term of development. Some female officials were more confident than in the previous generation. They could manage to follow what male officials did. As a result, there were female officials who got promoted. However, there was some impact from male's perspective toward gender equality. For those who not fully understand about this term. Therefore, they did not give fully attention on this issue. Old mindset was reduced in practicing inside the governmental institution. Female officials' perspective on gender equality was that they were ready to take the challenge and to fight for their voice to be heard.

Recommendation

Recommendation could be made to help future researcher in developing country as below:

- Government of BTBC:
 - The local and sub-national level should implement leadership training, and capacity building to improve the skill for female officials.
 - Encourage female officials to participate in the political representative.
- Future research:
 - To expand sample in order to get from the entire departments in BTBC.
 - If possible, there shall be using of quantitative method to get the actual number of current status of gender equality.

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APPENDIXES

APPENDIX 1- PHOTOGRAPHS



Figure 2: Focus Group Discussion Activities



Figure 3 : Semi-structured Interview in Sangkats



Figure 4 : Non-participation during Provincial Council Monthly Meeting

APPENDIX 2- QUESTIONNAIRE
(SEMI-STRUCTURED INTERVIEW)

SEMI-STRUCTURED INTERVIEW

- **Current Status of Gender Equality:**

1. Do you think that female officials get equal chance to make a decision?
2. If so, please indicate how they get the chance from your government institutions?
3. If not, what are the reasons that make female officials get unequal chance to make decision?
4. Is there any way for female official do to monitor their work result? How do they do that?
5. From your own experience whenever the government institution conducts any meeting, do you think that female official's participation is as same as to male officials' participation?
6. If not, would you mind telling me about the reason that those female officials could not participate like male officials do?
7. How do you think about benefit sharing between male officials and female officials (benefit includes finance, capacity development program, opportunity to be promoted, etc.)? In somehow do you think both of them get the same benefit? Why do you think like this?
8. Talking about opportunity, who get more chance to be promoted? Why is that so?
9. Do you think that gender equality is widespread in Cambodia especially in government institution?
10. Will you or other government officials listen to the idea of female officials? How do you think about their ideas?

- **Perspective of male and female government officials on gender equality:**

11. Have you ever heard about gender equality before?
12. What do you think about gender equality in the government institution nowadays?
13. How do you or your organization share benefit with your colleague? Are female officials taken into account in benefit sharing?

14. From your point of view, what action will you make to prove that benefit sharing between male and female officials is equal?
15. In your own opinion, what are the challenges of gender equality in your workplace?
16. How do you think about female officials who work in a higher position which include decision making?
17. In term of giving decision making, who do you think perform better? Why do you think so?
18. What role do you think that women should perform inside the government's institution?
19. How do you do to support female official in term of sharing idea?
20. From your perspective, does gender equality push up the development in the country? Why or why not?
21. In your own view, why female officials still get fear or are afraid of making a decision or sharing idea?
22. Do you think it is important to promote Gender Equality in the government institution? What are the reasons that you think so?
 - **Solution for Gender Equality:**
23. Can you tell me about what has the government done to support Gender Equality?
24. In your workplace, have you notified any barrier that pause those actions? Why?
25. In what way that you think male officials could have a negative impact to female officials in the local governmental institution?
26. What do you want to see in the future about Gender Equality in the government institution?
27. Do you think that stereotype is the reason why male official has more power in the government institutions? Why?
28. Can you raise some personal experience that is connected to stereotype in Cambodia as well as inside the government institution?
29. Is there any action to combat the stereotype on gender inequality in the government institutions?

APPENDIX-3 QUESTIONNAIRE

(SEMI-STRUCTURED INTERVIEW IN CAMBODIA'S LANGUAGE)

(SEMI-STRUCTURED INTERVIEW IN CAMBODIA’S LANGUAGE)

I. បច្ចុប្បន្នភាពនៃសមភាពយេនឌ័រ៖

1. តើអ្នកគិតថាមន្ត្រីជាស្ត្រីទទួលបានឱកាសស្មើគ្នាឬទេក្នុងការសម្រេចចិត្ត?
2. ប្រសិនបើពួកគេទទួលបានស្មើគ្នា, សូមមេត្តារាយរាប់ថា ពួកគាត់ទទួលបាន ឱកាសស្មើគ្នានេះយ៉ាងដូចម្តេច?
3. ប្រសិនបើគ្មានទេ,តើមូលហេតុអ្វីដែលធ្វើឲ្យស្ត្រីពុំអាចទទួលបានឱកាសស្មើគ្នាក្នុងការសម្រេចចិត្តដូចបុរស?
4. តើមន្ត្រីជាស្ត្រីអាចធ្វើការវាយតម្លៃលើការងារដែលពួកគាត់បានធ្វើដែររឺទេ? តើពួកគាត់ធ្វើដោយរបៀបណា?
5. ក្នុងគំនិតរបស់អ្នក, រាល់ពេលដែលស្ថាប័នរបស់អ្នកបានរៀបចំកិច្ចប្រជុំ រឺក៏សិក្ខាសាលា តើការចូលរួមរបស់មន្ត្រីជាស្ត្រីមានលក្ខណៈដូចទៅនឹងការចូលរួមរបស់មន្ត្រីជាបុរសយ៉ាងណាដែរ?
6. ប្រសិនបើមិនមានលក្ខណៈដូចគ្នាទេ, សូមធ្វើការបកស្រាយ។
7. តើអ្នកយល់យ៉ាងណាចំពោះការទទួលបាននូវអត្ថប្រយោជន៍ផ្សេងៗ (រួមមានផ្នែកហិរញ្ញវត្ថុ, ការអភិវឌ្ឍន៍សមត្ថភាព, និងឱកាសក្នុងការឡើងឋានៈជាដើម) រវាងមន្ត្រីជាស្ត្រី និងបុរសក្នុងស្ថាប័នរបស់អ្នក? តើអ្នកគិតថាពួកគាត់ទទួលបានផលប្រយោជន៍ស្មើគ្នាដែររឺទេ? ហេតុអ្វី?
8. បើនិយាយអំពីឱកាស, តើអ្នកគិតថាអ្នកណានឹងទទួលបានឱកាសច្រើនជាងក្នុងការតំលើងឋានៈ? ហេតុអ្វី?
9. តើអ្នកគិតថាសមភាពយេនឌ័រត្រូវបានផ្សព្វផ្សាយទូទាំងប្រទេសកម្ពុជាពិសេស ក្នុងស្ថាប័នរដ្ឋឬទេ?

10. តើអ្នក រឺក៏មន្ត្រីផ្សេងទៀតក្នុងស្ថាប័នរបស់អ្នក នឹងស្តាប់នូវការផ្តល់យោបល់ដែលលើក
ឡើងដោយមន្ត្រីជាស្រ្តីដែររឺទេ? តើអ្នកយល់យ៉ាងណាចំពោះមតិរបស់ពួកគាត់?

II. ការយល់ឃើញរបស់មន្ត្រីជាបុរស និងស្រ្តីទៅលើសមភាពយេនឌ័រ៖

11. តើអ្នកដែលលឺអំពីសមភាពយេនឌ័រពីមុនមកទេ?

12. តើអ្នកយល់យ៉ាងណាចំពោះសមភាពយេនឌ័រនៅក្នុងស្ថាប័នរដ្ឋក្នុងពេលនេះ?

13. តើអ្នក រឺក៏មន្ត្រីផ្សេងៗក្នុងស្ថាប័នរបស់អ្នកបានចែករំលែកនូវផលប្រយោជន៍ជាមួយ
មន្ត្រីរួមការងារដែររឺទេ? តើមន្ត្រីជាស្រ្តីត្រូវបានរាប់បញ្ចូលដែលរឺទេ?

14. ក្នុងយោបល់របស់អ្នក, តើអ្នកយល់ថាសកម្មភាពអ្វីដែលត្រូវអនុវត្ត ដើម្បីបញ្ជាក់ថាការ
ចែកផលប្រយោជន៍មានភាពស្មើគ្នា?

15. តើអ្នកអាចប្រាប់អំពីបញ្ហាប្រឈមនៃសមភាពយេនឌ័រក្នុងស្ថាប័នរបស់អ្នកបានរឺទេ?

16. តើអ្នកយល់យ៉ាងណាចំពោះស្រ្តី ដែលមានតួនាទីខ្ពស់ក្នុងស្ថាប័នរដ្ឋរបស់អ្នក ដែល
រួមបញ្ចូលទាំងការសម្រេចចិត្ត?

17. ក្នុងការសម្រេចចិត្ត, តើអ្នកគិតថាអ្នកណាដែលចូលរួមបានល្អជាង? ហេតុអ្វី?

18. តើអ្នកគិតថាតួនាទីអ្វីដែលមន្ត្រីជាស្រ្តីធ្វើក្នុងស្ថាប័នរដ្ឋ?

19. តើអ្នកនឹងធ្វើយ៉ាងដូចម្តេចក្នុងការគាំទ្រឲ្យមន្ត្រីជាស្រ្តីចូលរួមក្នុងការបញ្ចេញមតិ?

