

Royal Government of Cambodia

Action Plan 2021-2025
of
The National Ageing Policy
2017-2030

To Further Improve Well-Being of Older Persons of Cambodian People

Ministry of Social Affairs, Veterans, and Youth Rehabilitation

FORWARD

Promotion of the welfare of older people is considered a priority programme by the Royal Government of the Kingdom of Cambodia that all ministries, institutions, civil society organizations, development partners and private sector must work together to better implement the National Ageing Policy 2017-2030.

To achieve this goal, the Royal Government has been consistently executing the Rectangular Strategy Phases I, II, III and IV, the National Strategic Development Plan, in particular the implementation of the National Ageing Policy 2017-2030, based on three fundamental concepts: (1) to eliminate age-based discrimination so that older persons are guaranteed the same rights as younger persons and treated on par with them in all respects; (2)to ensure gender equality by focusing more on women who form the majority of the older population and are more vulnerable than their male contemporaries; and (3)to promote intergenerational relations so as to maintain the strength of the joint family system, a hallmark of khmer culture.

Side 3 of Rectangle 1 “Human Resource Development” of The Rectangular Strategy - Phase 4 identifies the enhancement of public health and nutrition to support human resource development, economic growth and sustainable social development through the strategies of (1)Pushing for universal health coverage in Cambodia by expanding the coverage of health equity fund, continuing to implement national social security on healthcare for civil servants, retirees and veterans, and healthcare scheme for workers-employees under the labor law, and organizing healthcare scheme for self-employed individuals; and (2) Implementing allowance scheme for pregnant women and children under 2 of the poor families, implementing interventions to enhance nutritions, and putting in place multi-sectoral mechanism with participation from the community and sub-national administration governing areas of insufficient nutrition.

Side 4 identifies the improving of Gender Equity and Social Protection in order to enhance the social-economic situation and strengthening women’s role in the society who are the backbone of the economy and society through the strategies of (1)Pushing for the implementation of **National Social Protection Policy Framework 2016-2025** especially by putting in place the occupational risk scheme for civil servants and pension scheme for workers-employees covered by labor law, reforming the pension scheme for civil servants, integrating the social security operators into the social protection governance framework, along with the implementation of National Population Policy 2016-2030 and National Policy on Ageing 2017-2030; and (2) Preparing the legel framework and supporting infrastructure in order to implement the new social assistance programs and widen the coverage of existing programs to provide better support to the poor and vulnerable group and to put in place new social security schemes while expanding the coverage of existing ones to provide social protection service to every citizen.

The Action Plan 2021-2025 of the National Ageing Policy 2017-2030 is the second plan developed in keeping with the Madrid International Plan of Action on Ageing in 2002, the Rectangular Strategy - Phase 4, the National Strategic Development Plan 2019-2023, the National Population Policy 2016-2030, and the Sustainable Development Goals, whose first goal identifies "End poverty in all its forms everywhere" and tenth goal identifies "Reduce inequality within and among countries", and this plan plays a critical role as a roadmap for all line ministries and institutions at both national and sub-national levels, civil society organizations, private sector, and media to carry out work to promote the welfare of the older people more effectively and efficiently to meet the needs of the older people.

In principle, to successfully implement the Action Plan of the National Ageing Policy 2017-2030 requires cooperation, resource allocation, provision of means and joint commitment from all ministries, institutions, civil society organizations, private sector development partners, and stakeholders, including all citizens, in order to turn this plan into action in each sector.

Therefore, I am confident that with high commitment and sense of ownership and responsibility of the ministries and institutions, as well as cooperation with development partners, civil society organizations, private sector, and all stakeholders this work must be implemented with high responsibility and good partnership to achieve the main strategies and activities set out in this Action Plan.

The Royal Government is committed to working with all partners in implementing the National Ageing Policy 2017-2030 aimed at improving the well-being and quality of life of the older people in Cambodia.

We believe that the Action Plan 2021-2025 of the National Ageing Policy 2017-2030 is a strategic and well-defined document to address all forms of elderly issues so that older people can enjoy the right to live safely in a society in order to be able to participate actively and equitably in the national development process towards achieving the 2030 Sustainable Development Goals.

On behalf of the Royal Government of the Kingdom of Cambodia and on my own behalf, I would like to thank national and international organizations for their financial and technical supports in formulating the Action Plan 2021-2025 of the National Ageing Policy 2017-2030, and I would also like to call on all ministries, institutions, development partners, civil society organizations, private sector and the public from all walks of life to tremendously continue to support and contribute to the successful implementation of this national Action Plan for the people of Cambodia, in particular older people, to enjoy a harmonious and dignified way of life.

I strongly hope that the implementation of the Action Plan 2021-2025 will contribute to the promotion of social moral and values of older people and the Cambodian families in order to promote equity, inclusion and social harmony, which will enable security and opportunities for the older people so that they can use their full potential to contribute to the national development.

Phnom Penh, April 18th, 2023
Prime Minister
Sd/-
Hun Sen

PREFACE

The Constitution of the Kingdom of Cambodia stipulates that parents shall have the duty to take care of and educate their children to become good citizens. Children shall have the duty to take good care of their elderly mother and father according to Khmer traditions. In Khmer tradition and culture, respect and care for older people is highly valued because older people play a crucial role in building families and communities and educating younger generations about traditions, customs, religions, village and commune development, and so on. In addition to that, older people coordinate family and community-related work such as family and children's education, general education, vocational training, patient care, and reconciliation of domestic and community violence.

According to the 2019 Cambodian Census, the demographic factors have remarkably altered, thanks to declined fertility rates (decreased from 5.7 percent in 1990 to only 2.5 percent in 2019) and improved life expectancy (increased from 54 years for men and 58 years for women in 1998 to 74.3 years for men and 76.8 years for women in 2019), which led to an increase in the older people population. The number of older people is 1,394,146, of which 829,207 are women over the age of 60, equivalent to 8.9 percent of the total population of 15,552,211.

In 2002, the Royal Government supported the Declaration of the Second World Assembly on Ageing in Madrid in 2002 and formulated a policy for the older people, which was adopted in 2003. Since then, the demographic situation has drastically changed, especially with regard to the older people population which refers to people over the age of 60. Considering the challenges and needs of the older people, the Royal Government has revised the 2003 Policy for Older People, renaming it to the National Ageing Policy 2017-2030. This policy was adopted at the Plenary Session of the Council of Ministers on August 25, 2017 and was officially promulgated on January 18, 2018 under the high presidency of Samdech Akka Moha Sena Padei Techo Hun Sen, Prime Minister of the Kingdom of Cambodia, at the Peace Palace.

