

# Kingdom of Cambodia Nation Religion King



## National Action Plan on Youth Development 2022-2026

## PREFACE

The Royal Government of Cambodia considers youth development as a top priority and a solid foundation for economic and social development. In order to show the commitment to youth development, the Royal Government of Cambodia has launched the "National Policy on Cambodia Youth Development", which has a long-term vision to engage all stakeholder in society to contribute to youth development. The 21st century skills, in particular, responds to the global evolution of the Industrial Revolution 4.0 of the digital age. This policy also provides opportunities for youth to develop their potential physically, mental, moral, values and skills to become human capital in society and as global citizens. In addition, youths are educated to live together in peace and harmony, respect for religious and cultural diversity, as well as patriotic spirit, humanity with self-confidence, dignity and leadership.

To achieve the objectives, the National Youth Development Council has prepared the "**National Action Plan on Cambodia Youth Development 2022-2026**", which focuses on 12 strategies and 5 key priorities, including: 1) Education 2) Health and well-being 3) Employment and opportunities 4) Institutional capacity in coordination and participation 5) Monitoring and evaluation. The National Action Plan outlined strategies, activities, indicators, targets and monitoring and evaluation.

On behalf of the Royal Government of Cambodia, I would like to express my appreciation to the Line ministries, Government Institutions, the Private Sector, Development Partners, Civil Society Organizations, the United Nations Agency and all stakeholders who have been actively participated in the preparation of the National Action Plan on Cambodia Youth Development as the compass for youth development.

The Royal Government of Cambodia strongly believes that line ministries, government institutions at national and sub-national levels, the private sector, development partners, all stakeholders, communities, families and especially youth participation and dissemination to support and implement this National Action Plan successfully, which is the basis for sustainable development in society.

**Phnom Penh, 17 June 2022**

**President of National Youth Development Council**

**Samdech Akka Moha Sena Padei Techo Hun Sen**

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## List of Abbreviations

BEEP	Basic Education Equivalency Program
CYDI	Cambodian Youth Development Index
CSE	Comprehensive Sexuality Education
DPs	Development Partners
GIS	Geographic Information System
GPS	Geographic Positioning System
GS-NACD	General Secretariat of the National Authority of Combating Drugs
GS-NCTT	General Secretariat of the National Committee for Counter Trafficking
GS-NEC	General Secretariat of National Election Committee
GS-NYDC	General Secretariat of the National Youth Development Council
ICT	Information and Communication Technology
LGBTQI	Lesbian, Gay, Bisexual, Transgender, Intersex, Queer
M&E	Monitoring and Evaluation
MOCFA	Ministry of Culture and Fine Art
MEF	Ministry of Economy and Finance
MOFA-IC	Ministry of Foreign Affairs and International Cooperation
MAFF	Ministry of Agriculture, Forestry and Fisheries
MCR	Ministry of Cults and Religions
MOEYS	Ministry of Education, Youth and Sport
MOH	Ministry of Health
MOI	Ministry of Interior
MOLVT	Ministry of Labor and Vocational Training

MONASRI	Ministry of National Assembly-Senate Relation and Inspection
MPTC	Ministry of Post and Telecommunications
MOT	Ministry of Tourism
MOWA	Ministry of Women's Affairs
MPWT	Ministry of Public Works and Transport
NAP	National Action Plan
NAP-CYD	National Action Plan for Cambodian Youth Development
NCA	National Crime Agency
NGOs	Non-Governmental Organizations
NPCYD	National Policy on Cambodia Youth Development
NYDC	National Youth Development Council
SME	Small Medium Enterprise
STEAM	Science Technology Engineering Art Mathematic
STIs	Sexually Transmitted Infections
TWG	Technical Working Group

## 1. Background

### 1.1 Policy

The National Policy on Cambodia Youth Development was formally approved by the Council of Ministers at its Plenary Session on June 24, 2011. This policy is developed under the guidance and coordination of the Ministry of Education, Youth and Sport in collaboration with line ministries, national and international organizations, development partners and civil society organizations working on youth development. The strategies in the policy have been transformed into a national action plan for the Cambodia Youth Development. The effective implementation of NAP-CYD required all stakeholders in the society recognize the importance of youth development and understand the critical roles that youths play in the society.

The National Youth Development Council (NYDC) has roles and responsibilities in developing policies and guidelines in coordination, monitoring and evaluation the implementation of policies and action plans to ensure the effectiveness of youth development. General Secretariat of the National Youth Development Council (GS-NYDC) supports the NYDC in fulfilling the above role.

In 2016, the NYDC approved the National Action Plan on Cambodia Youth Development (2016-2018) as a framework to support the implementation of the National Action Plan on Youth Development. The implementation of this national action plan was completed in 2018 and evaluated in early 2019. While much progress had been made, the assessment also pin out major challenges and remaining tasks that need to be addressed.