20. តើអ្នកគិតថាសមភាពយេនឌ័រអាចជួយជម្រុញក្នុងការអភិវឌ្ឍក្នុងប្រទេសដែររឺទេ?
ហេតុអ្វី?

21. តើអ្នកគិតថាអ្វី ដែលជាមូលហេតុធ្វើឲ្យមន្ត្រីជាស្រ្តី មានភាពភ័យខ្លាចក្នុងការសម្រេច
ចិត្ត រឺក៏ផ្តល់មតិយោបល់?

22. តើអ្នកគិតថាវាសំខាន់ដែររឺទេក្នុងការជម្រុញសមភាពយេនឌ័រក្នុងស្ថាប័នរដ្ឋ? យោង
តាមហេតុផលអ្វីខ្លះ?

iii. ដំណោះស្រាយទាក់ទងនឹងសមភាពយេនឌ័រ៖

- 23. តើអ្នកអាចប្រាប់ខ្ញុំបានដែររឺទេថា តើរាជរដ្ឋាភិបាលបានធ្វើអ្វីខ្លះក្នុងការគាំទ្រសមភាពយេនឌ័រ?
- 24. តើអ្នកបានសង្កេតឃើញថាមានបញ្ហាណាខ្លះដែលរារាំងក្នុងការអនុវត្តសកម្មភាពទាំងនោះ? ហេតុអ្វី?
- 25. តើអ្នកគិតថាមន្ត្រីជាបុរសបានធ្វើអ្វីខ្លះ ដែលធ្វើឲ្យមានផលប៉ះពាល់អវិជ្ជមានដល់មន្ត្រីជាស្ត្រីក្នុងស្ថាប័ន?
- 26. តើអ្នកចង់បានអ្វីនាពេលអនាគតចំពោះសមភាពយេនឌ័រក្នុងស្ថាប័នរដ្ឋ?
- 27. តើអ្នកគិតថា កត្តាផ្គត់ផ្គង់គំនិត គឺជាមូលហេតុដែលធ្វើឲ្យមន្ត្រីជាបុរសមានអំនាចជាងមន្ត្រីជាស្ត្រីក្នុងស្ថាប័នរដ្ឋឬទេ? ហេតុអ្វី?
- 28. តើអ្នកអាចលើកយក កត្តាផ្គត់ផ្គង់គំនិត ដែលកើតមានឡើងក្នុងប្រទេសកម្ពុជា ក៏ដូចជាស្ថាប័នរបស់អ្នកដោយផ្អែកលើបទពិសោធន៍ផ្ទាល់ខ្លួនខ្លះៗបានទេ?
- 29. តើមានសកម្មភាពណាដែលអាចលុបបំបាត់នូវ កត្តាផ្គត់ផ្គង់គំនិត ក្នុងសមភាពយេនឌ័រក្នុងស្ថាប័នរដ្ឋ?

APPENDIX 4- QUESTIONNAIRE

(GROUP DISCUSSION)

(GROUP DISCUSSION)

1. How do you give the definition of Gender Equality?
2. What is the current status of Gender Equality in Cambodia especially in Battambang City?
3. How do male officials act toward female officials?
4. When we discuss about benefit sharing, which side should get more benefit or opportunity? Or they should get equal chance? Why or why not?
5. Will you support to put more women in the higher position? Why or why not?
6. Who do you think that has the most powerful voice to make a decision making?
7. What is the reason why female officials feel uncomfortable to share idea or give decision during the meeting or workshop?
8. Is that important to discuss about Gender Equality inside the government institution? How is it important toward the development in the country?
9. From your experience, is there any problem inside the government institution which relate to Gender Equality? If so, please indicate some problem.
10. How do you suggest to change or to improve the policy in term of promoting Gender Equality in the government institutions? At least 3 suggestions.

APPENDIX 5- QUESTIONNAIRE
(GROUP DISCUSSION IN CAMBODIA'S LANGUAGE)

(GROUP DISCUSSION IN CAMBODIA’S LANGUAGE)

1. ចូរឲ្យនិយមន័យសមភាពយេនឌ័រ។
2. តើបច្ចុប្បន្នភាពនៃសមភាពយេនឌ័រក្នុងប្រទេសកម្ពុជា ជាពិសេសខេត្តបាត់ដំបងមាន លក្ខណៈយ៉ាងដូចម្តេច?
3. ក្នុងការអនុវត្តការងារ តើមន្ត្រីជាបុរសបានធ្វើយ៉ាងដូចម្តេចខ្លះដល់មន្ត្រីជាស្ត្រី?
4. តើមន្ត្រីជាស្ត្រី ឬបុរសគួរទទួលបានផលប្រយោជន៍វិធិកាសច្រើនជាង? រឺក៏ស្មើគ្នា? ហេតុអ្វី?
5. តើអ្នកគាំទ្រឲ្យមានការបន្ថែមចំនួនមន្ត្រីជាស្ត្រីក្នុងស្ថាប័នរដ្ឋជាពិសេសក្នុងតួនាទីខ្ពស់ឬទេ? ហេតុអ្វី?
6. តើអ្នកគិតថាអ្នកណាមានអំនាចក្នុងការសម្រេចចិត្តច្រើនជាងគេក្នុងស្ថាប័នរបស់អ្នក?
7. តើមូលហេតុអ្វីដែលធ្វើឲ្យមន្ត្រីជាស្ត្រីមានការពិបាកក្នុងការសម្រេចចិត្ត រឺក៏ផ្តល់យោបល់?
8. តើវាមានសារៈសំខាន់ដែររឺទេក្នុងការពិភាក្សាទៅលើសមភាពយេនឌ័រក្នុងស្ថាប័នរដ្ឋ? តើវាមានសារៈប្រយោជន៍ដូចម្តេចខ្លះក្នុងការអភិវឌ្ឍប្រទេស?
9. តើអ្នកសង្កេតឃើញមានបញ្ហាអ្វីខ្លះ ដែលបានកើតឡើងក្នុងស្ថាប័នរបស់អ្នកដែលពាក់ព័ន្ធទៅលើសមភាពយេនឌ័រ? សូមបញ្ជាក់។
10. សូមលើកឡើងនូវ៣ចំណុចដើម្បីកែប្រែ រឺធ្វើឲ្យមានភាពល្អប្រសើរក្នុងការជម្រុញទៅលើសមភាពយេនឌ័រក្នុងស្ថាប័នរដ្ឋ។

APPENDIX 6- INFORMED CONSENT FORM

INFORMED CONSENT FORM

Dear Participant:

You are invited to participate in a study that will attempt to understand the experience and perspective of you on gender equality in the government institution in Battambang City, Battambang Province, Cambodia. You can decide not to participate because the participants are supposed to involve with the study in a voluntary basis. The following information is provided in order to help you make an informed decision whether to or not you would like to participate. If you have any questions please do not hesitate to ask. You are eligible to participate in this study because you stand in a determined senior position in the government institution in one of Battambang Provincial Hall, Battambang Municipality, and Sangkats.

Title of Research: Gender Equality in the Government Institution in Battambang City, Battambang Province, Cambodia

Purpose of the research: This research aims to find out the current status of gender equality in the government institution, to understand about the perspective of male and female officials on the term of gender equality and to develop the proper solutions to this issue.

Procedure: You will be asked to participate in an interview and allow the researcher to observe you. The interview will take approximately one hour to one hour and a half of your time. The interview will be audio recorded and will take place at your office. During the interview, you will be asked a series of questions. These questions are designed to allow you to share your experience as well as to share about your perspective on gender equality inside the government institution. Additionally, the researcher will observe you during the monthly council meeting which will be undertaken in your place.

Risks and/or Discomforts: There are no known risks or discomforts associated with this research because your personal information will not be released publicly, and the research is only for academic purpose.

Benefits: The information gained from this study may help us to get more insight on perspective of male and female government officials in Battambang City which will give benefit for developing more effective policy in order to promote gender equality. In other words, it can help to address the challenge for women in public sectors and decision making. On the other hand, having participated in this research means that you can contribute to gender equality enhancement which is a one of the prioritized issue taken into account by the Royal Government of Cambodia.

Confidentiality: Once the interview is transcribed, the audio tapes, interview transcripts, and some documents that you provide will be kept for 5 years in the University's office as the researcher can access to them. All the data that get from your response will be protected through setting password in the Microsoft Word once the researcher start to analyze data.

Compensation: You will not receive any type of compensation for participating in this study.

Opportunity to Ask Questions: You may ask any questions concerning this research and have those questions answered before agreeing to participate or during the study. Or you may call Miss. Visalsokwatey Sin or e-mail to pich15@yahoo.com or Doctor Kanda Janyem or e-mail to kanda.j@psu.ac.th .

Freedom to Withdraw: You are free to decide not to enroll in this study or to withdraw at any time without adversely affecting their or your relationship with the investigator.

You are voluntary making a decision whether to or not to participate in this research study. Your signature certifies that you have decided to participate having read and understood the information presented. You will be given a copy of this consent form to keep.

Signature of Participant

Date

I hereby give consent to audio record my interview.