The National Ageing Policy 2017-2030 is a significant roadmap designed to address many of the emerging issues of aging in the integrated framework of the national development, which includes the Rectangular Strategy Phase 4, the National Strategic Development Plan 2019-2023, and the National Population Policy 2016-2030. This policy sets out nine priorities areas: (1)Ensuring Financial Security, (2) Health and Well-Being, (3) Living Arrangements, (4) Enabling Environment, (5) Older People's Associations and Active Ageing, (6) Intergenerational Relations, (7) Elder Abuse and Violence, (8) Emergency Situation, and (9) Preparing the Younger Population. The National Ageing Policy 2017-2030 sets forth the directions and strategies for each priority. The directions and strategies of this policy are used as the basis for the formulation of the 2nd Five-year Action Plan (2021-2025). Each ministry and institution has aligned its programmes, sub-programmes and projects in keeping with the directions and strategies set out in the National Ageing Policy 2017-2030.

The Action Plan of the National Ageing Policy 2017-2030 will be carried out in three phases: the first phase lasts for three years (2018-2020), the second phase lasts for five years (2021-2025), and the third phase lasts five years (2026-2030). The Action Plan 2021-2025 is resulted from the consultations between all stakeholders and should be used as an important tool for monitoring and evaluating the implementation of the National Ageing Policy, sub-programmes, projects, and activities to be included in the Action Plan for each phase within the time frame of the National Ageing Policy 2017-2030.

It should be noted that the 2018-2020 Action Plan has not yet been in the condition to meet the needs of the older people because it encountered some challenges while it was being implemented. In particular, beginning from the end of 2019 the world faced with Covid-19 pandemic, and the Royal Government of Cambodia under the wise leadership of Samdech Akka Moha Sena Padei Techo Hun Sen, Prime Minister of the Kingdom of Cambodia, introduced health and administrative measures based on pragmatic and gentle but firm guidelines, as well as timely flexibility based on the situations such as education, quarantine, suspension of at-risk activities, vaccination deployments and treatment of patients, which have enabled the socio-

economy of the Kingdom of Cambodia to be fully recovered. At the same time, the cash assistance programme for poor and vulnerable families launched by the Royal Government was one of the Royal Government's intervention programmes during the Covid-19 pandemic for families with Type-1 and Type-2 equity cards, using the existing mechanisms through the implementation of the cash assistance programme for pregnant women and children under 2 and for poor and vulnerable families during the fight against Covid-19, which was led, managed, and implemented by the Ministry of Social Affairs, Veterans and Youth Rehabilitation and in collaboration with the National Social Protection Council, Ministry of Economy and Finance, Ministry of Interior, Ministry of Planning, and Sub-National Administration. As a result, 359,556 people aged 60 and over received cash assistance (as of June 24, 2022).

Last but not least, on behalf of the Cambodia National Committee for Elderly and the Ministry of Social Affairs, Veterans and Youth Rehabilitation, we would like to express our profound gratitude for the sturdy cooperation of line ministries, institutions, development partners, civil society organizations, private sector, and all stakeholders, in particular, the United Nations Development Programme and HelpAge Cambodia for providing support and integrating sub-programmes, projects, and activities in the implementation matrix for the implementation monitoring and follow-up. The Ministry of Social Affairs, Veterans and Youth Rehabilitation strongly believes that in the spirit of contributing to the continuous improvement of quality of life and well-being of older people, the Ministry, expert institutions, and all stakeholders will work hand in hand to ensure effective cross-sectoral coordination mechanisms and appropriate and timely financing in order to successfully implement this Action Plan.

The Secretariat of the Cambodia National Committee for Elderly will coordinate the monitoring and evaluation of the implementation of this Action Plan at each phase.

Phnom Penh, March 3rd, 2023
Minister
Sd/-
Vong Sauth

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1. Background

1.1. Policy Framework

1.1.1. National Framework

Older people play an important role in building families and communities and educating younger generations about culture, traditions, and development. Our nation is equipped with culture and traditions linked to responsibility and conscience for older people. Our Cambodian families are accustomed to living together with their family members, and children are grateful to their parents who have nurtured, taken care of, and encouraged them to have a bright future. To enhance the welfare of the older people, the Royal Government of Cambodia has implemented and adopted a number of laws, regulations and policies, which include:

A. **The Constitution of the Kingdom of Cambodia** emphasizes family values and the right of elderly parents to receive care from their grown-up children in accordance with the Khmer culture, and Article 47 stipulates that "Parents shall have the duty to take care of and educate their children to become good citizens. Children shall have the duty to take good care of their elderly mother and father according to Khmer traditions." Article 72 stipulates, "The health of the people shall be guaranteed. The State shall give provide full consideration to disease prevention and medical treatment. Poor citizens shall receive free medical consultation in public hospitals, infirmaries and maternities. The State shall establish infirmaries and maternities in rural areas";

B. **Side 3 of Rectangular 1 of the Rectangular Strategy - Phase** 4 of the Royal Government of Cambodia on the enhancement of public health and nutrition services states that "The Royal Government's strategic goal is to enhance public health and nutrition of the people to support sustainable human resource development, economic growth, and social development." In addition, **Side 4 of Rectangle** a on strengthening of gender equality and social protection states that "The Royal Government's strategic goal is to strengthen gender equity and social protection to enhance social-economic situation and strengthen women's role in the society who are the backbone of the economy and society";

C. **Law on the Protection and Promotion of the Rights of Persons with Disabilities** was promulgated by Royal Code No. NS/RKM/0709/010, dated 3 July 2009, on the protection of rights, freedoms, and interests; prevention, reduction and elimination of discrimination against persons with disabilities; and physical, mental and professional rehabilitation to ensure full and equal participation of people with disabilities in various activities of the society;

D. **Law on Social Security** was promulgated by Royal Code No. NS/RKM/1119/018, dated 2 November 2019, to ensure social equality and solidarity and to improve the well-being and livelihood of the people.