Learning from the experiences in implementing previous NAP-CYD, the GS-NYDC, with the support of DPs has conducted a series of consultation with line ministries, government institutions, national and sub-national levels, DPs, NGOs, and especially with youth (including vulnerable youth and youth from indigenous communities) to get their insights for the development of second NAP-CYD (2022-2026). To ensure the effective coordination, monitoring and evaluating of this NAP-CYD, the GS-NYDC needs to develop strategic plan and action plan to achieve the indicators and targets are set in the NAP-CYD 2022-2026.

The National Action Plan on Cambodia Youth Development 2022-2026 seeks to identify:

- Situation key priority issues to be addressed in response to youth's needs in line with the policies of the Royal Government of Cambodia, especially the Rectangular Strategy Phase

IV, National Strategic Development Plan (2019-2023) and Sustainable Development Goals 2030.

- Specific activities to be implemented by stakeholders in accordance with the 12 strategies of the NPCYD (2011), and to be monitored under the framework of the 2nd NAP-CYD.
- Specific indicators and targets that will be used to measure the progress of implementation activities.
- Mechanisms and processes for coordinating, monitoring, and sharing the progress of the implementation of the NAP to key stakeholders and the youth themselves.

## 1.2 Current Situation of Youth Development

Cambodia has the youth population (between 15 and 30 years old) of about 30.5% of the total population. According to the Cambodian Youth Development Index and the latest of the NAP-CYD (2016-2018), the youth development fall under four key priority domains: 1) Vocational education and training. 2) Health and well-being 3) Employment and opportunities and 4) Youth participation. Existing research and data indicate both progress and challenges in each area.

**Education and Vocational Training:** General education in Cambodia includes six years of primary education, three years of lower secondary education and three years of upper secondary education. Access to primary education in both public and private schools has increased significantly, with the net enrollment rate of 97.30% in the 2019-2020 school year, and completion rate of 88.20%. However, more efforts are needed to improve student learning outcome, especially those in the rural areas. Access to lower secondary education has improved significantly. Gross enrollment rate in lower secondary education the 2019-2020 school year increased to 59.90% in the last five years. Gross enrollment rate in upper secondary education increased to 30.90% in the 2019-2020 school year. The enrollment rate of higher education students has been steadily improving. The Ministry of Education, Youth and Sport has promoted and increased the number of student access science, technology, engineering, arts, and mathematics (STEAM) education at higher education through the promotion and support of new training programs and new higher education institutions with a focus on STEAM.

In line with the global trends and national needs of digital education as the foundation to build digital economy, the Ministry of Education, Youth and Sport has been developing Digital Education Competency Framework, which will provide strategies and guidelines implementation



to integrate digital education at all school levels. Cambodian youth need to improve with technological skills, including robotics, artificial intelligence, big data, and digital thinking “managing online information, online collaboration, information technology security, analytics and coding, online information searching, professional email usage, website design and blogs”.

Easier access for all youth to access quality technical and vocational education, equity and inclusive to ensure that “one youth has at least one skill in life” to meet the needs of the labor market and development socio-economics is given high priority in the subsequent policy framework of the Royal Government. Systematic reforms and large-scale investment in infrastructure, such as school constructions, workshops, laboratories, dormitories, and soft resource including technical education teachers, national qualifications, competency-based training programs. The current and previous capacity recognition system, bridging program, scholarship program provides opportunities for youth to receive short- and long-term training in formal and non-formal systems at institutions, community, enterprises or in across the country. Meanwhile, the quality of training is considered a priority through the introduction of a quality assurance system, expansion of internship, and practicum, promote research and innovation in applied technology aims to ensure that trained youth gain knowledge and skill as well as good professional attitudes and ethics and are highly competitive to seize better job opportunities in line with the rapid evolution of technology and contribute to socio-economic in present and the near future. In fact, the last five years more than 200,000 youth received vocational training.

However, youth are facing major challenges related to acquiring appropriate skills for the job market and the transition to new jobs in response to changes in their economic structure, technology and higher aspirations due to key factors such as: school dropout and unskilled labor, quality of education and training does not fully response to the labor market, opportunities for training, promotion and expansion of new skills are inadequate in time and place.

**Health and well-being:** Over the past decade, the youth’s health status has improved significantly. The maternal mortality rate among youth decreased from 3.76% in 2013 to 2.07% in 2015. The death toll from HIV has dropped 3.5 times. In spite of that, road accidents have become a major cause of youth death. Alcohol use among teens, especially boys is on the rise contributing to traffic accidents. Sexual and reproductive health is a particular concern for girls and young women.