Initial of Participant

Date

In my judgment I am voluntary and knowingly giving informed consent and possess the legal capacity to give informed consent to participant in this research study.

Signature of Investigator

Date

APPENDIX 7- INFORMED CONSENT FORM
(CAMBODIA'S LANGUAGE)

INFORMED CONSENT FORM

(CAMBODIA'S LANGUAGE)

ឯកឧត្តម លោកជំទាវ លោក លោកស្រី ជាទីគោរព!

ឯកឧត្តម លោកជំទាវ លោក លោកស្រី ត្រូវបានគោរពអញ្ជើញឲ្យចូលរួមក្នុងការសិក្សាស្រាវជ្រាវមួយ ដែលមានគោលបំណងស្វែងយល់ ពីបទពិសោធន៍ និងទស្សនទានផ្ទាល់ខ្លួន អំពីសមភាពយេនឌ័រ នៅតាម បណ្តាស្ថាប័នរដ្ឋដែលបានកំណត់ ក្នុងក្រុងបាត់ដំបង ខេត្តបាត់ដំបង ប្រទេសកម្ពុជា។ ឯកឧត្តម លោកជំទាវ លោក លោកស្រី អាចសម្រេចចិត្តមិនចូលរួមក្នុងការសិក្សាស្រាវជ្រាវនេះ ពីព្រោះអ្នកចូលរួមនឹង ត្រូវបានអញ្ជើញចូលរួម តាមគោលការណ៍ស្ម័គ្រចិត្ត។ ព័ត៌មានខាងក្រោមនេះ ត្រូវបានផ្តល់ជូន ដើម្បីជាជំនួយ ដល់ឯកឧត្តម លោកជំទាវ លោក លោកស្រី ក្នុងការសម្រេចចិត្តថាតើគួរចូលរួម ឬមិនចូលរួម។ ប្រសិនបើ ឯកឧត្តម លោកជំទាវ លោក លោកស្រី មានមន្ទិលសង្ស័យត្រង់ចំណុចណាមួយ សូមមេត្តាកុំស្ទាក់ស្ទើរក្នុងការសាកសួរទាក់ទងនឹងការសិក្សាស្រាវជ្រាវនេះ។ ឯកឧត្តម លោកជំទាវ លោក លោកស្រី មានសិទ្ធិក្នុងការចូលរួមក្នុងការសិក្សាស្រាវជ្រាវនេះ ដោយហេតុថា ឯកឧត្តម លោកជំទាវ លោក លោកស្រី មានមុខតំណែងក្នុងស្ថាប័នរដ្ឋដូចអ្វីដែលការសិក្សាស្រាវជ្រាវបានកំណត់ រួមមាន សាលាខេត្តបាត់ដំបង សាលាក្រុងបាត់ដំបង និងសង្កាត់នានាក្នុងក្រុង។

ចំណងជើងនៃការស្រាវជ្រាវ៖ សមភាពយេនឌ័រតាមបណ្តាស្ថាប័នរដ្ឋ នៅក្នុងក្រុងបាត់ដំបង ខេត្តបាត់ដំបង ប្រទេសកម្ពុជា។

គោលបំណងនៃការស្រាវជ្រាវ៖ ការសិក្សាស្រាវជ្រាវនេះមានគោលបំណង ១) ដើម្បីស្វែងយល់ពីស្ថានភាពបច្ចុប្បន្ន នៃសមភាពយេនឌ័រក្នុងស្ថាប័នរដ្ឋ ២) ដើម្បីស្វែងយល់ពីទស្សនទានរបស់មន្ត្រីជាបុរស និងស្ត្រី ទៅលើពាក្យថាសមភាពយេនឌ័រ និង ៣) ដើម្បីរួមចំណែកបង្កើតនូវដំណោះស្រាយសមស្របសម្រាប់បញ្ហាទាក់ទងនឹងសមភាពយេនឌ័រនេះ។

ដំណើរការ៖ ឯកឧត្តម លោកជំទាវ លោក លោកស្រី នឹងត្រូវបានគោរពអញ្ជើញឲ្យចូលរួមនៅក្នុង ការសម្ភាសន៍មួយ និងអនុញ្ញាតឲ្យមនុស្សម្នាក់ចាំសង្កេតមើលពីការសម្ភាសន៍នោះ។ ការសម្ភាសន៍នឹងត្រូវចំណាយ ពេលប្រហែល ១ ម៉ោង និង ៣០ នាទី។ កិច្ចសម្ភាសន៍ត្រូវបានចាត់ជាសម្លេងទុក និងធ្វើឡើងនៅការិយាល័យ របស់ ឯកឧត្តម លោកជំទាវ លោក លោកស្រីដោយផ្ទាល់។ នៅក្នុងដំណើរការនៃកិច្ចសម្ភាសន៍ ឯកឧត្តម លោកជំទាវ លោក លោកស្រី នឹងត្រូវបានសាកសួរអំពីសំណួរមួយចំនួន ដែលសំណួរទាំងនោះ ត្រូវបានរៀបចំឡើងដើម្បី អនុញ្ញាតដល់ ឯកឧត្តម លោកជំទាវ លោក លោកស្រី អាចចែករំលែកនូវបទពិសោធន៍ ក៏ដូចជាទស្សនទានផ្ទាល់ខ្លួន ទាក់ទងនឹងសមភាពយេនឌ័រ ក្នុងស្ថាប័នរដ្ឋ។ លើសពីនេះទៀត និស្សិតដែលធ្វើការស្រាវជ្រាវ នឹងធ្វើការសង្កេតមើល ឯកឧត្តម លោកជំទាវ លោក លោកស្រី ក្នុងអំឡុងពេលនៃកិច្ចប្រជុំក្រុមប្រឹក្សាប្រចាំខែ ដែលនឹងត្រូវធ្វើឡើងនៅក្នុងស្ថាប័នរបស់ ឯកឧត្តម លោកជំទាវ លោក លោកស្រី។

ហានិភ័យ និងបញ្ហាផ្សេងៗ៖ មិនមានហានិភ័យ ឬបញ្ហាផ្សេងៗ ដែលត្រូវបានមើលឃើញ ឡើយ ពាក់ព័ន្ធនឹងការសិក្សាស្រាវជ្រាវនេះ ពីព្រោះ ព័ត៌មានផ្ទាល់ខ្លួនរបស់ ឯកឧត្តម លោកជំទាវ លោក លោកស្រី នឹងមិនត្រូវបានបង្ហាញជាសាធារណៈឡើយ។ ម្យ៉ាងវិញទៀតការស្រាវជ្រាវនេះ គឺ ធ្វើឡើងសម្រាប់តែគោលបំណងសិក្សារៀនសូត្រតែប៉ុណ្ណោះ។

អត្ថប្រយោជន៍៖ ព័ត៌មានដែលទទួលបានពីការសិក្សានេះ អាចជួយដល់ពួកយើងឲ្យយល់ កាន់តែច្បាស់ អំពីទស្សនទានរបស់មន្ត្រីរាជការជាបុរស និងស្ត្រី ក្នុងក្រុងបាត់ដំបង ដែលទាំងនោះ នឹងផ្តល់នូវអត្ថប្រយោជន៍ សម្រាប់ការបង្កើតគោលនយោបាយដែលកាន់តែមានប្រសិទ្ធិភាព សំដៅ ជំរុញឲ្យមាននូវសមភាពយែនឌ័រ។ នោះមានន័យថា វាអាចជួយក្នុងការដោះស្រាយបញ្ហាប្រឈម នានាសម្រាប់ស្ត្រីនៅក្នុងវិស័យសាធារណៈ និងការសម្រេចចិត្ត។ ម្យ៉ាងវិញទៀត នៅពេលដែល ឯក ឧត្តម លោកជំទាវ លោក លោកស្រី បានចូលរួមក្នុងការសិក្សាស្រាវជ្រាវនេះ មានន័យថា ឯកឧត្តម លោកជំទាវ លោក លោកស្រី អាចចូលរួមចំណែកក្នុងការជម្រុញសមភាពយែនឌ័រ ដែលវាជាបញ្ហា អាទិភាព និងត្រូវបានយកចិត្តទុកដាក់ខ្ពស់ដោយ រាជរដ្ឋាភិបាលកម្ពុជា។

ការរក្សាការសម្ងាត់៖ នៅពេលដែលការសម្ភាសន៍ ត្រូវបានចម្លងទុក ខ្សែអាត់សម្លេង កំណត់ ត្រានៃការសម្ភាសន៍ និងឯកសារមួយចំនួនដែល ឯកឧត្តម លោកជំទាវ លោក លោកស្រី ផ្តល់ឲ្យនឹង ត្រូវបានរក្សាទុករយៈពេល ៥ ឆ្នាំនៅក្នុងការិយាល័យសាកលវិទ្យាល័យ ដើម្បីធ្វើជាឯកសារតម្កល់ ហើយនិស្សិតដែលធ្វើការស្រាវជ្រាវ អាចចូលទៅប្រើប្រាស់ឯកសារតម្កល់នោះបាន។ រាល់ទិន្នន័យ ដែលទទួលបានពី ឯកឧត្តម លោកជំទាវ លោក លោកស្រី នឹងត្រូវបានការពារដោយការដាក់បញ្ចូល លេខសម្ងាត់ ក្នុងកម្មវិធី Microsoft Word នៅពេលដែលនិស្សិតដែលធ្វើការស្រាវជ្រាវ ចាប់ផ្តើម វិភាគទិន្នន័យទាំងនោះ។

