



The In-Country Training Programme on Gender-Mainstreaming Small Arms Control in Cambodia

Webinar series

Report

Background

In July 2021, the United Nations Regional Centre for Peace and Disarmament in Asia and the Pacific (UNRCPD) in partnership with the Ministry of Interior of Cambodia, conducted a webinar series on gender and small arms control targeting government officials. The series comprised four sessions, held respectively on 8, 9, 19 and 20 July 2021.

The webinar series was organized in the framework of the In-Country Training Programme (ICTP) on Gender mainstreaming small arms control, which is part of a [global project](#) in support of gender mainstreamed policies, programmes and actions in the fight against small arms and light weapons (SALW) trafficking and misuse, in line with the Women, Peace and Security agenda with funding from the European Union¹. The event aimed to translate the in-country training – originally planned to be conducted in person in Phnom Penh in May 2021 – in a virtual format, due to the persisting restrictions on travelling and in-person gatherings.

UNRCPD developed the methodology and the materials that were presented on the main sessions and provided administrative and logistical support for the training. UNRCPD coordinated the selection of the national participants with the ICTP focal point from the Ministry of Interior, who also provided advice on the webinars' methodology and topics throughout the preparatory work and the four sessions.

Participants

In total, thirty government officials (**12 women, 18 men**) took part in the webinar series representing the following agencies: National Committee Against Torture, the National Committee for Counter Trafficking, the General Commissariat of National Police / Department of Firearms and Explosive Management, the Ministry of Interior (MoI), the General Department of Prison, the members of the Senior Officials Meeting on Transactional Crime (SOMTC) of the ASEAN, MoI.

Opening and closing remarks were provided by the H.E. Pol. Gen. Por Phak, Secretary General, General Secretariat, Ministry of Interior, and the Director of UNRCPD. Presentations on key issues in focus were delivered by Mr. Dragan Bozanic, UNDP -South Eastern and Eastern Europe Clearinghouse for the Control of Small Arms and Light Weapons (SEESAC), Ms. Gaelle Demolis, UN Women Regional Office for Asia and the Pacific, Ms. Suchaya Mokkhasen, UNODC Regional Office for Southeast Asia and the Pacific, Mr. Deepayan Basu Ray, international expert on arms control in Asia-Pacific, Mr. Emile LeBrun, the Small Arms Survey (SAS), Mr. Llewelyn Jones, the Mines Advisory Group (MAG).

Course methodology

Each webinar consisted of presentations by UNRCPD trainer and experts, question and answer segments, interactive polls, and discussions in break-out rooms. Participants completed questionnaires and homework assignments to consolidate the knowledge they gained during the

¹ [European Union Council Decision \(CFSP\) 2018/2011 of 17 December 2018](#).

sessions. Furthermore, the participants were given a digital dossier so that they continue to have access to the webinar's material in their day-to-day activities.

Simultaneous translation from English to Khmer was provided throughout the four webinars.

Summary of the webinar series

- The webinar series covered topics on gender and small arms concepts; gender-based violence and links with small arms proliferation and misuse; gender analysis and sex- and age disaggregated data collection; gender-responsive small arms control at the policy, legislation / regulatory and operational levels.
- In-depth presentations covered the following topics:
 - Converging agenda: SALW control, the Women, Peace and Security Agenda, Sustainable Development (with focus on Sustainable Development Goals 5 and 16).
 - Gender analysis in small arms control context and Small Arms and Light Weapons Surveys.
 - Strengthening the national legal framework for the implementation of the gender provisions of global instruments on SALW control, with a focus on the Arms, Trade Treaty (ATT) and the [national law on Weapons and Ammunition \(2005\)](#).
 - [Women in law enforcement in the ASEAN region](#) and Cambodia.
 - Gender mainstreaming in organized crime and illicit trafficking.
 - [Gender mainstreaming in the Life-cycle Management of Ammunition \(LCMA\)](#).
 - Gender mainstreaming in humanitarian mine action and Physical Security and Stockpile management (PSSM).

Summary of the main sessions, discussions and questionnaires' results.