**Employment and Opportunities:** In 2017, the labor force participation rate was high at 84% (89% male and 80% female). Although the youth unemployment rate is as low as 0.7% and the wage rate of youth is increasing, the quality of employment in Cambodia is still limited.



Achieving high economic growth previously has led to the creation of many new job and employment opportunities for young people, both working-age and recent graduates, as well as those who have left the agricultural sector to seek opportunities for better jobs in industrial sector and services. Continuing deeper regional and global integration, as well as efforts to expand ties with other countries, has created additional employment opportunities abroad that provide a wider range of options for young people. The Royal Government's efforts to develop institutions and improve the efficiency of the labor market, such as public employment services and labor market information, have resulted in high labor force participation rates and low unemployment rates among young people, especially women. With the rapid change in the structure of the labor market from agriculture to industry and services, including changing from non-formal to formal system, the quality and working conditions for youth have improved, with the rate of youth working for wages increasing. In addition, the continued deployment and expansion of social protection and assistance systems has contributed to ensuring stronger job security and security for young people. Despite the continuous growth, youth still face some major challenges in quickly and successfully entering the job market and seizing new and better job opportunities both in country and abroad, and job transition at a time when the economy is growing and in times of crisis, growth is slowing. As in COVID-19 pandemic, youth are not yet aware of the importance of preparing and adjusting their personal plans properly and regularly in response to changing preferences and labor market needs for development and knowledge promotion, skills, experience to be ready to always seize job opportunities. In addition, the provision of essential support services such as employment services, career counseling and skills training, current and future job market information, both domestically and internationally, together with the possibility of retraining and expanding skills remain limited for youth. In this regard, youth, especially those with least educated and unskilled are at higher risk of losing their jobs in a crisis economy and an increase in the replacement of manpower, automation, and robots.

**Youth Participation:** Cambodian youth are willing to participate and share. With a high percentage of internet users, young people receive more information and express their opinions. More young people, including women, are actively involved in technical and managerial positions at national and sub-national levels.

### **1.3 Key Priorities**

Priorities for the NAP-CYD (2022-2026) are determined based on consultation and existing data and are consistent with the NPCYD (2011), and other relevant policies particularly, the

Rectangular Strategy Phase IV. Therefore, the NAP-CYD (2022-2026) focuses on the following five main priorities:

- Priority 1: Institutional capacity in coordination and monitoring and evaluation
- Priority 2: Education, vocational training, and capacity development
- Priority 3: Health, safety, and well-being
- Priority 4: Employment and entrepreneurship
- Priority 5: Youth participation and volunteering work

Inclusive development and gender equality are considered as the common goals, especially for the priority 2 and 5. Additional attention will be given to vulnerable youths, including: rural youth, out-of-school youth, migrant youth, people with disabilities, youth from indigenous communities, and LGBTQI group. This is an inter-sectoral core that needs to pay more attention and addressed in all components of the NAP.

Future youth development work has a wide range and is also included in the policies of the Royal Government, especially the Rectangular Strategy Phase IV, the first rectangle refers to human resource development. To determine the scope of the NAP, it will focus on specific key priorities, as shown in the table below:

**Table 1: Current Situation of Youth Development**

Education and Vocational training
<ul style="list-style-type: none"> <li>• Soft skills for in and out of school youth</li> <li>• Basic education (literacy and numeracy) and a flexible learning environment, especially for out-of-school youth</li> <li>• Use of technology and laboratories in teaching and learning</li> <li>• Digital literacy, including computer literacy, technology literacy, and ethical issues</li> <li>• Skills and gaps and skills mismatch</li> <li>• Financial literacy, especially regarding debt in daily life and the use of credit, the scope of technical education coverage is limited</li> </ul>
Health and Well-being
<ul style="list-style-type: none"> <li>• Awareness and services related to reproductive health are limited, especially for young women (e.g sexual and reproductive health, especially HIV, STIs, early pregnancy, abortion and sexual violence)</li> <li>• Increase in mental health problems among youth in and out of school</li> </ul>

<ul style="list-style-type: none"> <li>• High rate of injuries and deaths from traffic accidents among young people</li> <li>• Drug and alcohol use among youth in rural and urban areas</li> </ul>
Employment and Opportunities
<ul style="list-style-type: none"> <li>• Soft skills, social-behavior skills such as critical thinking, ethics, work and professional attitudes, communication, teamwork, and problem solving</li> <li>• Awareness and access to career and professional counseling services and labor market information</li> <li>• Awareness of rights, duty, and responsibilities at work</li> <li>• Opportunities and supports for field visit and internships</li> <li>• Youth entrepreneurship development</li> </ul>
Youth participation
<ul style="list-style-type: none"> <li>• Youth engagement in the governance process at national and sub-national levels</li> <li>• Soft skills for youth through volunteer work in various fields and activities</li> <li>• Involvement of vulnerable youth, including youth in remote areas, young women, out-of-school youth, youth with disabilities, and LGBTQI youth group.</li> <li>• Youth expectations raise awareness among youth and share information about services and usage.</li> </ul>