ផលតបស្នង៖ ឯកឧត្តម លោកជំទាវ លោក លោកស្រី នឹងមិនទទួលបាននូវផលតបស្នងផ្សេងៗ អំពី ការចូលរួមក្នុងការសិក្សាស្រាវជ្រាវនេះទេ។

ការសាកសួរសំនួរ៖ ឯកឧត្តម លោកជំទាវ លោក លោកស្រី អាចធ្វើការសាកសួរព័ត៌មានផ្សេងៗ ទាក់ទងនឹងការសិក្សាស្រាវជ្រាវនេះ និងឲ្យអ្នកស្រាវជ្រាវឆ្លើយតបនូវសំនួរទាំងនោះ មុននឹងធ្វើការយល់ព្រម ចូលរួម ឬក្នុងអំឡុងពេលនៃការសិក្សាស្រាវជ្រាវ។ ឬក៏ ឯកឧត្តម លោកជំទាវ លោក លោកស្រី អាចទាក់ទង ដោយផ្ទាល់ជាមួយនឹង កញ្ញា ស៊ីន វិសាលសុខវីតី តាមរយៈអ៊ីម៉ែល pich15@yahoo.com ឬទាក់ទង ជាមួយ លោកស្រីបណ្ឌិត កាន់ដា ចាន់យេម (Kanda Janyem) តាមរយៈអ៊ីម៉ែល kanda.j@psu.ac.th ។

សិទ្ធិក្នុងការបញ្ឈប់៖ ឯកឧត្តម លោកជំទាវ លោក លោកស្រី អាចសម្រេចចិត្តមិនចូលរួមក្នុង ការសិក្សា ស្រាវជ្រាវនេះ ឬដកខ្លួនចេញនៅពេលណាក៏បាន ដោយមិនចាំបាច់គិតគូរពីទំនាក់ទំនងជា មួយអ្នកស្រាវជ្រាវឡើយ។

ឯកឧត្តម លោកជំទាវ លោក លោកស្រី អាចសម្រេចចិត្តចូលរួមក្នុងការសិក្សាស្រាវជ្រាវនេះ តាមរយៈការស្ម័គ្រចិត្ត។ ហត្ថលេខារបស់ ឯកឧត្តម លោកជំទាវ លោក លោកស្រី បញ្ជាក់ថា ឯក

ឧត្តម លោកជំទាវ លោក លោកស្រី បានសម្រេចចិត្តចូលរួម ក៏ដូចជាបានអាន និងយល់ព្រមលើ ព័ត៌មានដែលបានបង្ហាញខាងលើ។ ឯកឧត្តម លោកជំទាវ លោក លោកស្រី នឹងត្រូវបានផ្តល់ជូនឯក សារថតចម្លងនៃកិច្ចព្រមព្រៀងនេះដើម្បីរក្សាទុក។

ហត្ថលេខាអ្នកចូលរួម

កាលបរិច្ឆេទ

ខ្ញុំយល់ព្រមឲ្យថតចម្លងសម្លេងនៃកិច្ចសម្ភាសន៍របស់ខ្ញុំ។

ឈ្មោះអ្នកចូលរួម

កាលបរិច្ឆេទ

ខ្ញុំសូមបញ្ជាក់ថា ខ្ញុំស្ម័គ្រចិត្ត និងទទួលស្គាល់ ក៏ដូចជាក្សាសិទ្ធិក្នុងការផ្តល់ជូននូវ កិច្ចព្រមព្រៀងក្នុង ការចូលរួមនេះ ដល់អ្នកចូលរួមក្នុងការសិក្សាស្រាវជ្រាវនេះ។

ហត្ថលេខាអ្នកស្រាវជ្រាវ

កាលបរិច្ឆេទ

APPENDIX 8- PAPER PUBLISHED

Paper I

Male and Female's Government Officials' Perspective on the Gender Equality in Sub-National Administration: A Case Study of Battambang Province, Cambodia

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Currently, I am a graduate student at Prince of Songkla University. My research focuses on Gender Equality. Before I came here to pursue master degree, I used to work in some places in Battambang Province, Cambodia. My first job was in Battambang Provincial Hall. During that time, I worked in National Relation and International Cooperation office, appointed to translate from Native document to English and vice-versa. Then I got an opportunity to be a Personal Assistant for vice governor of Battambang Provincial Hall. Being part of that job, I joined with social work which related to gender issue, an interesting work for me. I always keep in mind that once I continue my master degree, I will work on that field for my research. After that, I got another job which focused on local economic development. Yet this job also worked on the equality of chance for both men and women to join in the capacity building activities, economic opportunities, and equal chance to share idea. To conclude, most of my job deals were with public sector, specifically local governmental institutions. As a result, I could understand on how gender equality is planned, implemented, and promoted in the governmental institutions.

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Male and Female's Government Officials' Perspective on the Gender Equality in Sub-National Administration: A Case Study of Battambang Province, Cambodia

Abstract

Gender Equality has been identified the perspective if male and female officials toward gender equality. The study was conducted in Battambang Provincial Hall, Battambang Municipal Hall, and four Sangkats. The participants were selected according to their experience inside the institutions from 2 to 5 years. Since this was the qualitative research, phenomenology used to collect data and thematic analysis used for analyses data. The result revealed that gender equality had been defined as the actions which share equal value between male and female officials in term of family and social in order to complete tasks equally within the institutions. In term of perspective, male and female officials gathered to the meeting point which they got equal chance and opportunity on behalf of capacity building, getting promotion, sharing benefits, and the process of making decision. The researcher suggested to increase more female into political participation.

Keywords: gender; gender equality; perspective

Introduction

According to Global Gender Gap Report in 2015, women represented half of the world's population and should have equal access to health, education, earning power and public representation (Global Gender Gap Report 2015). Similarly, the population of Cambodia was 14.68 million among of which 51.5 % female (Ministry of Planning, 2013). The Royal Government of Cambodia(RGC) has taken into account of women who are officially considered the backbone of Cambodia that leads the country to approve the Convention on the Elimination of All Forms of Discrimination against Women(CEDAW) in October 1992 without any reservation (HIV & Alliance, 2003). In February 1999, the Ministry of Women's Affairs and Veteran's Affairs (MoWVA) initiated a five years strategic plan called "Neary Rattanak" (Women are Precious Gems). After the completion of the strategic plan, MoWA or MoWVA invited in ministries and institutions at national and sub-national level to review the effectiveness and efficiency of the plan. Furthermore, the government identified the

plan to be a prioritized in the Rectangular Strategy. The plan is to reduce poverty amongst women, to promote good governance and decentralization and de-concentration, to reform the judicial, and to implement administrative reform women in decision-making (Ministry of Women's Affairs, 2004). The reviews update the strategy in every five years. As a result, the achievements were that gender has been acknowledged in laws, policies and programs at both the national and sub-national level, the promotion of women's economic empowerment was increased, the elimination of discrimination against women was increased, health and nutrition for all women was improved, the participation of women in education was increased, and the promotion of social morality, and family values were stronger (Ministry of Women's Affairs, 2004). Although there have been making improvements, according to Global Gender Gap Report (2015), Cambodia is ranked 109th shown that it was only 0.098% of women are in political empowerment. Therefore, it can be concluded that the number of women in the ministerial position remains low.

Cambodia Development Resource Institute (CDRI) claimed that in Cambodia, the perceptions of gender are generally interrelated to the words "culture and tradition". Men are usually in the higher position or status than women in the society, moreover, the status of a woman is probably judged by her wealth, characteristics, age, marriage, children, socio-economic position, and family composition. Within the context of gender in Cambodia, women are commonly considered as household managers while earners are totally men (CDRI, 1999).

Similarly, governmental institutions rarely consist of female leaders in Battambang City (BTBC). Perspective of men whether why there was no many women can hold a high position among governmental institutions in BTBC. There are multiple reasons why the researcher decided to employ this topic. Observation 1, men are the key role players to foster gender equality. Observation 2 men do not value women's right or their participation. Observation 3, men in Cambodia are more powerful people, especially in family contexts (Gorman, Tūrīnā, & Kheñ, 1999). Secondly, gender equality will be quickly reached if men can clearly understand, open their minds, and effectively implement gender policies. Finally, the researcher reviews that trying to make male government officials (especially local level city/district) understanding about gender equality is a key success. In Cambodia, this research would contribute to

decentralization policy (bottom-up) of the government in which gender equality is a top priority to be addressed.

This research, in summary, will contribute to address the challenge for women in public sector, particularly the absence of female officials in decision making or high position which is a hot issue as stated by the Ministry of Women's Affairs (2004) . The study will provide the current status of gender equality and solutions among local government institutions in Battambang Municipal, and will allow other similar local government institutions to duplicate.