E. **National Social Protection Policy Framework 2016-2025;**

F. **National Population Policy 2016-2030;**

G. **National Health Policy and Strategy for Health Care for the Older People 2016;**

H. **National Ageing Policy 2017-2030;**

I. **Cambodian Sustainable Development Goals (CSDGs) Framework 2016-2030; and**

J. National Strategic Development Plan (NSDP) 2019-2023.

1.1.2 International Framework

In addition to the national legal framework, the Kingdom of Cambodia has ratified a number of international legal instruments to enhance the welfare of the older people, including:

- Convention on the Rights of Persons with Disabilities,
- Universal Declaration of Human Rights 1948,
- Political Declaration of the Second World Assembly on Ageing in Madrid in 2002
- Goal 1 of the Sustainable Development Goals, which addresses "**End poverty in all its forms everywhere**", highlights the goal of implementing a national social protection system and measures across the country and achieving the majority of the system's

coverage of the poor and vulnerable by 2030, and Goal 10 of the Sustainable Development Goals, which addresses "**Reduce inequality in the country and among countries**, highlighted the goal of consensus of policies, in particular income tax and social protection policies, and further achievement of greater equality.

At the regional level, the Kingdom of Cambodia is committed to improving the well-being of the older people through:

- 2010 Brunei Darussalam Declaration on Strengthening Family Institution: Caring for the Elderly,
- ASEAN Declaration on Human Rights 2012,
- Kuala Lumpur Declaration on Ageing: Empowering Older people in ASEAN 2015, and
- ASEAN Plus Three Statement on "Active Aging" 2016.

1.2. Status

An increase in the elderly population has been noted since the last century in many developed countries. In the early 10th decade of the 20th century, the elderly population began to become a concern in some developed countries, and this situation has become a major challenge in developing countries since the 1st decade of the 21st century. In Cambodia, the increase in the elderly population began a little later than in other developing countries, with the increase in the elderly population beginning in the 1st decade of this century. In 2019, the total elderly population was 1,394,146 (the total number of female older people was 829,207), equivalent to about 8.9% of the total population of 15,552,211. If this trend continues, the elderly population will well reach 1.99 million, equivalent to about 11 percent of the total population by 2030.

As the elderly population grows, so do their challenges in relation to financial security, health care, long-term care, way of living, migration, intergenerational relationships, and support from young people. In the Cambodian culture and traditions, providing financial support to elderly parents and relatives is firmly rooted in the Cambodian society. However, such a practice may decline in the future as the support from young people to the older people dwindles, leaving older people more vulnerable to financial insecurity which may lead to poverty. In addition, the older people may also experience health problems due to a weakened immune system, they are at higher risk for non-communicable diseases such as diabetes, cancer, heart diseases, and high blood pressure, and they may be at risk of living with a disability that would require assistance with their daily lives as well. Despite the increasing challenges, the Cambodian elderly population is luckier than the elderly population in other countries because based on the Cambodian culture and traditions people live together as a family-based system with many generations living together. Such a system works as a cultural safety net that can help older people not to face any problems that may occur to them. This kind of coexistence, however, will decrease in the future as young people migrate to work in the cities or towns, leaving only the older people to live in isolation without any support or to take care of small grandchildren.

The Royal Government of Cambodia has attained many significant achievements through its concerted efforts to enhance the welfare of the older people, which are highlighted in the documents of the relevant ministries and institutions reporting on the results of the implementation of the Action Plan 2018-2020 of the National Ageing Policy. They include:

+ **Ministry of Social Affairs, Veterans, and Youth Rehabilitation**

- Organized workshops such as mobilizing support and human rights for representatives of older people in 3 provinces, and learned and reflected on the results achieved via the campaigns mobilizing support of the older people and orientation, as well as plans and proposals for the organization of Cambodian Older People Day on 1 October 2019, rights of the older people, and the support of the Federal Association Committee members to formulate strategies of support and facilitated the review and revision of the statutes of 4 federations and associations, elected 9 members to serve on the new Federal Association Committee, and disseminated the report on the research on the needs and challenges of the older people at Tonle Bassac 2 Restaurant;

- Supported the network of Associations and Federations of the older people to organize campaigns to support older people in 10 places during World Health Day in April 2019. Through these campaign, 305 older people received free primary health check-ups and palliative medicines. Among them, 8 associations were pledged by the commune authorities with the commune budget allocation to support the associations, and 5 health centers promised free health check-ups for the older people in the community;
- Provided financial and technical support to the Associations in response to the request of the older people on health education and commune funding and resources based on the capabilities the authorities can provide to the older people associations;
- Supported the Technical Committee of the Cambodian Ageing Network in organizing a consultative meeting with the district and Preah Net Preah and Bos Sbov commune authorities in connection with the World Awareness Day on the Abuse of the Older People. During the meeting, the deputy district governors and authorities of the 2 commune had pledged an allocation of budget for the communes for 2020 to support local associations and federations of older people in Preah Net Preah district;
- Organized numerous training courses, such as the Basics of Care for the Older People for the national level (2 times for department officials) and sub-national level (one time for capital/provincial department officials), Mental Illness (6 sessions), and Non-communicable Diseases and Other Health Problems related to the Older People to the staff of the health centers and the association subcommittees (8 sessions); strengthened the capacity of older people associations in Prey Veng, Tbong Khmum, Battambang, Banteay Meanchey, Koh Kong, Preah Sihanouk and Pailin provinces on how to manage paperwork, home-based care for the older people, health care, livelihoods for older people to the 5 model associations, and of farming systems adaptive to climate change for elderly farmers;
- Organized the 1st meeting with the Ageing Sub-Committee regarding to the promotion of new projects in the target areas and organized the Cambodian Day of Older Persons and the International Day of Older Persons on October 1, 2018 in Svay Rieng province, in 2019 in Battambang province, and in 2020 in Tbong Khmum province;
- Conducted health education and home visits, coordinated the establishment of Sub-committees on Health and Mental Health Training for 81 older people associations;
- Organized village health volunteers and health center staff with medical supplies and health care equipment needed for health screenings and education, and study tours between older people associations and other compensation projects to share good ideas and practices;
- Provided social fund budget to 7 older people associations, provided funding to 20 associations to organize employment and working capital programmes within the associations, built and renovated 43 homes for older and vulnerable people and their communities in Sampov Loun district, Ek Phnom district and Maung Russey district, and built a water station for the community where the older people associations are located;
- Conducted a study on the situation of villages in the target provinces to understand the situation and the number of ageing people;
- Disseminated the guidelines on the Establishment and Management of the Older People's Associations in all 25 capital and provinces, brought to awareness the management of associations and sought support from the local authorities in Sampov Loun district, and disseminated the National Ageing Policy 2017-2030 in all 25 capital and provinces;
- Coordinated the establishment of 4 Employment Association Commissions and Working Capital of 6 Associations and facilitated the formulation of employment statutes, number and date of sale, launch of products to be sold, and support from the authorities in the Meat Srah Village Association, Phnom Srok district, Banteay Meanchey, and the Kork Chrey