## 2. Strategy

### 2.1 Coordination mechanism

Under the leadership of the Royal Government, the NAP-CYD (2022-2026) will be implemented by line ministries and government institutions. GS-NCYD took responsible to coordinate, monitor, and evaluate this NAP. The NAP-CYD (2022-2026) aims to achieve key strategic objectives as set out in the NPCYD (2011), which remains relevant to the current situation of youth. The main objectives include:

- Provide opportunities for youth to receive inclusive and equitable quality education and technical and vocational training
- Encourage and motivate youth to be creative, innovative, and entrepreneurial
- Promote gender equity and equality for young people, especially the opportunity and women empowerment.

- Develop youth healthy, competency, virtue, knowledge, skill, morality, live together in peace and harmony, as well as have a conscience, patriotism, nationalism and a spirit of responsibility, humanitarian, self-confidence, dignity leadership and preservation of the culture, civilization, customs and traditions of the nation and raise awareness of society
- Provide opportunities for youth to share ideas and participate in decision-making in community and country development
- Engage all stakeholder from all line ministries, government institutions, DPs, civil society organizations, communities, parents, or guardians for youth development.

## 2.2 Strategic Framework

The five priorities linked to the 12 strategies of the NAP-YCD as shown in the table below:

Table 2: Priorities and Strategies

<b>Priorities</b>		<b>Strategies (National Policy on Cambodia Youth Development 2011)</b>
1	Institutional capacity in coordination, monitoring and evaluation	Strategy 1: Develop legal framework and mechanism
2	Education, vocational training, and capacity development	Strategy 2: Promote education, training and capacity development
3	Health, safety, and well-being	Strategy 3: Promote health education, health care, and health service Strategy 5: Promote security, safety, and justice Strategy 12: Prevent drug use and rehabilitate
4	Employment and Entrepreneurship	Strategy 4: Strengthen entrepreneurial spirit and labour market
5	Youth participation and volunteering works	Strategy 6: Promote youth participation Strategy 7: Promote leisure, entertainment, and sports Strategy 8: Promote art and culture Strategy 9: Raise awareness of environment, agriculture, tourism, and business Strategy 10: Promote volunteering work Strategy 11: Promote gender equity

### 3. Action Plan

#### 3.1 Brief Description of the Action Plan

The National Action Plan on Cambodia Youth Development (NAP-CYD) covers all sectors in the country and will be implemented from 2022 to 2026. The plan identifies five key priorities and 12 strategies encountered; activities, indicators, targets, timeframes, implementation institutions, budgets, as outlined in the matrix below.

#### 3.2 Workplan

Based on the above priorities and strategies, the action plan is conducted as follows:

Priorities	Strategies	Activities	Indicators	Targets	Timeframes (year)					Implementation Institutions	Budget
					1	2	3	4	5		
Institutional capacity in coordination and monitoring and evaluation	Strategy 1: Develop legal framework and mechanism	Coordinate among key stakeholders (especially youth organizations) on the NAP-CYD implementation	Number of meetings with various stakeholders of TWG to review the NAP-CYD	4 times a year (quarterly)	X	X	X	X	X	- GS-NYDC - TWG line ministries and government institutions	
		Develop M&E framework for NAP-CYD implementation regularly	M&E framework for NAP-CYD implementation developed and adopted	M&E framework developed and adopted		X	X			- GS-NYDC - TWG of line ministries, government institutions,	

											capitals and provinces	
		Develop a youth data management information system	Youth data management information system developed	Youth Data Management Information System developed and adopted for implementation				X	X	X	- GS-NYDC - TWG of line ministries, government institutions, capitals and provinces	
		Disseminate NP-CYD and the NAP-CYD (especially vulnerable youth)	NP-CYD and NAP-CYD disseminated	1 time per year	X	X	X	X	X		- GS-NYDC	
		Awareness of youth situation and vulnerable	Research findings on Cambodian youth situation	Some research findings			X				- GS-NYDC	
		Update the Cambodia Youth Development Index	Cambodia Youth Development Index updated	Every five years						X	- GS-NYDC - TWG of line ministries, government institutions,	