Advantages of this research; firstly, it will provide the current status and potential solutions for gender equality among governmental institutions in BTBC. Depending on the results of this study, Battambang Province (BTBP) will be able to use it as a baseline data as a theory input to implement a plan to effectively promote gender equality, since there were many researches which focused on gender equality throughout Cambodia, However, this study will illustrate more accurate understanding of the target demographics. Secondly, result of the study can be used in other contexts throughout Cambodia. Last but not least, the study will provide more understanding and insight for future researchers about gender issues in the context of BTB and throughout Cambodia.

Objective of the study

The objective of this study is to find out the perspective of female and male officials toward gender equality inside the local governmental institutions in Battambang City, Battambang Province, Cambodia.

Research area

The research was conducted in the context of Battambang City (BTBC), Battambang Province (BTBP), Cambodia, selecting related government institutions inside the city which would focus on three important areas (Battambang Provincial Hall, Battambang Municipality, and 4 Sangkats). To be noted there are 13 cities and districts in BTBP, of which BTBC, is one of them, BTBC is the place of administration, business, and tourism. However, this research would not cover all the departments in BTBC since the time constraint. The focus was on senior positions in each institution. There were 12 interviewers and 10 participants in the group discussion.

Literature review

Alexander & Welzel (2007) suggested that there are four main aspects of gender equality including basic living conditions, participation in civic actions, positional empowerment, and political representation. Gender equality in basic living conditions refers to literacy rate, educational level, standard of living, and life expectancy. Plus, participation in civic actions is about the percentage of adult female population joined in petitions, demonstration, boycotts, and other forms of civic actions. Moreover, positional empowerment specifically focuses on women's presence in administrative and managerial power positions. And the fourth aspect, political representation, talks about the proportion of women in national parliament.

In theory, Alexander and Welzel (2010) believed that the four aspects of gender equality are considered the interrelated order of progression. This means that the starting point of gender equality is associated with the first aspect, basic living conditions, when women and men have the same educational level and standard of living. Then, it will lead women to have chance to participate in civic actions including demonstration or boycott since they already have proper basic living conditions. The more participation in civic actions will pave the way for women to achieve in power positions (positional empowerment). Finally, when women enter power positions in greater numbers, it also becomes likely that more women enter national parliaments (political representation). This theory is used for developing conceptual framework and analyzing data for this research. The conceptual framework of this research was mainly focused on female officials in power and decision making, female in participation, benefit sharing between both male and female officials, opportunity sharing, right of female officials, and female officials' voice and ideas inside the government institutions.

Gender equality in government sector

In the twenty-first century, gender equality is widely considered as one of the main challenges for sustainable development, poverty reduction, peace, security and human rights (UN Women, 2014). Agrawal (1997), as cited by UN WOMEN, had called governments as members to integrate gender concerns and perspectives into policies and programs to achieve the three pillars for sustainable development: economics, environment and social. In order to have the real gender equality, (UN

Women, 2014) also claimed that governments should not only eliminate all forms of discrimination against women such as structural, cultural, and historic discriminations, but ensure that women can understand clearly about their rights.

Chowdhury et al., (n.d.) concluded that institution and society are the key challenges for women, in other words, institutional barriers which include political systems that do not take into account women's household responsibilities; moreover, women are often ignored and thought to do with their household responsibilities this is because of the social norms. There are many countries where women cannot reach or hold a position such as legislators, senior officials, and managers in comparison with men (World Bank, 2013). Similarly, it was believed that cultural attitudes and social norms can actually effect on the size of labor force (Ministry of Women's Affairs, n.d.).

It could be concluded that gender equality was taken into account by various states followed from the international framework. The women present inside the government sector especially in senior position. This could lead to the unbalance society. This section provided more insight to researcher to understand about challenges of gender equality in Local Government Institutions.

Gender in power and decision making

United Nations (2002) suggested that it is important to look at and understand gender differences in power and formal decision-making structures (such as governments, community councils, and policy-making institutions). Different priorities, needs, and interests of women are often not taken into account if there is an under-representation number of women and the low visibility of women's perspectives. Also, national, regional or sub-regional priorities, or even the specific needs and priorities of a community, are often defined without meaningful input from women. Seemingly to happen, the major numbers of individual group most likely to support their own group than the other. Henceforth, female's participation was less than male's participation. As a result, there were more support for male than them.

Women's empowerment

Women's empowerment is a process of allowing women to gain access and develop their capacity through actively participating in shaping their life or community in terms of economics, society, and politics (UN Women, 2014). Fundamental concept

of women's empowerment is an understanding of power itself; women's empowerment does not mean women taking over control previously held by men, but it is the need to transform the nature of power relations, in other words, power may be understood as the capacity to organize with others towards a common purpose, and the power to effect change and take decisions, rather than power over others (Reeves et al., 2000). Feminist activists stress that woman's empowerment is not about replacing one form of empowerment with another: women's empowerment should lead to the release of men from not value women and ideas of oppression. It should lead to a situation where each one can become a whole being regardless of gender, and use their fullest potential to construct a more humane society for all (Oxaal & Baden, 1997).

To sum up, representation of women in leadership position is a hot issue because of some main reasons including gap in implementing legal and policy frameworks, discriminatory and unsupportive organizational cultures within public administration, inadequate data and analysis to advance women's participation and decision-making, and weak gender mainstreaming.

Research methodology

Qualitative research seen as a tool for seeking understanding especially when it had to do with the complex and dynamic nature of human and their interaction (Creswell, 2009). Denzin & Lincoln (2000) claimed that qualitative research involved an interpretive and naturalistic approach: "This means that qualitative researchers study things in their natural settings, attempting to make sense of, or to interpret, phenomenon in terms of the meanings people bring to them.

Similarly, in order to achieve the objectives of the study, the qualitative methodology was employed by the researcher. Qualitative data could clearly represent the perspective from selected male and female government officials in BTBC on gender equality; moreover, it could provide an opportunity to analyses more in-depth about their practices in enhancing gender equality among their institutions.

Data collection

In order to collect data, phenomenology was used in this study context. Phenomenology was a kind of method which discussed on the experience of the

participant in in-depth and described those experiences through the interview, group discussion, and non-participation (Creswell, 2009).

The researcher began with in-depth interviews with key informants. This step was to find out the current status of gender equality and to get more insight on perspective of the officials toward this issue. The researcher appointed with the participants in order to do in-depth interview. While the researcher interviewed, voice record had been made in order to collect the data. After that, the researcher engaged in group discussion which assigned in the BPH. The member was invited to join together and discussed under the questions from the researcher. This step used to validate the result from the interview. Once those steps were completed, non-participant observation was used to validate the information from the semi-structured interviews and group discussion. The researcher asked to sit in the meeting with the Battambang Provincial Councilor and the related departments in BTBP. The themes of the meeting were about the completed action plan and challenges in each month.

Key informant

The key informant of this research was mainly focused on male officials who hold in senior position; however, female official's government institutions in BTBC will be selected since their response will identify key constraints fostering gender equality. Purposive sampling was applied with this study in compliance with the objective and research methodology. Sampling was aimed to figure out the perspective or experience of key informants (male and female officials' perspective forbidding gender equality), and generalization was not what the study was seeking. In order to select the key informant, the researcher chose the official workers who stand in high positions or senior positions inside the local governmental institution. The key informants were the people who have experience in gender equality and at least two to five years inside their institutions. Moreover, they must be the important people who had the right to make decision. Anyway, there was total of 12 interviewees for doing in-depth interview which 6 of them were male's officials who stand in senior position and the rest were female's officials. Once the interview was completed, 3 males' and 3 female's officials were asked to participate in the discussion.

Data analysis

The researcher used thematic analysis which consisted of three main steps: 1) coded text; responses gathered from respondents were coded according to its meaning and content. The researcher started by going through line-by-line. 2) Grouped the code, meaning that the coded text would be grouped into a hierarchical tree structure. 3) Analyzed the data, the researcher started to translate the code toward the proposed study's objectives (Thomas & Harden, 2008).

Result

From the study, five major points were identified under the definition of gender equality, women's empowerment, women and support, gender equality in term of development, and the challenges of gender equality.

The definition of gender equality

There were many responses toward this term. Gender Equality had been viewed as the action which share equal value between male and female in terms of family and social context. Both male and female distributed equal chance in order to complete tasks equally within the institution. This discourse had been affirmed from the participants both during in-depth interviews and group discussion.

Women's empowerment

In order to reach Gender Equality, women's empowerment shall be included in the process. The word empowerment itself viewed as how people treat their lives, what they do to pursue their own goals, how to live in accordance to their own values, the way they develop self-reliance, being able to make choices and influence others, and the decision that affect their lives.