Village Association, and the Damnak Slanh Village Association, Puok district, Siem Reap province;

- Provide opportunities for representatives of the Cambodian Ageing Network to participate in the Working Group for the Revision of the Action Plan 2018-2020 of the National Ageing Policy and to participate in the discussion meetings to collect inputs to be integrated into the progress report of implementation of the Action Plan 2018-2020 and Action Plan 2021-2025 of the National Ageing Policy;
- Organized water quality inspections at 10 Associations in Ek Phnom and Mong Russey districts and tested water in (80) cement water jars provided by the project for storing clean water to be used in the summer season. As a result of the tests using 3M tools, people understood the hygiene issues, after they had been brought to awareness, and how to take care of their water resources much better than in 2017, according to the tests on the amount of coliforms and E. coli; regularly provided training to older farmers on climate change, conducted 2 campaigns on support mobilization related to the challenges of the older people and the disasters, assisted in evacuation planning and victim relief systems for older people associations, and identified safe grounds for flood-affected families by linking the information on available resources, including ponds, hygiene and health care, in or near the safe grounds during the evacuation;
- Collaborated with the Battambang Provincial Disaster Management Committee in providing emergency kits to people affected by flash winds and flood. A total of 296 affected families were in 8 districts, namely Ek Phnom, Sampov Loun, Banan, Koas Kralor, Phnom Preuk, Kamrieng, Sangke, and Rukhak Kiri;
- Supported 10 Older People Associations in planning Disaster Preparedness and Reduction Action Plans;
- Produced leaflets and organized dissemination sessions on disaster reduction programmes from climate change to 10 older people associations.

+ **Ministry of Tourism**

- Mainstreamed awarenesses in workshops at technical and inter-departmental levels in Updated Capital-Provincial Tourism Development Planning 2021-2025 to all capital and provinces
- Has been preparing key questionnaires to build the capacity of the older people for a research study on the impact on tourism caused by the Covid-19 pandemic in 2020.

+ **Ministry of Post and Telecommunications**

- Has an “Emergency number” App using the logo to make an emergency call, using a smartphone;
- Labeled "Priority for the Older People" at service counters;
- Trained counter officials to facilitate the older people while receiving services;
- Equipped with Query Machine at Phnom Penh Counter;
- Organized training on the Basis of ICT and the Use of Information Communication Technology for Civil Servants (17 sessions), organized ICT Awareness Workshops (2 times), and conducted a survey to measure the use of technology in Kampong Cham province to prepare for training courses; and
- Provided NerveNet infrastructure connection for the launch of long-distance training programmes in remote rural areas:
  + In Kampong Leng district, Kampong Chhnang province: 3 lower secondary schools and 1 upper secondary school, 1 commune hall and 1 district hall
  + In Preah Sdach district, Prey Veng province: 1 lower secondary school 1 and 5 upper secondary schools.

+ **Ministry of Environment**

- Retired officials are taken care of, respected and valued by the Ministry.

+ **Ministry of Labour and Vocational Training**

- Formulated laws and regulations in relation to the rights and working conditions to prevent discrimination against the older people in the employment, which had been studied, researched and amended;
- Formulated criteria to limit the working condition risks to prevent discrimination of the older people in the employment of enterprises and establishments;
- Formulated regulations related to occupational safety in the fields of construction, brick industry, and entertainment services;
- Organized International Labour Day on May 1, lectures, and beauty pageants every year;
- Organized a social dialogue campaign to promote harmonization in the enterprises and productivity implemented
- Formulated and amended Prakas and regulations related to occupational safety and health;
- Formulated a national policy on occupational safety and health, which was adopted by 2021;
- Conducted an assessment of the basic conditions of occupational safety and health every 2 years, beginning from 2021;
- The percentage of enterprises registered with the Ministry of Labour and Vocational Training complying with the Core Standards of Occupational Safety and Health would increase by at least 80% by 2023 (They had previously completed the formalities but not yet fully complied with the standards);
- The percentage of export enterprises and establishments complying with the occupational safety and health core standards accounted for 90% by 2022;
- Identified the occupational risk contribution rate or public officials;
- Health care contribution rate for those who fall under the provisions of the Labor Law and public officials was identified by 2020;
- Introduced a mechanism to monitor and evaluate the implementation of the social security on occupational risk by 2020;
- Law on Occupational Safety and Health to be Approved by 2023;
- Laws and regulations related to rights and working conditions were studied and amended;
- Law on Technical and Vocational Education and Training to be Approved by 2023;
- Occupational risk management system and prevention of work hazard and occupational disease were established in 2020;
- Cambodia Decent Work Country Programme 2019-2023 was approved and implemented in 2019
- Decision on the Establishment of the Commission for Monitoring and Evaluation of the Implementation of the Decent Work Programme for Cambodia 2019-2023 was formulated by 2019;
- Decision on the Establishment of the Secretariat for the Decent Work Programme for Cambodia 2019-2023 was established by 2019;
- Annual Action Plan for the Implementation of the Decent Work Programme for Cambodia 2019-2023 was approved;
- Legal instruments related to the training of technical trainers were formulated by 2020;
- Legal instruments related to the launching of the social security scheme on occupational risk to public officials and people under the provisions of the Labor Law were revised by 2020;

- Legal instruments related to the launching of the social security scheme on occupational risk for public officials were implemented from 2019;
- Legal instruments related to the launching of the social security scheme on health care for public officials and people under the provisions of the Labor Law were revised by 2020;
- Prakas on Apprenticeship and Internship was approved by 2019;
- Mainstreamed the strengthening of skills development through the enhancement of tourism, hospitality and accommodation services in tourist business sites and communities in all 25 capital and provinces;
- Provided domestic training to at least 75 officials per year on new standards related to occupational safety and health;
- At least 10 officials per year receive training on occupational safety and health under the international cooperation;
- As partner of NSSF, health facilities are expanded in keeping with the density of workers and employees who are members of the NSSF;
- Based on surveys, satisfaction with basic health services providers that have signed an agreement with the NSSF is increased every year;
- Based on surveys, satisfaction with the services of the rehabilitation centers partnering with NSSF is increased every year;
- Based on surveys, satisfaction with the services delivered by NSSF officials is increased every year;
- Monitoring and evaluation mechanism on the implementation of the social security on occupational risk was approved by 2020.

+ **Ministry of Economy and Finance**

- Organized joint discussions for 5 times on the financial inclusion aspect and the national strategy on the financial inclusion, including the possibility of the older people having access to financial services;
- In 2019, the Ministry of Social Affairs, Veterans and Youth Rehabilitation studied and formulated a draft Sub-decree on Social Relief for Poor, Helpless, Older People, but has to wait for a decision on the establishment of mechanism for launching the programme.