										capitals and provinces - DPs	
		Develop the national report on youth development	National Report on Youth Development and published	Every year	X	X	X	X	X	- GS-NYDC - TWG of line ministries, government institutions, capitals and provinces	
		Legislate councils for youth development in ministries, institutions and provincial capitals	Council for Youth Development, Ministries, Institutions and Provincial legalized	All ministries, institutions and provincial capitals			X	X		- GS-NYDC - TWG of line ministries, government institutions, capitals and provinces	
		Disseminate legal documents for youths	A large number of youths aware	50 people twice per year	X	X	X	X	X	- MAFF	
		Establish, organize, and function units under the Ministry and highlight	Number of youths attended the consultation workshop	200 people			X	X	X	- MAFF	



		the roles and responsibilities of youth participating in the development of agriculture, forestry and fisheries										
Education, vocational training and capacity development for vulnerable youth	Strategy 2: Promote education, training, and capacity development	Promote access to technical and vocational training for youth, particularly underprivileged and vulnerable youth, including people with disabilities and women.	Number of youths completed technical and vocational training	40,000 people per year and growth in 10% every year (at least 25% women)	X	X	X	X	X	- MOLVT - MOT - NGOs and DPs		
		Conduct standard soft-skills training programs, and provide training materials for youth in school (including critical thinking, ethics, work attitude, professionalism,	Standard Soft Skills Training Program adopted	Standard Soft Skills Training Program adopted			X			- MOEYS - MOLVT - NGOs and DPs		



		work attitude, professionalism, communication, teamwork, and problem solving)	entering to the labor market										
		Expand and increase youth enrollment in the Online Basic Education Equivalent Program (BEEP) for drop out youths at lower secondary school	Number of youths graduated in BEEP	250 people per year (At least 40% are women)	X	X	X	X	X			- MOEYS - MOLVT - NGOs and DPs	
		Implement capacity building on digital literacy competency for youths	Number of youths (use) participated in digital literacy programs	1500 people per year (30% are women)	X	X	X	X	X			- MOEYS - MPT - NGOs and DPs	
		Expand the digital and information technology skills training as defined in competency-based training standards	Number of youths received training increased annually	100 people per year (30% are women)	X	X	X	X	X			- MOLVT - MOEYS	

		Raise awareness among youths about safe labor migration	Number of youths are aware of safe labor migration	50 people per year (at least 40% are women)	X	X	X	X	X	- MOEYS - MOI (GS - NCCT) - MOLVT - NGOs and DPs	
			Number of youths received advertising and counseling services increased	1000 people per year (at least 40% are women)	X	X	X	X	X	- MOLVT - MOEYS	
			Number of youths are aware of the advantages and disadvantages of migration	1000 people per year (at least 40% are women)	X	X	X	X	X	- MOI (GS- NCCT) - MOLVT	
		Strengthen the financial literacy for high school students and drop out youths	Number of youths participated in financial literacy program	200 people per year (at least 40% are women)	X	X	X	X	X	- MOEYS - MOLVT - NGOs and DPs	
		Strengthen the existing complaint procedures in schools	Number of complaints received	20 cases per year		X	X	X	X	- MOEYS - NGOs and DPs	

			Number of complaints resolved	15 cases per year		X	X	X	X	- MOEYS - NGO s and DPs	
		Promote LGBTQI education	Number of LGBTQI youths	50 people per year		X	X	X	X	- MOEYS - MOLVT - NGOs and DPs	
		Conduct training courses for trainers on road traffic law to private sector (factories, enterprises)	Number of workers and citizen are aware of the road traffic law increased and there is improvement that will lead to reducing road traffic accidents	50000 people per year	X	X	X	X	X	- MOI - MPWT (National Committee for Road Safety)	
		Skills training on hospitality and well-being through orientation and capacity building on spa skills for youth working in the tourism field at target provinces	Number of youths trained on hospitality and well-being skills	100 people per year (at least 40% are women)	X	X	X	X	X	- MOT	

		Capacity building for youths on tourism product development skills and community advertisement	Number of youths trained on tourism product development skills	100 people per year (at least 40% are women)	X	X	X	X	X	- MOT	
		Conduct training on tourism professionalism through digital system	Number of youths trained on tourism professionalism through digital system	100 people per year (at least 40% are women)	X	X	X	X	X	- MOT	
		Capacity building on forest management, restoration and conservation	Number of forest community members	480 people per year	X	X	X	X	X	- MAFF	
		Capacity building on information technical skill; Geography Information System and Global Positioning System (GPS) for local Forestry Admin-Officers	Number of Central and Provincial Forestry Administration Officers trained	80 people per year	X	X	X	X	X	- MAFF	