Benefit sharing inside the government's institutions

Benefit sharing was used to find out if both male and female officials were equal. The benefits shared together were participation in social affairs, economics, and various activities. From the research, we found that male officials were not hesitate to share with female' officials. They did share capacity building with each other as well as finding solutions. The perspectives of male officials were that female officials got an equal chance in everything in order to reach gender equality. According to the group discussion, they thought that female officials should receive more benefits than male officials. They should get promoted to become the leaders in the organizations or

departments and female officials should be provided time to show their abilities and develop their knowledge. In order to prove that male and female officials share the same benefit, they organized the development program which included female officials. In term of social affairs, they did include health and protect mother and child. In addition, every action in Sangkats was used to develop the capacity building for women to get promoted. However, it was noted that female officials ignore the chance to get promoted. The reason was that they would not leave their own comfort zone and were not confident enough to compete in society. All the activities showed both positives and negatives. Male officials understood that in some conditions heavy and difficult tasks were given to males in order to lower difficulty of females. Anyhow, some female officials did more tasks than males. An example, the Deputy Governor of Battambang Provincial Hall raised that “Female officials were not just only focus on the administration task, but they also need to care for the household chore. Result in more responsibility than male officials. From this the researcher concluded female would place in senior position because of their acting to multi-tasks. To sum up, both male and female officials in the governmental institutions thought that they should be provide an equal chance in term of sharing benefit within the institutions.

Female in power and decision making

Power and decision making were taken into account in order to empower women. Individuals, who were able to make decisions with, were the head of each institution. Female officials were given opportunities to make decisions, however they were limited and concluded that were still apprehensive in making decision. They were not confident on their own ability. Therefore, due to their past experience the gap between male and female officials remained distant. The provincial deputy governor raised that “To compare with male officials; female officials made slower progress than male. Yet the percentage of being successful was still high since they got more time to do critical thinking. Anyway, male officials could adapt to any problem solving quicker than female officials in any circumstances.” Decision making depended on the real situation of work and duties. As a result, some female officials were cautious of making decisions since they believed they lacked of experience and ability to do tasks which were related to legislation. Another participant also claimed that “From my own experience, I observed that female had lack of support from their own family as well as from their

own institutions.” By the way, for female officials who hold senior positions in the institutions showed that they have the ability since they have worked at all levels.

Women's participation

Female participation was one of the crucial concerns since there was lack of female officials within governmental institution. At the national level 1/3 was women in each institution. From the study, the researcher found in order to support female officials to participate training on foundation and knowledge was required. In addition, to identify the problem and monitoring it would help women to accomplish tasks easily. This was supported by male and female officials. To participant provided incentives as well as rewards when they succeed.

Women and position

Discussion were made about female officials who are required to travel with work including tasks and accommodation overnight stay, tasks or proper accommodation available were what some key informants provided during the interview. Some of them thought that giving women opportunity and multi-tasks to develop capacity building skills for them. They could raise women's issues once were in senior position. They could manage time very well, yet late in a small amount. There were some places which had been raise up from the respondents for female's official such as Ministry of Women Affairs, Ministry of Royal Government, Ministry of Education, Ministry of Commerce, and Ministry of Culture and Fine Arts which women are more skilled to work in the departments as women have a better understanding of women's issue, and they pay more attention to details.

Women and support

Support is essential in every term of life. Therefore, it should be considered as part of the gender equality. The researcher discussed three main things such as women's support in term of sharing ideas, men's supportive, and the support from the government.

Support women in term of sharing ideas

There were many kinds of support for women to get full right. Sharing idea was highlighted throughout the interviews and was discussed as a motivation to provided more opportunities and be competitive in society as a whole. Moreover, from their point of views, providing opportunity for women to share ideas and join in any occasion, put

high attention on female officials, compliment them when they complete the tasks well, push and motivate them, and allow them to join in training in order to develop their capacity building were the things to support female's officials in term of sharing ideas.

Men's support

Men's support plays essential role for empowering women. Without men's support, women could do nothing. From the research, men never do any form to threat women both body and feeling in the institutions. Men encouraged collaboration with women and provided training and opportunities, and partnering on programs support through on ground visit related to women and children. One of the participant claim that "To be honest, I myself could not do like female officials. I do appreciate how they could manage to work both household chore and in the work place. I will open my mind and support them when they needed."

Government's support

The Government plays an essential role to promote gender equality. So far, the government has implemented rectangular strategies which require at least 40% to 50% female officials in every department or organizations. At the provincial level, there is one focal person who is responsible for disseminating and implementing activities related to gender equality. They promote gender equality and leadership in all institutions from national to sub-national level. Neary Rattanak I-IV provided vocational training and other form of abuse to poor women. There is also supported through other organization's donation. Following Royal Government's policies, there are supports for females to stand for parliaments and councils for Communes or Sangkats. During fieldwork with other organizations, the local government provides education related to the rights of women and children for families and other local areas in order to prevent the violence and exploitation. The presence of female officials in National Assembly, Government Institutions, and sub-national level were the requirement of the policy.

Gender equality in term of development

In terms of sustainable development, gender equality is promoted within the country. Both men and women are dare to make decision and implement together for common benefits. They have to gather each other to perform their tasks and to complete the missing parts which were the lack point. Women care about education, security, and

problem which relate to health of women and children since they understand what is the needed of the women themselves, like one proverb said “Women are the backbone of the development in the country.” Long ago, girls couldn’t work in everything, yet nowadays the government made the effort to combat this issue and encourage the girls explore options which choosing a cause. Gender Equality promotes the development and increases the number of women wanting to consider leadership at the community and local level.

Challenges of gender equality

From the study, there were multiple challenges identified about gender equality. In some departments, additional responsibility to female officials was not yet fully widespread as there was a lack of understanding. Some individual still had the old mindset which effected some female’s decisions and participation. Some female officials felt timid and not willing to speak public; as a result, more opportunities were given to men than women. Furthermore, some officials had actively participated in tasks related to gender equality. Lack of motivation and jealousy from female officials themselves still remained high. Last but not least, budget restraints could affect the implementation of activities at the local level.

Mindset of female officials in the governmental intuitions

Mindset was the major issue in development. Some thought that women were weak; they couldn’t do like men do. It still exists in some institutions; male officials thinking they had more power than female officials. An example is that male officials did not support female officials participating on mission both in the province and outside boundary as well. They are not open to accept and attend the training or workshops which relate to women or gender equality. The other mindset said that “women couldn’t turn around the stove.” For instance, in Municipal Hall the number of female officials was less than male officials by 25% who focus on office work rather than fieldwork.

The impact from male officials on female officials

Elder people in previous generations always follow old tradition of both women and men’s roles. There were no decisiveness and little encouragement for women. In addition, some male officials thought that gender was focused on women only. They did not fully understand this term well. Therefore, there was less voice-negotiation,

decision-making, and work implementation. Some men were looking down on female officials based on their participation, and didn't give high value on them. The researcher also concluded that some male officials were not willing to assist when female officials had problems. They were too proud of themselves which make female officials felt useless. Some men still upset when women had more power than them.

Conclusion

To conclude, the perspective of both male and female officials drew out that gender equality was important in term of development. Both male and female officials got more understanding far better than before and dare to share and change the old mindset within the institution. Some female officials who believed that they have the ability to do what male officials do. As a result, they would have an opportunity to get promoted if they think differently. The way they think could be effect on their own work and opportunity. In somehow, the male's perspective effect on some female officials. For those who still do not fully understand about the gender equality a perceived lesser value on female officials look down on the women's ability. To compete for equal jobs, challenges and solution were raised by the entire participants who identified a need to improve. Not to mention only men, females themselves have the power to change the society once they are overcome with the stereotype or old mindset. They shall be dare to take more responsible tasks in order to improve their own capacity building and grab the opportunity. In conclusion, it was observed that male and female officials need to make their own changes in order to get equal within their work

Discussion and recommendation

As a result of the research, finding can be discussed and recommended as follows:

Discussion

Based on the findings, there are few things to be considered. Firstly, the perspective of male and female officials in which to get deeper understanding on their perspective in term of gender equality. Gender Equality had been viewed as the equal rights, status, entitlements, responsibilities and opportunities between men and women. (Vereinte Nationen, 2014) Similarly, the findings illustrated that the definition of

gender equality was given as the action in which share equal value between men and women in terms of family and social. Identically, once men truly support women in all forms owing to claim their right as well as to make them feel safe and encouraged, both of them would have a better relationship (Unicef and others, 2011). Likewise, in the result of the study which revealed that women tend to lack support from the family and society. Henceforth, they needed to get the encouragement from men as well as their own family to fulfil their goals. “Women were the backbone of the country” was the phrase which had been raised during the research was conducted. Male officials thought of female officials as the crucial people whom could not missed out from the country’s development. Some women could be too shy to share ideas and not dare to grab the chance since they still hold onto the old mindset. Not to mention, men also believed in old mindset as well. They have the concept of women were less powerful than them and shall be remain in lower position than them. Although this may be true, today there are positive strides to understand in gender equality better than before. According to The World Bank (2012), four out of 10 people globally in most developing countries agreed on term that jobs should be given to men than women when the jobs are scarce. Thereupon, there was a lacks of women’s participation inside the governmental institution as well as the political representative. Consequently, men believed that women should pay more attention on social’s issues which could be benefit for them to have more ideas to share and rise.

