



Women's  
Entrepreneurship  
Development

2012  
2002  
10<sup>th</sup> Anniversary



International  
Labour  
Organization

# WOMEN'S ENTREPRENEURSHIP DEVELOPMENT AND GENDER EQUALITY - CAMBODIA -

AN ILO APPROACH TO PROMOTING WOMEN'S ECONOMIC  
EMPOWERMENT THROUGH ENTREPRENEURSHIP DEVELOPMENT



# **OVERVIEW OF PRESENTATION**

**I. THE ILO'S WED PROGRAMME**

**II. THE CAMBODIAN CASE**

- **KEY STRATEGIES AND RESULTS**

**III. OVERALL WED RESULTS**

**IV. LESSONS LEARNED**

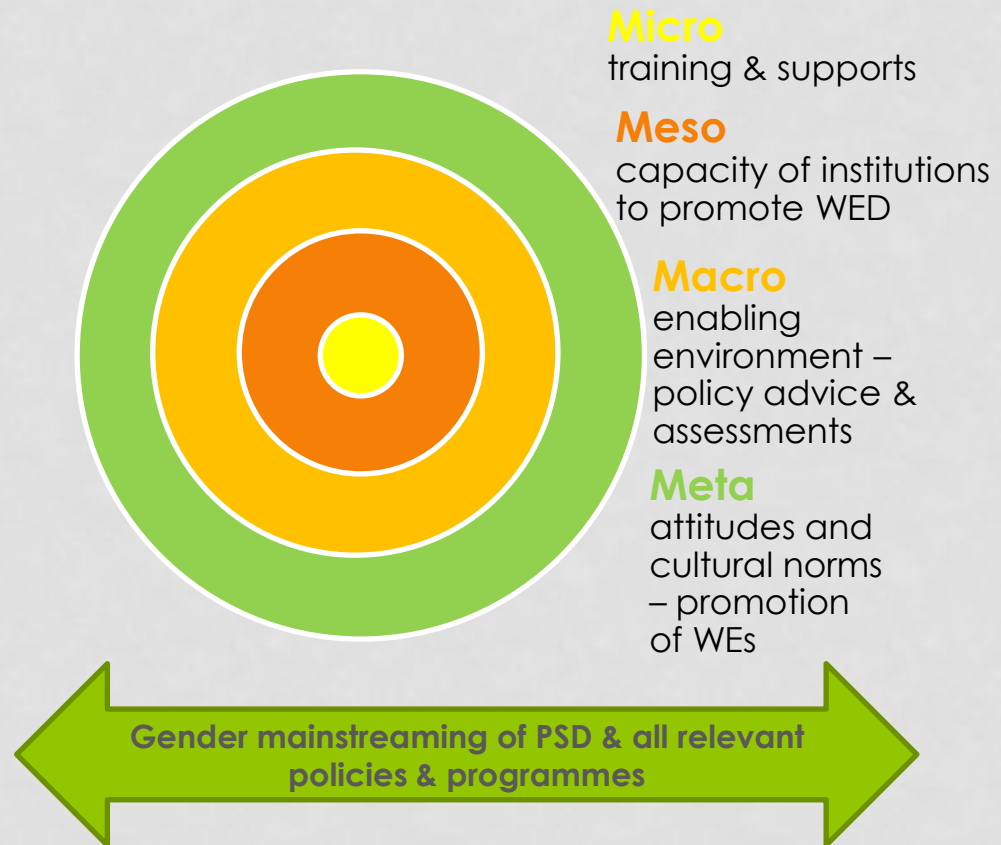
# I. THE ILO'S WED PROGRAMME

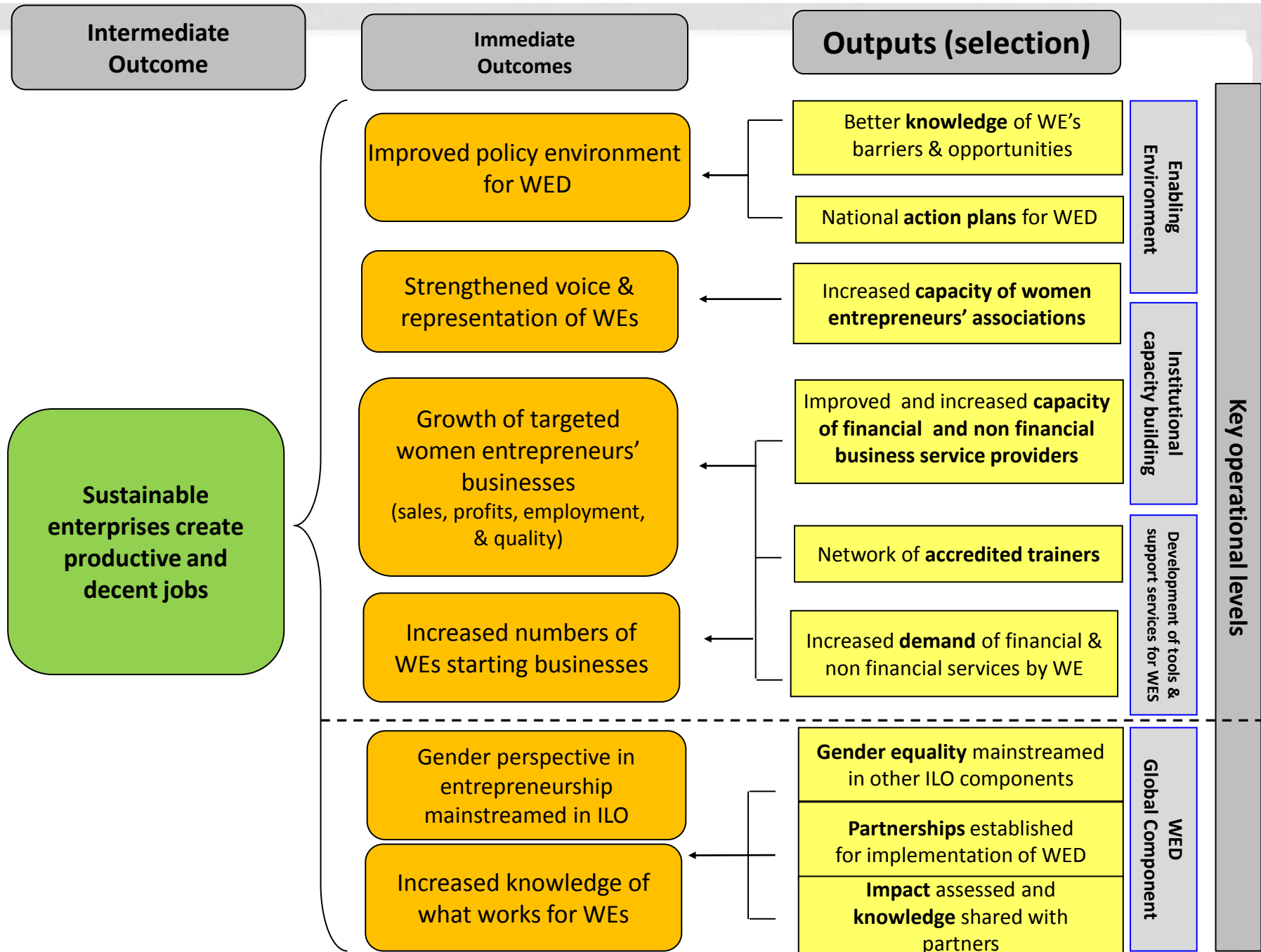
- ILC's Conclusions on Sustainable Enterprise (2007)
- ILO adopted a **WED strategy** (2008)

Four main areas of work:

- Development of knowledge base;
- Development of support services for women entrepreneurs and service providers;
- Advocacy;
- Building of internal and external partnerships.”