+ **Ministry of Cults and Religions**

- 2% to 3% of the older people stay at the pagoda due to being poor, being abandoned by their children, volunteering to serve monks and practice Dharma, having problems with or abandoned by children, and they receive support from monks, children and philanthropists during religious ceremonies or festivals;
- Disseminated the Dharma as much as possible to educate the children of older people so that they could understand the morality of Buddhism.

+ **Ministry of Culture and Fine Arts**

- Older people participated in cultural programmes and events (Performing, watching and supporting, etc.) in 2018, 2019 and 2020.

+ **Ministry of Rural Development**

- Organized training sessions on the Importance of Promoting Hygience for the Persons with Disabilities and the Older People in the 4 target provinces, namely Kampong Chhnang, Svay Rieng, Kampong Speu and Tbong Khmum;
- Conducted education outreach and encouraged the people in target areas to construct and use hygiene toilets to facilitate older people;
- Conducted studies and sought suppliers of toilet ware in the target provinces;
- Provided toilet ware to the people in the target villages in the 4 provinces for a total of 160 toilets.

+ **Ministry of Education, Youth and Sport**

- Organized educational workshops for elderly educators on measures of how to prevent communicable and non-communicable diseases and to seek mental health support services;
- Organized 4 workshops to raise awareness about volunteer work and the importance of support work to older people to establish a network of volunteers in diverse communities and follow-up visit;
- Organized workshops to disseminate the Policy on Adult Resources of the Cambodian National Scouts in all 25 capital and provinces;
- Brought awareness to upper secondary school students about volunteer work to help the older people, for 2 times;
- Brought awareness to young people so that they would volunteer to help older people and Older People Associations;
- The Commission on Social Studies Subject studied the integration of Respect for the People Around Them and Respect for Parents and Older People into Morality-civic subject;
- The Commission on Social Studies and Morality-Civics Subjects studied and integrated the contents of Respect for Parents, Grandparents, and Older People in the curriculum and textbooks for primary and lower secondary education;
- Conducted physical fitness tests of people aged from 25 to 74 years in 13 provinces;
- Organized Sports Day for All, ASEAN Sports Day, and ASEAN Fitness Day for Health;
- Provided capacity development of the Community Learning Center Management Committee on how to plan, manage and lead community learning centers.

+ **Ministry of Health**

- Provided health care services to the older people at health facilities on a regular basis;
- Regularly referred elderly patients with chronic diseases to health facilities equipped with specialized health services and conducted follow-ups;
- Incorporated and administered care services for older people into the MPA service package which was launched in 2019 at health centers, including essential medicines for older people;
- Regularly provided medical diagnoses and treatment to older people at national hospitals;
- Provided free health services to poor older people who cannot afford to pay for medical services in all health facilities;
- Strengthened the implementation of the Equity Fund to ensure that the poor and vulnerable are fully benefited;
- Established and launched the Preah Sihanouk Center for Treatment of Older People on the premises of the Khmer-Soviet Friendship Hospital in 2018 and drew experience for the following step in 2019;
- Organized and improved the medical check-up and treatment services of chronic diseases of older people to be responsive and of good quality.

+ **Ministry of Planning**

- Published booklets on the National Ageing Policy 2017-2030 in both Khmer and English versions and submitted them to the Ministry of Social Affairs, Veterans, and Youth Rehabilitation to increase public awareness through the publication and distribution of those booklets;
- Organized training courses to mainstream the understanding of National Population Policy to all Departments of Planning.

+ **Ministry of Civil Service**

- Set up an IT system to determine the baseline data of all retired civil servants;

- In terms of the number of retired civil servants who remain working, the Ministry of Civil Service can only control the number of civil servants who continue to serve in political positions such as ministers, secretaries of state, undersecretaries of state, advisors, assistants and officers with equivalent ranks receiving remuneration from the government. However, the Ministry of Civil Service does not have a baseline data in the case of retired civil servants who continue to work as contracted officials.

+ **Ministry of Agriculture, Forestry and Fisheries**

- Organized workshops to raise awareness about agriculture-related work;
- Promoted GAP-based cultivation and animal husbandry;
- Provided agricultural techniques (rice, vegetables, horticulture ...) to older people in 600 communes;
- Organized meetings of retired officials of the Ministry of Agriculture, Forestry and Fisheries 2 times per year.

+ **Ministry of Women's Affairs**

- Formulated the Second National Action Plan on Preventing Violence Against Women, particularly Against Older Women (2014-2018);
- Developed Strategic Plan for Gender Equality and Empowerment of Neary Rattanak IV (2014-2018) (Strategy 2: Legal protection for Women and Girls including Older People);
- Formulated the draft of the 4th Gender Assessment in Cambodia, with Chapter 1 to be incorporated with the Older People as a Vulnerable Group;
- Organized a multidisciplinary response team on gender-based violence, whose main mission is to solidify cooperation and response to the needs of victims, including the older people; formulated guidelines, minimum standards on related laws, referral guidelines, and minimum counseling standards as basis for victims, including older people;
- Brought to awareness the prevention of sexual abuse, human trafficking and domestic violence to the community, and enforced the Law on the Prevention of Domestic Violence and the Protection of Victims, taking into account the importance of providing protection to the older people;
- Strengthened the capacity of service providers on how to provide support, psychological and legal responses, and social services to victims and the vulnerable, in an effective and timely manner;
- Organized a multi-sectoral response team on gender-based violence, the main mission of which is to strengthen cooperation and respond to the needs of victims, including of older people;
- Provided support services (legal and psychological counseling and coordination for referral to relevant services, including lawyers) to victims of violence, in particular to older people;
- Formulated guidelines, minimum standards on related laws, referral guidelines, and minimum counseling standards as basis for victims, including older people.

+ **Ministry of Public Works and Transport**

- Provided 100% free of charge for public city bus fare for older people from the age of 60, in abiding by the noble recommendation of Samdech Akka Moha Sena Padei Techo, the Prime Minister of Cambodia, from 2018 to the present;
- Organized a training course in 2019 on public means-based trade and consideration of the public transportation fair either to waive it or charge it less than usual for older people;
- Performed only certain tasks required for the city buses, such as the seating, hand rails, and agents to facilitate older people;

- Conducted some activities on inspecting the headquarters and passenger terminals of domestic transport companies.