Based on Caren (2003) the discrimination in the family and societal institutions, social, cultural, and religion norms led to stereotypes which were the barriers for women’s decision. Identically, from the result of the study showed that in spite of family and social norm, women themselves were the one who create those problems on their own. Some women were not interested in working in the government with low-paid beside that they were interested to work as an accountant more than. Some of them chose being with family more than spending time on outdoor job. Anyway, solution shall be made to combat this issue. (Secretary-General, 2002) suggested that to enhance women in power and structures and decision making needed to be comprehensive approach within local and national level also including with capacity building and training program, and gender equality structure promotion. Lastly, the researcher found

out that women should be able to change the old mindset and be ready to take challenge in the society. Therefore, they could get more chance to participate in any activities.

Recommendation

The result of the study might not be able to apply to all departments in Cambodia since it mainly focused on the senior positions in Battambang Provincial Hall, Battambang Municipality, and 4 Sangkats however; the results in general are in context of BTBC as a whole. According to the research, recommendations could be used to develop future research as well as to make a sustainable development in the country:

➤ Government of BTBC:

- Both male and female officials got equal chance to share work, there should be more sharing responsibility for female who have equal ability the same as male.
- Create positive environment for women to participate in and get benefit from all forms of sustainable projects especially create effective tools to address discriminatory stereotype and inequality
- The local and sub-national level to implement more leadership training in the future in order to push up the capacity building in term of party politics, negotiate with development agencies, and promote the formation of independent organizations
- Increase number of women in political participation

➤ Future Research:

- Future research should be inclusive of multiple departments in the city as well as the province in order to get more understanding on Gender Equality in Cambodia.

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Conflict of interest

This research is sponsored by [Prince of Songkla University, Graduate's school for dissertation for thesis] and may be lead to the development of [Battambang Governmental Institutions], in which I have collect data from the institutions. I have disclosed those interests fully to Taylor & Francis, and have in place an approved plan for managing any potential conflict arising from this arrangement.

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APPENDIX 9- PAPER PROCEEDING

(Proceeding)

Current Status of Gender Equality in Governmental Institution in Battambang City, Cambodia

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Abstract

The objective of this study is to find out the current status of gender equality in the governmental institution in Battambang City (BTBC), Cambodia. To achieve this goal, the researcher exploited the qualitative methodology, and used Phenomenology which based on the participant's experiences. The key informants of the study were selected from Battambang Provincial Hall, Battambang Municipality, and 10 Sangkats². This study focused on male's officials in BTBC while female's officials also engaged in. For in-depth interview, 6 males and 6 female's officials who stand in a high position were selected while 3 males and 3 female's officials were invited to join group discussion. The researcher spent 6 months to do data collection and data analysis. Then non-participant observer had been used in the monthly annual meeting. From the study, we concluded that the number of female's officials was less than male's officials since low education and culture norm were the barriers to entail women into higher education. In some circumstance, discrimination still exist while there was a slightly amount of people who did not fully understand about gender equality. However, in term of working, female's officials share equal chance which include with getting profit, chance to participants in any events or meetings, getting promotion, voice's priority, and making decision in the institutions. So far, the progress of fostering gender equality in the local level was likely to be gradually increased.

Keywords: Gender; Gender Equality; Current Status of Gender Equality

¹ Sangkat is a Cambodian word, meaning "Commune" in English.

Background

According to Global Gender Gap Report in 2015, women represented one half of the world of the global population; therefore, they should have equal access to health, education, earning power and public representation (Global Gender Gap Report ,2015). Similarly, the population of Cambodia was 14.68 million among of which are 51.5 % females (Ministry of Planning, 2013). The Royal Government of Cambodia(RGC) has taken into account of women who are officially considered the backbone of Cambodia that leads the country to approve the Convention on the Elimination of All Forms of Discrimination against Women in October 1992 without any reservation (HIV & Alliance, 2003). In February 1999, the Ministry of Women’s Affairs and Veteran’s Affairs (MoWVA) started the first five years strategic plan called “Neary Rattanak” (Women are Precious Gems). The objectives of the first strategic plan were to reduce the poverty amongst women, to promote the good governance and decentralization and de-concentration, to reform the judicial, and to implement administrative reform and women in decision-making (Ministry of Women’s Affairs, 2004). Although there are such many improvements, according to Global Gender Gap Report 2015 (2015), Cambodia stood in the rank of 109 which showed that it was only 0.098% of women in Political Empowerment. Therefore, it can be concluded that the number of women in the ministerial position remains low.

Similarly, governmental institutions were rarely consisted of female leaders in Battambang City (BTBC). This research, on the other hand, was a part to particularly figure out the perspective of men whether why there was not many women can hold a high position among governmental institutions in BTBC. There are some main reasons why the researcher decided to employ this topic. Firstly, men are the key role players to foster gender equality. Many contexts that men do not value much on women’s right and participation, similarly, men in Cambodia are more powerful people, especially in family contexts (Gorman, Tūrīnā, & Kheñ, 1999). Secondly, gender equality will be quickly reached if men could clearly understand, opened their minds, and effectively implement gender policies. Lastly, the researcher reviewed that trying to make male government officials, especially local level (city/district) understand about gender equality was a key success. In Cambodia, this research would partially contribute to

decentralization policy (bottom-up) of the government in which gender equality is also a hot issue to be addressed.

Alexander and Welzel (n.d.) suggested that there are four main aspects of gender equality including basic living conditions, participation in civic actions, positional empowerment, and political representation. Gender equality in basic living conditions refers to literacy rate, educational level, standard of living, and life expectancy. Plus, participation in civic actions is about the percentage of adult female population joined in petitions, demonstration, boycotts, and other forms of civic actions. Moreover, positional empowerment specifically focuses on women's presence in administrative and managerial power positions. And the fourth aspect, political representation, talks about the proportion of women in national parliament.

This research, in summary, will contribute to address the challenge for women in public sector, particularly the absence of female official in decision making or high position which is a hot issue as stated by the (Ministry of Women's Affairs, 2004) . This is feasible since the study will provide current status of gender equality and the solutions among local government institutions in Battambang Municipality, and that will allow other similar local government institutions to replicate.

There are some main advantages of the research; firstly, it will provide the current status and proper solutions of gender equality among governmental institutions in BTBC. Depending on the result of this study, Battambang Province (BTBP) will be able to use it as a baseline data, especially a theory input to implement its plan to effectively promote gender equality since there were many researches which generally focused on gender equality throughout Cambodia, however, this study will actually illustrate more accurate understanding of the target site. Secondly, result of the study can be possibly used by other contexts throughout Cambodia. Last but not least, the study will provide more understanding and insight for future researchers about gender issues in the context of BTBC and throughout Cambodia.

Objectives/Research Questions

The main objective of this paper was to find out the current status of gender equality in the governmental institution of Battambang City, Cambodia.

Research Methodology

Qualitative research seen as a tool for seeking understanding especially when it had to do with the complex and dynamic nature of human and their interaction (Creswell, 2009). Denzin & Lincoln (2000) claimed that qualitative research involved an interpretive and naturalistic approach: “This means that qualitative researchers study things in their natural settings, attempting to make sense of, or to interpret, phenomenon in terms of the meanings people bring to them.

Similarly, in order to achieve the objectives of the study, the qualitative methodology was employed by the researcher. Qualitative data could clearly represent the perspective from selected male and female government officials in BTBC on gender equality; moreover, it could provide an opportunity to analyses more in-depth about their practices in enhancing gender equality among their institutions.

In order to collect data, phenomenology was used in this study context. Phenomenology was a kind of method which discussed on the experience of the participant in in-depth and described those experiences through the interview, group discussion, and non-participation (Creswell, 2007). The researcher began with in-depth interview with the key informants. After that, the researcher started to do group discussion. Once research finished those two steps, non-participant observation was used to validate all the information got from the semi-structure interview and group discussion. The observation took place during the monthly meeting of the provincial councilor. This meeting invited all the departments in Battambang Province to join and shared on the activities which completed and continued to the next months.

The key informant of this research was mainly focused on male’s officials who stand in senior position; however, female’s officials of the government institutions in BTBC will be selected since their response can make the researcher even easier to understand about their constraints in fostering gender equality. Purposive sampling was applied with this study in compliance with the objective and research methodology. To this end, purposive sampling aimed to only figure out the perspective or experience of key informants, and generalization was not what the study seeking for. In order to select the key informant, the researcher chose the official workers who stand in the high position or senior position inside the local governmental institution. The key informants

were those who have experience in gender equality at least two to five years inside their institution and have right to make decision. Anyway, there were totally 12 people for doing in-depth interview which 6 of them were male's officials while there were 3 male and 3 female's officials were invited to join in group discussion.

Findings

It came to a conclusion which the study should be made. The result of the study from in-depth interview, group discussion, and non-participant observation flashed as:

1. Gender in Power and Decision Making

From the interview, the researcher could have concluded that in term of power and decision making, there were two kinds of opportunities for female's official to make a decision. First of all, they got the same opportunity as males do. For instance, the vice chief of sangkat svay por said "We were allowed to raise problems in each annual meeting. Moreover, there was no discrimination which regards race and political policies." Base on policy in Cambodia, female and male's officials got equal right. Therefore, they got chance to share idea and they always respect each other's right. One another was that female's official's themselves created their own opportunity to decide. Like once they had high education, they were able to judge well and dare to make out than people who had low education. The higher position they got the better performance in work. Female's official tended to be not shy and not dare to decide once they have enough ability to perform in work.