- During break-out rooms' discussions, participants reported that gender norms are evolving in traditionally men-dominated domains, such as SALW control, and women's participation in operations is increasing. As reported by the participants and experts from the region, women's underrepresentation is due to a number of factors: lack of interest for women to embark on a men-dominated career; limited access to training opportunities for highly technical roles; discriminatory norms or practices in recruitment processes and human resources policies.
- As stated during the webinars, women participation in law enforcement is still low: they represent the 8% of the total forces². However, there is strong government support for developing policies, strategies and action plans to promote gender equality in Cambodia, including within the ministries of interior and defense. For instance, the Ministry of Interior, has incorporated gender awareness training and mechanisms to promote gender equality into its 2018-2021 action plan.
- At the institutional level, there are two coordination mechanisms on SALW control, namely the National Commission on Small Arms control and the National Committee on Management of Weapons, Explosives and Ammunition. However, gender mainstreaming has not been explored yet in the work of the above-mentioned mechanisms, nor a national strategy on SALW takes into account gender aspects.
- While there are established mechanisms within law enforcement and the national committee on countering trafficking to collect data disaggregated by sex, there is a lack of coordination and exchange of information to use these data for gender analysis in SALW context.

² For more information on the topic, see: [Women in Law Enforcement in the ASEAN Region](#), report by UNODC, UN Women and INTERPOL, 2020.

- A gender-responsive approach is being applied in the field of organized crime and illicit trafficking countering in Cambodia. The policy and research dealing with the relationship between women and firearms usually stress the role of women as victims. However, the relationship between women, guns and violence is often more nuanced than the simplified portrayal of women as victims.
- Through discussions with experts and stakeholders from the region, and drawing on best practices in complementary fields, the webinar series provided participants with specific recommendations on key issues. Particularly, UN Women provided a series of recommendations to increase women's participation in a wide range of operational deployment and to promote a holistic approach to address both women's empowerment challenges and the lack of gender considerations in policies and programmes. Mr. Deepayan Basu Ray, while reviewing the national Weapons and Ammunition law, provided a series of recommendations to amend and strengthen the existing regulation to build in a broader recognition of the impact of weapons and ammunition on women, girls, boys and men. Mr Ray identified three specific articles of the national law ([article 3a](#); [article 20](#); [article 21](#)) containing entry points for more effective language and measures.
- MAG representative shared lessons learnt from the gender mainstreaming strategy in humanitarian mine action (HMA) in Cambodia and the related gender baseline assessment conducted in 2021. Lessons learnt from MAG global Physical Security Stockpile Management (PSSM) programmes show that gender mainstreaming is more challenging in this field compared to HMA, mainly because of the lack of interaction with communities in PSSM and gender trainings among officers.

Main outcomes of the webinar series

- The webinar series expanded the participants' understanding of SALW control and its gender dimensions.
- The webinar series facilitated the participants' better understanding of SALW control instruments and their linkages with converging agendas, such as Women, Peace and Security, Sustainable development, and gender-based violence prevention. Through thematic presentations by experts and break-out room discussions, the webinar series provided an opportunity for government officials working on security and operational issues, to figure out the areas of convergence with key national framework such as the National Plan of Action to Prevent Violence Against Women (2019-2023) and the Cambodian Gender Strategic Plan for Gender Equality and the Empowerment of Women - Neary Rattanak V (2019-2023).
- The webinar series familiarized participants with the tool for the implementation of small arms control actions, namely [the Modular Small-arms-control Implementation Compendium \(MOSAIC\)](#). The course methodology encouraged the continuous engagement of participants, while support materials such as training modules, power point presentations, webinars' recording, case studies, glossaries for terminology on gender and SALW, were distributed via the digital dossier.
- The webinar series led to the identification of best practices and lessons learnt from gender mainstreaming in complementary fields at the national level, such as border control and illicit trafficking countering and humanitarian mine action, connecting key stakeholders and actors for further coordination.

- The webinar series served to identify gaps and opportunities to strengthen the gender dimension of the national infrastructure on SALW control and action points for the way forward. Particularly:
 - The members of the Senior Officials Meeting on Transactional Crime of the ASEAN requested for assistance in reviewing the Draft ASEAN Convention Against Arms Smuggling from a gender lens, which is currently under discussion and finalization at the ASEAN under the lead of the Government of Cambodia.
 - Additional needs to be addressed by the follow-up activities of the In-Country Training Programme have been identified during the concluding discussion:
 - Capacity building activities to enhance the collection and analysis of data disaggregated by sex and age in SALW control.
 - Legal review of the national policy framework to facilitate the implementation of and accession to global instruments on SALW.
 - Workshop on strengthening national coordination mechanisms and national action plans on SALW for gender responsiveness.
 - Development of practical mechanisms to ensure meaningful participation of women in small arms control, including capacity building activities to enhance women officers' understanding of SALW issues.