		Disseminate forest benefits and forestry policy to local community	Number of forest community members	1800 people per year	X	X	X	X	X	- MAFF	
		Technical training for youths in rehabilitation center on animal husbandry	Number of youths received training (people)	90 people per year			X	X	X	- MAFF	
		Technical training on artificial insemination for youth community	Number of youths received training	60 people per year			X	X	X	- MAFF	
		Provide training for agricultural officers, and youths at national and sub-national level on using information technology system	Number of agricultural officers have improved the capacity on using information system	600 people	X	X	X	X	X	- MAFF	
		Inductive training for new MAFF officers	Number of new officers received training	400 people		X	X	X	X	- MAFF	



		Provide capacity building for youths in civil servants on leadership and administrative work	Number of youths as civil servants received training	300 people					X	X	- MAFF	
		Capacity building for youths in civil servants on M&E of training programs by units	Number of youths as civil servants received training	200 people					X	X	- MAFF	
Health education, health care and health services	Strategy 3: Promote health education, health care and health service provision	Expand the Comprehensive Sexual Education in Schools	Number of youths participated in comprehensive sexual education programs	1,000 people per year (at least 40% women)	X	X	X	X	X		- MOH - MOEYS - MOLVT - NGOs and DPs	
		Develop strategic plan to promote reproductive and sexual health education for out-of-school youth	Strategic plan on promotion of reproductive and sexual health education for out-of-school youth developed	Strategic plan adopted and disseminated				X	X	X	- MOEYS - NGOs and DPs	

		Provide education service on rights, sexual and reproductive health, especially on HIV, STIs, pregnancy, abortion, sexual violence, and youth friendly services	Number of youths received education on rights, sexual health, and reproductive health, especially on HIV, STIs, pregnancy, abortion, sexual violence, and youth friendly services	4,000 people per year (at least 40% women) (MAFF, an additional 1,000 people per year)	X	X	X	X	X	- MOH - NCA - MOEYS - MOLVT - MAFF - NGOs and DPs	
		Provide mental health education, existing and relevant services, and reception services	Number of youths received mental health education, existing and relevant services, and reception services	1000 people per year (at least 40% women)	X	X	X	X	X	- MOH - MOEYS - MCR - Line ministries - NGOs and DPs	
		Disseminate the online sexual exploitation	Number of youths received dissemination related to online sexual exploitation	500 people per year (at least 40% women)	X	X	X	X	X	- MOEYS - MOI - MPTC - Line ministries and	

											government institutions - NGOs and DPs	
	Strategy 5: Promote safety, security, and justice	Disseminate and educate youths on the law of road safety	Number of youths participated in dissemination and education on the law of road safety	3000 people per year (at least 40% women)	X	X	X	X	X		- MOI - MPWT - MOEYS - MONASRI - MOLVT - Line ministries and government institutions - NGOs and DPs	
		Conduct and publish reports on victims and road accident in 2019	Report on victims and road accident in 2019 disseminated	Report is developed	X	X	X	X	X		- MPWT	
		Produce a set of short video clip on priority rights and two songs on road traffic safety	Number of youths engaged in understanding the road traffic law through the	500 people per year	X	X	X	X	X		- MPWT	

			media increased and expanded										
	Strategy 12: Prevent drug use and youth rehabilitation	Disseminate and educate youth (especially adolescents) in both rural and urban areas on law of drug and alcohol controlling	Number of youths participated in the dissemination and education youth (especially adolescents) in both rural and urban areas on law of drug and alcohol controlling	1000 people per year (at least 40% women)	X	X	X	X	X			- GS- NACD - MOI (GS- NEC) - MOEYS - MOLVT - MOWA - MOT - MONASRI - MCR - MAFF - NGOs and DPs	
Employment and Entrepreneurship	Strategy 4: Strengthen entrepreneurship spirit and expand labor market services in the context of	Provide entrepreneurship education and enterprise development skills for youths in the context of the Industrial Revolution 4.0, especially those who are	Number of youths received entrepreneurship education	3000 people per year (at least 40% women)	X	X	X	X	X			- MOEYS - MOLVT - NGOs and DPs	

	Industrial Revolution 4.0	migrants and working in service sector										
		Train youths on the Cambodian tax system	Number of youths received training on the Cambodian tax system	500 people per year (at least 40% women)	X	X	X	X	X		- MEF	
		Create Youth Apps consists of general information, potential job market and agricultural market (One Window Service Mechanism)	Youth Apps created and used	Youth Apps created and used			X	X			- MOEYS - NGOs and DPs	
		Expand the provision of employment services and job market information through information technology systems	Number of youths received employment and counseling services	2,000 people per year (at least 40% women)	X	X	X	X	X		- MOLVT	
			- Percentage of young women compared to the number of youths who got a job and continued to work for	- 40% of the total number of young women in the annual population are employed and will	X	X	X	X	X		- MOLVT	

			at least 6 months after receiving employment services  - Percentage of young women compared to the number of youths with decent jobs	continue to work for at least 6 months after receiving employment services  - 40% of the total number of young women with decently jobs								
			Number of youths accessed information on job websites increased	5,000 people per year	X	X	X	X	X		- MOLVT	
			Number of youths registered for job counseling and referral initiatives to employers increased annually	5,000 people per year (at least 40% women)	X	X	X	X	X		- MOLVT	
		Provide the counseling services on safe work migration	Number of youths received counseling service on safe work migration	50 people per year (at least 40% women)	X	X	X	X	X		- MOLVT - NGOs and DPs	