+ **Ministry of Land Management, Urban Planning and Construction**

- Commune/Sangkat Land Use Plans: Since the start of the implementation until November 2020, 87 commune/Sangkat and use plans were prepared and approved, the studies in 76 commune/Sangkats were completed, and 90 communes/Sangkats are in the process, and those in Phnom Penh and 19 provinces are being implemented
- The District/Khan and Downtown Land Use Master Plans: Since the start of the implementation until November 2020, the following achievements were attained 1) 7 district/Khan and downtown land use master plans were approved, including for Tbong Khmum town, Koh Rong Downtown, Boribo district, Khan Chroy Changva, Khan Sen Sok, Chrey Thom Downtown of Koh Thom district, and Svay Antor Downtown of Svay Antor district; 2) Completion of the study of land use master plan for 21 districts/Khans/downtowns, including: Kampong Trach district of Kampot province; Khan Meanchey, Khan Prek Pnov, Khan Daun Penh, Khan Toul Kork, Khan 7 Makara, Khan Chbar Ampov and Khan Russey Keo of Phnom Penh; Neak Leung downtown (Neak Leung commune, Peam Ro district, Prey Veng province), Angkor Chum district, Kralanh district, Angkor Thom district, Banteay Srei district, Chi Kreng district, Puok district, Prasat Bakong district, Sot Nikum district, Srey Snom district, Svay Leu district and Varin district of Siem Reap province; and Ou Ya Dao district of Rattanakiri province; 3) In the process of formulating Land Use Master Plans and Land Use Plans for 32 districts/Khans/downtowns, including: Cheung Prey and Prey Chhor districts of Kampong Cham province; Rolea Bier district of Kampong Chhnang province; Kandal Steung district, Kien Svay district, Khsach Kandal district, Koh Thom district, Leuk Dek district, Lvea Em district, Muk Kampoul district, Ang Snoul district, Ponhea Leu district and S'ang district of Kandal Province; Chet Borey district of Kratie Province; Khan Chamkarmon, Khan Dangkor, Khan Pur Senchey, Khan Boeung Keng Kang,
- and Khan Kambol of Phnom Penh; Choam Ksan district of Preah Vihear Province; Andong Meas district, Kon Mom district, Lumphat district, Ta Veng district and Vern Sai district of Rattanakiri province; Steung Hav district of Preah Sihanouk province; Sesan district, Siem Bok district, Siem Pang district and Thala Barivat district of Stung Treng province; Kirivong district of Takeo Province; and Damnak Chong Er district of Kep province;
- Municipal Master Plans and Land Use Plans: Since the start of the implementation until November 2020, the following achievements were attained 1) Approved the introduction of 10 municipal land use master plans, including Takhmao municipality, Battambang municipality, Kampot municipality, Kep municipality, Siem Reap municipality, Khemarak Phoumin municipality, Bokor municipality, Bavet municipality, Poipet municipality and Stung Treng municipality; 2) Completed the study and formation of 6 municipal land use master plans, including Preah Sihanouk municipality, Kampong Cham municipality, Kratie municipality, Daun Keo municipality, Prey Veng municipality and Chbar Morn municipality; 3) Studying 4 municipal land use master plans, namely Kampong Chhnang municipality, Preah Vihear municipality, Svay Rieng municipality and Suong municipality;
- Capital-provincial Land Management Plan: Since the start of the implementation until November 2020, the following achievements were attained 1) Formulated and approved the implementation of land use master plan and land management plans for 3 capital/provinces, namely land use master plan for Phnom Penh, land management plan for Preah Sihanouk province, and land management plan for Battambang province; 2) Finalized and requesting an approval for the implementation of the Takeo Provincial Land Management Plan; and 3) Organized and in the process of preparing land use plans in 7

provinces, including Siem Reap, Pailin, Mondulkiri, Kampong Thom, Banteay Meanchey, Kampong Cham and Kratie;

- Social land concessions for poor civilian families: Distributed plots of residential land and cultivation land to 107 families of veterans in Poy Char commune, Phnom Srok district, Banteay Meanchey province, and to 178 families in Chong Kal commune, Chong Kal district, Oddor Meanchey; conducted the third land concession distribution for land lots by means of using lucky draws for the 998-family group and 353-family for 138 families out of 195 in Chhlong District Hall, Kratie province;
- Constructed homes for soldier and police families and former armed forces and families: Constructed 533 homes for families of soldiers and the national police officials in 2020 (36 homes were built in collaboration with Electricity of Cambodia) in Stung Treng, Oddar Meanchey and Preah Vihear provinces with the following results: 320 homes were 100% completed, 20 homes were 84% completed, 15 homes were 62% completed, 2 homes were 35% completed, and 38 homes were 3% completed. All in all, the entire construction was 79.68% completed and construction materials at the site accounted for 13.69%.
- Issued Decision No. 039 SSR, dated June 6, 2018, on the Launching of Architectural Plan of Sidewalks, Pedestrian Walks and Bicycle Lanes for the Public and Persons with Disabilities, and brought awareness to the Secretary General of the General Secretariat of the National Land Management and Urbanization Committee, Capital/Provincial Land Management and Urbanization Committee, and Municipal/District/Khan Land Management and Urbanization Committee for action;
- Brought awareness to legal instruments in regard to the fields of urbanization and construction: 1) Sub-Decree No. 86 ANKr.BK, dated December 19, 1997, on Construction Permit; 2) Sub-Decree No. 42 ANKr.BK, dated April 3, 2015, on Capital, Municipal and Downtown Urbanization; 3) Sub-Decree No. 76 ANKr.BK, dated June 9, 2015, on the Revision of the Sub-decree on Capital, Provincial and Downtown Urbanization, and 4) Directive No. 002 DNS/ SSN, dated January 10, 2020, on the Enhancement of Quality and Safety of Construction;
- Continues to develop physical infrastructure for establishing public order to serve the purpose of safe traffic, well-being and convenience to the public and the persons with disabilities.

+ **Ministry of National Assembly-Senate Relations and Inspection**

- Brought awareness to laws on older people protection, such as:
  1) Law on Environmental Protection and Natural Resource Management;
  2) Law on Drug Control;
  3) Land traffic law.

+ **National Committee for Disaster Management**

- Disseminated information on disaster reduction programmes with the inclusion of older people to 40 old people associations and brought awareness to the public on support to older people in the event of an emergency;
- Encouraged the participation of older people in regards to disaster reduction;
- Published 2,000 pamphlets in 2018 on the prevention in times of emergencies, 5,000 pamphlets in 2019 and 5,000 pamphlets in 2020;
- Organized numerous training courses, such as those in 2018 (80 courses), in 2019 (48 courses) and in 2020 (58 courses) to provide knowledge of preparedness against the disasters and risk prevention, such as rescue and provision of shelter for older people, children and persons with disabilities, rescue or older people rehabilitation workers so that they would understand the problems of older people during an emergency, and the medical team on the older person-related expertise in the event of a disaster.