2. Monitor the result

In order to monitor their result, female officials followed up through themselves and from other factors. Female's official makes their own judgment as well as to strengthen their abilities. Sometime they judged by the result they had made. Most of public service workers, they had to practice based on the responsibilities as the position in work. Besides that, they still had other ways to monitor the result. Such as meeting and cooperating with villager chief and some organization which dealt with the government. They did have monthly annual meeting with those operators. Then the committee of commune's chief would evaluate the result from each month in the

discussion. They were able to raise any issues and some suggestions. In this case, a few participants raised up that “In each month, all of the involved parties join together and discussed on the actions which fully completed and the activities which needed to carry on. That meant all the involved parties joint and evaluated on what we had done in each month.” Furthermore, training and meeting with guideline include time; result, responsibility and decision were what they did to monitor the result within the institution. According to the head of the department, letter of compliment, medal and other incentives were given to both male and female’s official to prove that they did best for the job. In municipality, in order to monitor they would do the evaluation within the committee of councilor’s monthly annual meeting. Official staffs in each institution also took some role to provide the appraisalment of the result.

3. Women’s Empowerment

Empowerment was not only focus on making decision but it also included with chance to get promoted, benefit sharing, equal opportunity for participation, value of female’s voice inside the government institution.

3.1 Chance to make a decision

Right, role and position, and qualification and ability were something which gives chance for female’s official to make decision. They did have right to decide as well as to share ideas. In term of role and position, female officials had the right to decide in the organization same as male’s officials do. They decided base on role and responsibility. For instance, for those who had position as deputy provincial governor or deputy municipality governor, they got more right to offer the decision. Furthermore, they got chance to get high position, shared responsibility in the department, got promoted, and got response and feedback in any meeting. Some of female’s officials were invited and offered opportunity to involve in implementing activities, administrative work, training and consulting. Position also equal in the structure based on the qualification and ability.

3.2 Chance for participation

Participation in this concept referred to workshop, meeting, discussion, seminar, or any kind of events inside the government institutions. From this research we found

out that female's officials tended to participate in the workshop which related to health or gender equality more than male did. Moreover, in the community the amount of female's officials was more than male's officials. Most of them were members of community councilor or from various organizations in the community. In each meeting or workshop, there were equally between female and male's officials, yet the number of male's officials was more than female's officials. For example, in Toul Ta Ek sangkat, there was 80% of participation from female. It illustrated that female's officials got more interest in those fields than male's officials did. In some cases, the head of the departments were the one who assign whom to join in the event. Yet the number of female's participant was less than male's officials as there were more male's officials than female's officials.

The research also showed that participation was in compliance with the political principal which taught that females were big part of developments where as they were not brave enough in terms of idea expression and followed tradition in the past. However, male's officials still encouraged female's officials to join equally.

3.3 Chance for Benefit Sharing

Benefit sharing was one thing to prove that both male and female's officials get equal chance in term of working condition. Talking about capacity development, male's officials were happy to see female's officials got benefits and development. The research showed that female's officials got more opportunity than male when discussed about capacity development. Moreover, they got it based on their passion in work and action. In term of financial profit, both male and female's officials got equal paid. They received the incentives which gained from the administrative fee every year in accordance with the law of Ministry of Economics and Finance. There was a scoring method in each department to evaluate their work's result. In order to get promotion, monitoring on their work's attendance, yet all principals were equally applied to both male and female's officials. There was always encouragement and more opportunity for female's official to be promoted.

3.4 Chance for Getting Promotion

There were three main factors for female's official to get promoted. According to the government policy, female's officials had equal right as male. Within a period of

two years, there was an opportunity and evaluation to be promoted based on the number of officials and institution. Female could stand as a political representative as well. Followed by the ability of female's official, in order to get promote they should had enough ability and gave themselves chance. They must have commitment and ability to perform work like male's officials did. Therefore, they would be promoted sooner or later. In somehow, female's officials have more opportunity than male's officials. Like the deputy governor of Battambang Province said "I was promoted to become the deputy governor since I had done enough work inside the institution for so long, and had fulfill all my responsibilities so far. There was no doubt that I could become like today." Those institutions could not deduce whether someone had more opportunity than the other. So far, it showed that men seem to get more opportunity than female's officials since there were a large number of male's officials in the institution. Yet for those female's officials who had enough ability, they also get the chance to promote. The research found out that within this term, there was an inequality between male and female's officials as it caused by lack of female's participation inside the government.

3.5 Female Official's Voice inside the Institution

From the above result, the researcher concluded that both male and female's officials had equal right to participant in each event. Therefore, this part was to find out how female's voice had been listened inside the institution. Female's perception had always been accepted so far. Whenever they rose up their problems, male's officials always listen to their problem. Since female's officials were the one who worked closely with the community. As a result, the problems had been accepted and solutions had been found. In anyhow, comment and suggestion from female's officials had been taken, particularly issues concerned with women as men could not completely understand about those matters. The chief of sangkat Oumal claimed that "We established the Committee for Women Affairs and Child Protection in each commune and sangkat. The committee helped admonishes children who leave school in young ages and reduced family who were affected by other disaster. And yet the one to deal with these issues was female's officials." If female's officials were strong and had enough ability, male's officials would fully support and agreed with what they

suggested. Yet those reasons should be reliable and aimed to develop the community and city.

4. Sharing on Gender Equality in Cambodia

Considered an increase of gender equality within Cambodia, as a result, for instance, shared gender equality through the local level and upper level. In local level, gender equality had been widespread in Cambodia especially in the community. There was no racism within male and female's officials. In the community, three meetings per year had been conducted in the community in order to spread about gender equality. To do this, the government had always taking concern on including female's officials in any activities. It also had been sharing in policy of the rectangular strategy. Yet the researcher discovered that there were a small number of people who were not yet fully understood about this issue. People who worked in the government institution and those who had high education tended to understood more than the other. More than that, gender equality was a wide dissemination through other workshops and meeting by the MoWA. Lastly, it also included in every part of activities within the country on Gender Equality.

Discussions

Based on the result of the study, there are a few things to be considered. First of all, chance to make decision which female's officials get equal opportunity as male's officials do. However, the number of female's officials still remains low in term of making decision. Similarly, from Vereinte Nationen (2014) showed that women staying in power structure and decision making position still remain low. The diverse perception on gender equality reflected some results on female's participation inside the governmental institution. Alexander & Welzel (2010) believed in the four aspects of gender equality which included educational level and standard of living. Those are the factors which stop female's official to join in any event or making decision. Once they get high education, female's official gets more chance to engage in the civic actions including to decide and share ideas. One another were that chance for participation was also the main thing to discover. Female's officials shared the same

right to participate in any kinds of events which conducted from the stakeholders as well as the government. Anyway, female's officials were likely to participate in any events which related to gender issues or women's health more than the other. According to Lindsey (2011), there were two types of societies: Preindustrial Society which society assigned different tasks to men and women. And Contemporary Society which husband-father took the instrument role on providing foods and shelter while wife-mother took expressive role in term of emotional support, building relationship, and ensure household comfortably. As a result, the researcher assumed that male's official still be the main role in order to participate in the society. Next, sharing on gender equality in Cambodia nowadays had been improved. The government had always considered this matter seriously in both local level and sub-national level. Therefore, it was widespread throughout the whole country which in every part of implementation activities included with gender equality. Lastly, the researcher found out that women's voice had been accepted as most of them shared their ideas base on their responsibilities.

Conclusion

From the result, it came to concluded that the current status of gender equality had been steadily increased so far, yet the amount of women's participant still remains low if compared to male's participants. Based on the women's empowerment in the governmental institutions in Battambang City, it illustrated that both male and female's officials got equal chance to share benefits, to involve in any kinds of events, to perform the decision making, to get promoted, and to get their voice heard from the institutions. Moreover, the sharing on gender equality had been widespread throughout the local and sub-national level. However, there was a few things to be consider based on the experience from the participants. First of all, most of the participants raised up that lack of higher education could harm them from getting to higher position. It was true that in every institution needed the well-educated people to perform the work. Furthermore, in somehow the stereotype still existed especially in the local level. And that could lead to the discrimination among the officials. It happened once people did not fully understand about the gender equality.

Recommendations

According to the result of the research, several recommendations could be used to develop future research as well as to make a sustainable development in the country:

- Government of BTBC:
 - Even though both male and female's officials got equal chance to share work, there should be more sharing responsibility for female who have enough ability to do as male.
 - Create a good environment for women to participate in and get benefit from all forms of sustainable projects especially create effective tools to address discriminatory stereotype and inequality.
 - The local and sub-national level should implement more leadership training in the future in order to push up the capacity building in term of party politics, negotiate with development agencies, and promote the formation of independent organizations.
 - Increase number of women in political participation
- Future Research:
 - Since this study is a small project, the future research should cover more departments in the city as well as the province in order to get more understanding on Gender Equality in Cambodia.

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