		Provide career and professionalism counseling, and job market information to high school students and out-of-school youth	Number of youths received career counseling on career planning	3000 people per year (at least 40% women)	X	X	X	X	X	- MOEYS - MOLVT - NGOs and DPs	
		Provide education services on rights, duties, and responsibilities among youths (male / female)	Number of youths received education services on rights, duties and responsibilities	100 people per year (at least 40% women)	X	X	X	X	X	- MOLVT - MOEYS - NGOs and DPs	
		Support youths to have space for internships	The number of youths have space for internships increased annually	500 people per year 1700 people (MOL) (at least 40% women)	X	X	X	X	X	- MOLVT - MOEYS - NGOs and DPs	
		Support youths to get internships	Number of youths being employed after internship	180 people per year (at least 40% women)			X	X	X	- MOLVT - NGOs and DPs	
		Create and encourage starting up new business	Number of youths started up new business	50 people per year (at least 40% women)	X	X	X	X	X	- MOT - MOLVT - NGOs and DPs	



		Support the development of SME with new technology	Number of youths developed businesses and SME with new technology	50 people per year (at least 40% women)	X	X	X	X	X	- MOT - MOLVT - NGOs and DPs	
Youth participation and Volunteering work	Strategy 6: Promote youth participation	Increase the number of youths (especially women) engage in the local governance process	- Number of youths worked at sub-national level (including sub-national councils) - Number of youth participated in the Forum at Commune/Sangkat	5,000 people per year (at least 40% women)	X	X	X	X	X	- MOI - MOWA - NGOs and DPs	
		Provide training on the role of youths in national economic development	-Number of youths received training on the role in national economic development	500 people per year (at least 40% women)			X	X	X	- MEF	
		Promote youth participation in the policy-development process	Number of youths participated in policy development process	100 people per year (at least 50% women)			X	X	X	- MOEYS - MOLVT - NGOs and DPs	

		Promote youth participation and exchange experiences in national and international forums	Number of youths participated in national and international forums	200 people per year (at least 40% women)			X	X	X	- MOEYS - MOFA-IC - Line ministries and government institutions - NGOs and DPs	
		Increase the number of young women in leadership roles and decisions making at all levels	Number of young women in leadership role and decision making at all levels	30%						- MOI - MOFA-IC - Line ministries and government institutions - Sub-national administration	
	Strategy 7: Promote leisure, entertainment and sports activities	Organize youth sports and entertainment events (related to educational activities)	Number of youths participated in sports and entertainment events	5,000 people per year (at least 40% women)	X	X	X	X	X	- MOEYS - NGOs and DPs	

	Strategy 8: Promote art and culture	Support volunteering youths in sports, arts and culture events projects	Number of volunteering youths in sports, arts and culture events projects	1500 people per year (at least 40% women) (MAFF 500 people per year)	X	X	X	X	X	- MOEYS - MOCFA - MAFF - NGOs and DPs	
	Strategy 9: Raise awareness of environment, agriculture, tourism and business	Support volunteering youths in the Environment sector, Agriculture, Tourism and Business projects	Number of volunteering youths in Environment, Agriculture, Tourism and Business project	200 people per year (at least 40% women)	X	X	X	X	X	- MOEYS - NGOs and DPs	
		Disseminate on raising awareness of standards legal, procedures and technical rules for the management of pesticides and fertilizers	Number of youths in civil servants received training	30 people per year (at least 40% women)	X	X	X	X	X	- MAFF	
	Strategy 10: Promote youth volunteering work	Provide training on soft skills for youths through participation in volunteering works	Number of volunteering youths received soft skills training	100 people per year (at least 40% are women)	X	X	X	X	X	- MOEYS - NGOs and DPs	
		Conduct annual Outstanding Youth	Number of youths participated in the	20 people per year (at least 40% women)	X	X	X	X	X	- MOEYS	

		Competition on “I am the leader of the 3 excellent tasks”	annual outstanding youth competition								- NGOs and DPs	
	Strategy 11: Promote gender equity	Support young women to engage in social activities	Number of young women engaged in social activities	400 people per year (at least 40% women) (MAFF, an additional of 500 people per year)	X	X	X	X	X		- MAFF - GS-NYDC - TWG	

## 4. Development of Legal Framework

To implement this national policy and action plan, the main legal documents issued and updated are as follows:

- Royal Decree on the Organizing and Functioning of the National Youth Development Council in 2013
- Sub-Decree on the Appointment of the Composition of the National Youth Development Council in 2015
- Sub-Decree on the Organizing and Functioning of the General Secretariat of the National Youth Development Council in 2013
- Decision on the Appointment of the Composition of the National Youth Development Council by Sector and Provincial-Capital.