On top of these brilliant accomplishments, based on the reports of line ministries and institutions, the implementation of the Action Plan 2018-2020 of the National Ageing Policy 2017-2030 was still limited as the Action Plan 2018-2020 had been approved on April 11, 2018, and so the relevant ministries and institutions had not proposed for the budget in 2017 to implement the action plan in 2018. After that, in 2018 the ministries and institutions concerned had just started to propose for the budget for 2019's implementation. Later on, in 2020, most of the relevant ministries and institutions had not carried out any activity due to the global Covid-19 pandemic, which made it impossible for the relevant ministries and institutions to execute the activities as set out in the Action Plan 2018-2020. At the same time, the Action Plan 2018-2020 of the National Ageing Policy had some remaining and new challenges, which were the main factors causing the relevant ministries and institutions unable to implement the activities they had proposed. However, those challenges will be outlined in the next section. Anyway, the relevant ministries and institutions are committed to continuing to make more efforts to achieve the plan to contribute to improving the well-being of the older people.

1.3. Priority issues

Challenges of the implementation of the Action Plan 2018-2020 of the National Ageing Policy 2017-2030 encountered by the relevant ministries and institutions are addressed in this section. Those challenges include:

+ **Ministry of Social Affairs, Veterans, and Youth Rehabilitation**

- No international treaties, covenants, conventions on older people and laws on the promotion and protection of rights of older people as those in other ASEAN countries;
- Reform of National Social Protection Policy Framework 2016-2025;
- No adequate legal instruments related to the enhancement the welfare of older people to handle the challenges and meet needs of older people (such as social security, health, rights, employment opportunities, long-term care and other public services, etc.)
- No adequate legal instruments on the management of hospitals, health centers and posts, associations, NGOs and private sector for Cambodians and foreigners on training of skills of older people care and the provision of care for older people;
- No materials for psychological and physical and mental health training for home-based caregivers in providing care services for older people;
- No booklets, leaflets and instructions produced on the prevention during a disaster or an emergency for the protection of older people;
- Lack of research studies on needs of legality, guidelines for long-term and short-term care in centers and communities and challenges, and needs of the older people (such as financial security, physical and mental health issues, abuse, negligence, discrimination, violence, and nutritional needs, etc.;
- No research studies on the possibility of expanding free public transportation services for older people in all 25 capital and provinces and the capacity and productivity of older people to work in the public and private sectors;
- Lack of research studies on pagodas and religious temples that can offer shelters and accommodation for vulnerable older people and people at risk;
- The Older People's Associations is a community-based organization established with the aim of helping older people help each other and improving the quality of life and dignity of older people, but the Association is not able to be registered at the Ministry of Interior as stipulated in the Law on Associations and Non-Governmental Organizations 2015;
- No programmes to promote the importance of rights, roles, engagement in health education, abuse, negligence, discrimination, violence, and disaster for older people in all 25 capital and provinces;

- No meetings held to discuss the feasibility of allocating commune/Sangkat funds to support the process and support of the Association of Old People in all 25 capital and provinces, and no competitions on composing and making video clips related to the community-based employment of older people;
- No training provided to family members and caregivers of older people with sick older people on understanding of caregiving, psychology, information and other services;
- Lack of funds for training association members on the association's processes and programmes that can help the association members and fundraising programmes to support the association;
- Lack of funds for training, education, and guidance and awareness raising for young people to be prepared before ageing through education on how to save money, on physical and mental health, and on hygiene and diet;
- Lack of funds for bringing awareness to the National Ageing Policy 2017-2030 and the Action Plan of the NAP 2017-2030 to public and private educational institutions, associations and non-governmental organizations and relevant ministries and institutions, and the 25 capital and provinces;
- Lack of funds to disseminate information on diseases frequently faced by older people and preventive measures before reaching older age;
- No budget for organizing workshops to share experiences of setting up and managing older people's associations in the capital and provinces;
- Lack of funds for the publication of leaflets and booklets on disaster or incident prevention for the protection of older people;
- No budget to support the operation of the Commune/Sangkat Older People's Associations, emergency packages, visits and strengthening of monitoring, inspection and evaluation in the 25 capital and provinces;
- Lack of funds to build water stations for their community and to organize fundraiser events for philanthropists and development partners to support Older People Associations;
- Some activities not being carried out due to the Covid-19 pandemic;
- Lack of development partners to support the implementation of the activities;
- No fund to support older people; and
- Limited number of development partners and philanthropists supporting the Older People Associations.

+ **Ministry of Tourism**

- Limited engagement from stakeholders in the tourism sector, in particular from private sector, civil society organizations and development partners;
- Incomplete training participation due to being busy with operations; and
- Most older people not having the skills to realize the needs of the community due to health problems causing their unsustainable participation.

+ **Ministry of Labour and Vocational Training**

- No budget to organize events to share experiences and potential of the older people to the younger generation;
- No research studies on the feasibility of the private sector and associations and non-governmental organizations in accepting older people to work and safe living for older people;
- No guidelines on safe living for older people;

- Lack of fund to organize workshops to promote and raise awareness of the challenges and values of older people's participation in the family, community and society to younger generations and to educate and promote food safety, safe food, and balanced diet;
- No budget to organize events to share experiences and potential of the older people to younger generations;
- No research studies on the feasibility of the private sector and associations and non-governmental organizations in accepting older people to work;
- Lack of research studies on safe living for older people;
- No guidelines on safe living for older people;
- Lack of fund to organize educational workshops on food safety, safe food and balanced diet;
- Lack of fund to organize workshops to promote and raise awareness of the challenges and values of older people's participation in the family, community and society to younger generations.

+ **Ministry of Economy and Finance**

- The introduction for the implementation of the Older People's Support Programme has not been thoroughly studied in some areas, such as determining the criteria for the beneficiaries, the benefit level, and the feasibility study for identifying the beneficiaries and the implementing institutions, as well as the formulation of the institutional capacity development. Along with that, the Older People's Support Programme will be launched as a Family Package Programme, which has been approved for a medium term study under the Family Package Programme and was indicated in detail as in the spirit of Letter No. 5113 SHV, dated June 14, 2019.