## LEVELS OF ACTION





## II. THE CAMBODIAN CASE

- 2008-2011: 400'000 USD budget within ILO-Irishaid partnership covering 8 countries
- 3 operational levels
  - a. create an enabling environment for WED
  - b. institutional capacity building
  - c. develop tools and support services for women entrepreneurs
- Key partners: Ministry of Industry, Ministry of Women's Affairs, Cambodian Federation of Employers and Business Associations, national and international NGOs

# BUNDLING OF SERVICES



Gender equality  
and  
mainstreaming



Access to info,  
markets &  
productive  
inputs

Advocacy,  
Networks  
& Voice



Gender sensitive  
management  
training, financial  
literacy &  
financial  
services



# KEY STRATEGIES & RESULTS

- **Partners, partners, and more partners!:**
  - NGOs – key for reaching out to rural areas
  - Other like-minded ILO projects- key for outreach and synergies
  - Others (employers' organizations, TVETs, etc.)
- **Promote association/group building of and for women:**
  - 600 women received support for SHG formation and 1150 for business group formation
  - Continued work with 138 self-help groups; additional 50 created
- **Local capacity building through training of trainers:**
  - 25 Trainings of Trainers with BDS providers and local NGOs; Alumni network
  - 13 new organizations took on WED tools
- **Bundling and linking:**
  - Link women entrepreneurs to microfinance, business counselling, mentoring etc.
- **Let's not exclude men!:**
  - 20-30% participation rate
- **Not loose sight of the macro!**
  - WED recommendations feeding into Cambodia's National Social Development Plan for 2009-2013



## III. OVERALL WED RESULTS

- **Outreach:** From 2008 to 2011 over 96'000 reached (80% women); In Cambodia 10'650 people trained in management, financial education(70% women)
- **Enterprise development:** In Vietnam new 2011-2016 SME plan included revisions to be made based on ILO-WED assessment recommendations
- **Group formation and membership:** In Lesotho and Mozambique WEAs reported a 20% increase in membership and a 37.5% increase in service provision to members. In Ethiopia 35% and in Uganda 6%



## III. OVERALL WED RESULTS

- **Profits, sales and job creation:** In Lao PDR WE's sales quadrupled and profits grew by 50%. In Mozambique and South Africa, WEs saw profits increase by 49% and created an additional 0.7 new jobs per business.
- **Gender equality:** In Lao PDR, 11% more of husbands reported taking on household chores
- **Changes at policy level:** In Vietnam's new 5-year SME Development Plan. In Cambodia updated National Rectangular Strategies (part of the National Social Development Plan for 2009-2013).

## IV. LESSONS LEARNED

- Two pronged approach is key: targeted approach and removing systemic barriers
- Rights based approach – women knowing their rights and claiming them
- Working with existing structures to gender mainstream (including people with disabilities)

## **IV. LESSONS LEARNED (Ctd)**

- Barriers are a challenge to move
- Find champions/opinion leaders and work together towards changing attitudes
- Set achievable goals & milestones with partners so progress can be seen, measured and momentum maintained



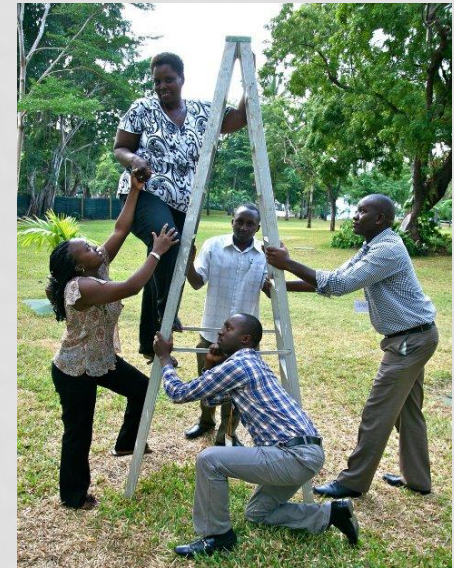
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# THANK YOU

FOR MORE INFORMATION:



VISIT [WWW.ILO.ORG/WED](http://WWW.ILO.ORG/WED) and OUR ILO-WED FACEBOOK PAGE

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