## 5. Financing Plan

To implement the NAP-CYD 2022-2026, the national budget of the relevant line ministries and institutions must be used; which must be included in budgeting in the relevant ministries and institutions annual budget plan and budgets from private sector, development partners, civil society and donors.

Priorities	Strategies	Budget requirements for each year (In million riels)					Total
		1	2	3	4	5	
Institutional capacity in coordination and monitoring and evaluation	1. Develop legal framework and mechanism	500	510	520	531	541	2602
Education, vocational training and capacity	2. Promote education, training, and capacity development	1000	1020	1040	1061	1082	5204

development for vulnerable youth							
Health education, health care and health services	3. Promote health education, health care and health service provision	610	622	635	647	660	3174
	5. Promote safety, security, and justice	625	638	650	663	677	3253
	12. Prevent drug use and youth rehabilitation	620	632	645	658	671	3227
Employment and Entrepreneurship	4. Strengthen entrepreneurship spirit and expand labor market services in the context of Industrial Revolution 4.0	622	634	647	660	673	3237
Youth participation and Volunteering work	6. Promote youth participation	625	638	650	663	677	3253
	7. Promote leisure, entertainment and sport activity	630	643	655	669	682	3279
	8. Promote art and culture	503	513	523	534	544	2618
	9. Raise awareness of environment, agriculture, tourism and business	625	638	650	663	677	3253
	10. Promote youth volunteering work	640	653	666	679	693	3331
	11. Promote gender equity	500	510	520	531	541	2602
	Each year in total	7500	7650	7803	7959	8118	39030

## 6. Monitoring and Evaluation

The NAP-CYD 2022-2026, planning for coordination youth development with the GS-NYDC who coordinate the joint monitoring and valuation (according to Sub-Decree No.66 on the role of the GS-NYDC). Coordination, monitoring and evaluation of the implementation of the NAP-CYD is the key priority. Strategic framework and action plan of the GS-NYDC 2022-2026 are designed to lead this task.

To ensure effectiveness, a technical working group (TWG) has been set up consisting of representatives from line ministries, government institutions, DPs, NGOs, private sector and youth members. Members from the Coordinating and Monitoring Unit for the implementation of relevant national policies (such as the National Employment Policy) will also be considered. GS-NYDC will decide on the additional membership and how it can be expanded overtime.

With support of the GS-NYDC, the technical working group will play a vital to coordinate systematic and regular monitoring and evaluation on implementation of the NAP-CYD in Cambodia.

The GS-NYDC responsible on monitoring and evaluation on implementation of the NAP-CYD which will be coordinate on the following tasks:

- Conduct regular meeting of the technical working group to share data for monitoring and evaluation.
- Develop a database on youth situation. The database will be operated and maintained by the GS-NYDC to collect, organize, update and share feedback on youth status and progress.
- Update the Cambodian Youth Development Index (CYDI) regularly using data from official and scientific sources.
- Organize annual forum with NGOs working on youth and with youth themselves to share information on progress and lessons learned.

The NAP-CYD will be monitored and evaluated and reviewed on the following dates:

- Annual monitoring and reporting
- Mid-term review of the NAP-CYD in 2024
- End-term review of the NAP-CYD in 2026.



## 7. Conclusion

The Royal Government of Cambodia has strongly committed to youth development. Youth policies, programs and relevant strategies have been developed and adopted. The effective policies and strategies implementation depend on robust coordination, monitoring and evaluation, the use of data as evidences to ensure consistent and timely interventions. To achieve this, we need to emphasize on ownership of key stakeholders, youth participation, the use of information and communication technology (ICT) effectively.

According to this action plan, the Royal Government of Cambodia will provide more opportunities for youth, particularly to promote health, active lifestyle and volunteering works among young people. The NAP-CYD is a platform for cooperation and partnerships with youth organizations, and participation in international youth conferences, seminars, forums, festivals, and youth dialogue and debates on youth development. These activities provide personal and professional growths for youth. Engage actively and innovatively curious youth across the country, the NAP-CYD demonstrates the Royal Government of Cambodia's efforts to achieve its strategic goals "One youth has at least one skill in life" to address the challenges facing our youth today and the future of nation, community, regional and global.