UNRCPD Project Coordinator

Ida Scarpino



Annex I

List of Participants

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15	Sokleng Ly	Mr.	Officer	General Department of Prison (Ministry of Interior)	Lysokleng2016@gmail.com
16	Bunleap Sao	Mr.	Deputy Director	FIREARMS-EXPLOSIVE CONTROL DEPARTMENT, MINISTRY OF INTERIOR	saobunleap2527@gmail.com
17	Davin Em	Ms.	Deputy Chief of Office	Department of Firearms and Explosive Mangement, Mol	Emdavid1011@gmail.com
18	Vantha Un	Ms.	Deputy Chief of Office	Department of Firearms and Explosive Mangement, Mol	Not Available

19	H.E. Samkhann Ponn	Ms.	Secretary General	General Secretariat of the National Committee for Counter Trafficking (NCCT)	samkhann1968@gmail.com
20	Maj. Gen Serey Leakhena Ran	Mr.	Deputy Secretary General	General Secretariat of NCCT	sereyleakhenaran@gmail.com
21	H.E. Cheyo Chea	Mr.	Member of National Committee Against Torture	National Committee Against Torture	cheyochea@gmail.com
22	H.E. Sirita U	Ms.	Member of National Committee Against Torture	National Committee Against Torture	u.sirita@gmail.com
23	Sokhuntha Ros	Mr.	Deputy Secretariat of National Committee Against Torture	Secretariat of National Committee Against Torture	rossokhuntha@gmail.com
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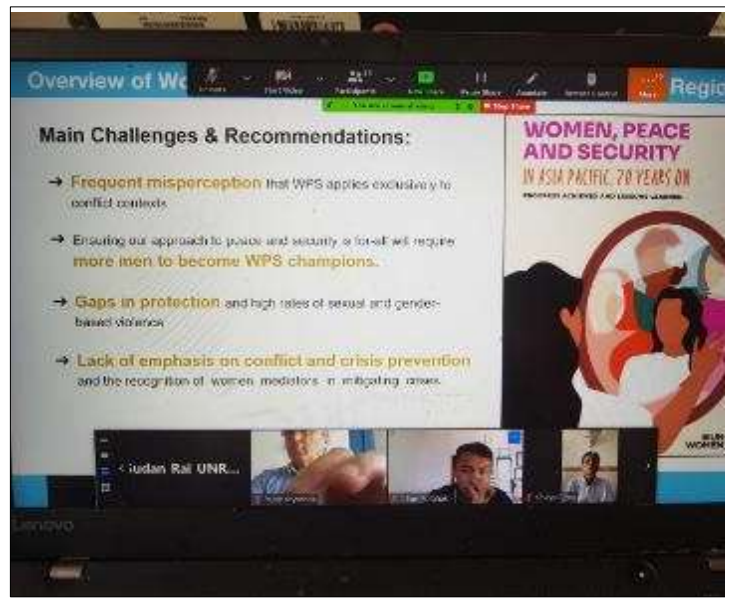
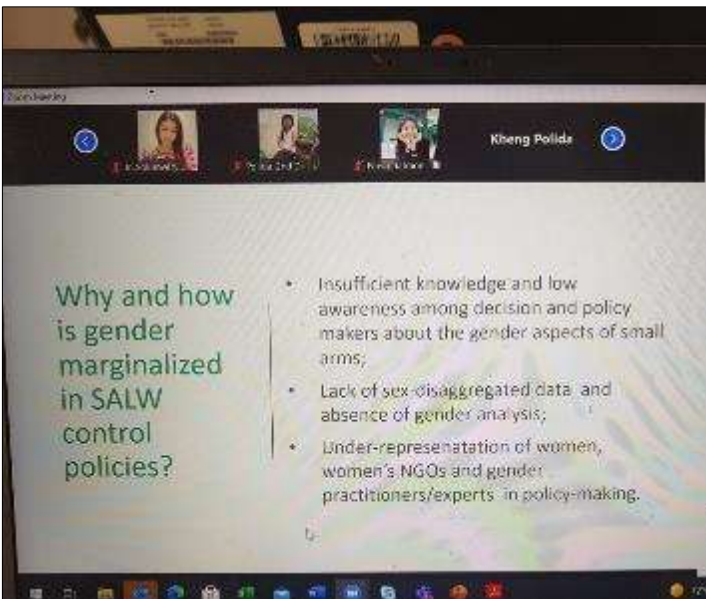
ANNEX II Photos



Webinar 1- Group photo



Webinar 1- H.E. Pol. Gen. Por Phak, Secretary General, General Secretariat, Ministry of Interior and Dr. Yuriy Kryvonos, Director, UNRCPD, delivered opening remarks.

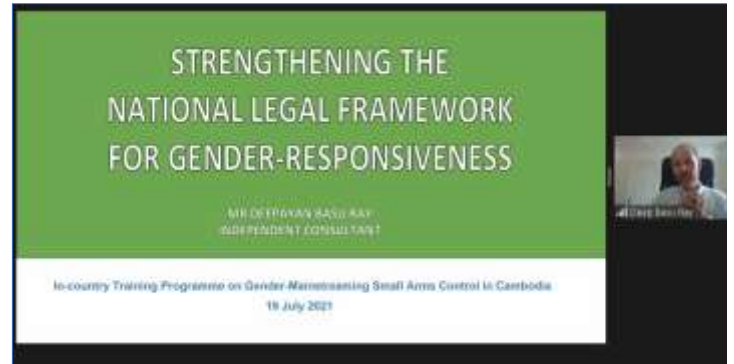


Webinar 2 - Mr. Dragan Bozanic, Gender and Research Specialist at UNDP SEESAC, explained that gender aspects are not sufficiently considered in SALW control policies and how this negatively impacts the effectiveness of SALW control measures.

Webinar 2- Ms. Gaelle Demolis, Governance, Peace and Security Programme Specialist and Officer in Charge for the Philippine Programme Presence Office at the UN Women Regional Office for Asia and the Pacific, explained the main challenges and opportunities for implementing the Women, Peace and Security Agenda in the region.



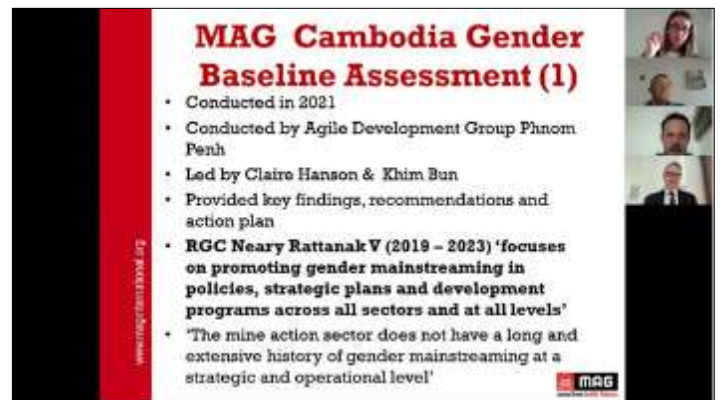
Webinar 3- Ms. Ida Scarpino, Regional Project Coordinator, UNRCPD, presented the results of the questionnaire on relevant normative framework, assigned to the participants during the one-week break.



Webinar 3 - Mr. Deepayan Basu Ray, Independent Consultant, delivered a presentation on Strengthening the national legal framework for gender-responsiveness.



Webinar 4- Mr. Emile LeBrun, Senior small arms control Consultant and Project Manager of the Small Arms Survey's Gender and Ammunition Management Project, explained why gender mainstreaming is important to the life-cycle management of ammunition (LCMA).



Webinar 4- Mr. Llewelyn Jones, Regional Director for South and South-East Asia, for the Mines Advisory Group (MAG), presented the methodology of the baseline assessment for mainstreaming gender in mine action activities in Cambodia.



Webinar 4- Wrapping discussion. Participants discussed in break-out rooms on the key takeaways of the webinar series and action points for further activities on gender mainstreaming small arms control in Cambodia. Each group nominated a representative to present in plenary a summary of the groups' discussion.



Closing session: H.E. Pol. Gen. Por Phak, Secretary General, General Secretariat, Ministry of Interior delivered closing remarks. Dr. Yuriy Kryvonos, Director of UNRCPD, summarized the results of the four webinars and options for the way forward.