+ **Ministry of Interior**

- There has not yet been integrating of old person-related issues into the Investment Plan of the Administrative Council at the Sub-national Level.

+ **Ministry of Health**

- Lack of human resources specializing in older people's health at health centers;
- No establishment of counseling, treatment and consulting sections related to the monitoring of older people's health at health centers, and lack of follow-up, monitoring and evaluation mechanisms for basic health services delivery to older people to ensure that such a delivery is highly efficient;
- Lack of fund for training, such as for health consultants for older people at health centers, referral hospitals and hospitals specializing in treating older people, and professional code of ethics for health workers at health facilities; lack of fund for training and equipment necessary for existing village health volunteers and those to be recruited (if necessary) to monitor the situation of older people;
- Lack of fund to support concerned officials on study tours to learn from neighboring countries and the region on how to provide care and health services to older people;
- Lack of fund to organize workshops on mental education to build self-confidence and to organize educational workshops on communicable and non-communicable disease prevention measures and seeking of mental health support services;
- No possibility to establish village volunteer groups with ICT support and enabling monitoring of the situation of older people;
- No establishment of sections such as health services section for older people at national hospitals and establishment or addition of rehabilitation services (and formulation into a

section) for older people's rehabilitation services into a full package of activities at the referral hospital and provincial level;

- New list of indicators related to older people not been prepared for incorporation into the health sector's regular reporting system;
- Curriculum and training materials on elder treatment specialty, professional code of ethics for health workers at health centers, referral hospitals, provincial and national hospitals not yet been formulated;
- No budget to equip each hospital with appropriate facilities for elderly care and no budget to provide adequate and quality medicines for the treatment of older people (Included in the list of essential medicines of Ministry of Health);
- No services such as home-based care and treatment services for the older people in need of long-term care, no discussions at the political level on long-term care (Both community-based and facility-based care), and no formulation of elder vocational health care curriculum at public and private health education schools and institutions;
- No formulation of elder vocational health care curriculum at public and private health education schools and institutions; and
- Mobilization and strengthening of cooperation with civil society organizations working on the health of older people.

+ **Ministry of Women's Affairs**

- It is hard to determine and estimate the budget for the activities set forth in the Action Plan because the budget of the ministries and institutions is used solely for the activities in the Action Plans of the ministries and institutions.

+ **Ministry of Public Works and Transport**

- Utilities to facilitate older people traveling by public transports have not yet been developed;
- Legal instruments are being developed and there is no budget to conduct a feasibility study on providing travel services for elder workers when they go to work;
- No promotion on whether to charge or to offer free public transportation for elderly workers since no national budget is provided to organize such a promotion;
- Lack of fund to implement facilitation utility installation projects for older people traveling by public transport;
- Lack of fund to implement the project to manage, monitor and control the parking lots and passenger terminals of domestic transport companies.

+ **Ministry of Civil Service**

- No baseline data of retired civil servants who have the opportunity to continue working in their original unit, and
- No working groups in charge of elderly work in line ministries and institutions.

+ **Ministry of Post and Telecommunications**

- No budget for developing Apps related to the challenges and needs of older people to inform the public so that they are aware of them and get themselves ready before reaching older age
- No modern ICT-based communication network set up.

+ **Ministry of Land Management, Urban Planning and Construction**

- No legal instruments regarding the organization of infrastructure in public and private sector buildings,
- No guidelines on infrastructure in public places to facilitate the travel of older people, and

- Public parks have not yet been properly designed and equipped with adequate facilities to enable favorable features for physical exercises of ageing people and older people.

+ **National Committee for Disaster Management**

- There is no data on the participation of older people involved in disaster reduction.

1.4. Solution to challenges

In order to address the above-mentioned challenges, line ministries and institutions should:

- The Ministry of Economy and Finance examines the possibility of providing funds for the implementation of the Action Plan of the National Ageing Policy to the concerned ministries and institutions, particularly by focusing on the Ministry of Social Affairs, Veterans and Youth Rehabilitation, which is the arm of the Royal Government responsible for direct implementation;
- Formulate a law on the promotion and protection of older people's rights;
- Formulate laws, policies and regulations which should focus on older people as well as children;
- Formulate legal instruments related to improving the welfare of older people to adequately respond to the challenges and needs of older people (such as social security, health, rights, access to employment, long-term care, and public services…etc.);
- Conduct research studies on older people's legal needs;
- Conduct research studies on pagodas and religious temples to see whether they can provide shelter and accommodation for vulnerable older people and people at risk;
- Conduct research studies on the challenges and needs of the older people (such as financial security, physical and mental health issues, abuse, negligence, discrimination, violence, and nutritional needs, etc.);
- Formulate legal instruments for the management of hospitals, health centers, health facilities, associations and non-governmental organizations and private sector associated with the provision of care services and training of skills for the care of older people;
- The Ministry of Interior should consider exempting the registration of the Older People's Associations in order to facilitate and encourage older people to form associations with the aim of improving the quality of life and dignity of older people;
- Formulate legal instruments for the management of foreigners who practice and provide training of skills for the care of older people;
- Conduct research studies on the capacity and productivity of older people in working in the public sector, private sector, associations and non-governmental organizations;
- Conduct research studies on the feasibility of the private sector and associations and non-governmental organizations in accepting older people to work;
- Organize outreach programmes on abuse, negligence, discrimination and violence against older people;
- Conduct research studies on long-term care policies;
- Conduct research studies on policies on community- and facility-based care;
- Conduct research studies on the possibility of expanding free public transportation services for older people in all 25 capital and provinces;
- Establish documents for training on physical and mental health;
- Conduct research studies on safe living for older people;
- Organize workshops on psychological education to build self-confidence;

- Bring awareness to the National Ageing Policy 2017-2030 to public and private educational institutions, associations and non-governmental organizations and line ministries and institutions;
- Formulate guidelines for safe living for older people;
- Set up facilitating utilities for older people's travel by public transport means;
- Formulate guidelines and regulations related to the organization of infrastructure in public and private sector buildings to facilitate older people's travel;
- Organize educational and outreach workshops on measures to prevent communicable and non-communicable diseases and to seek mental health support services;
- Organize educational workshops to guide and raise awareness of the adults to be prepared before entering older age through educating them on how to save money and on physical and mental health, hygiene and diet;
- Develop Apps related to the challenges and needs of older people do that the public can be informed and prepared before reaching older age;
- Promote the inclusion of issues related to older people in the investment plan of the Sub-national Administrative Council;
- Establish a consultation and counseling section related to monitoring the health of the older people in health centers;
- Provide training to consultation specialists on older people's health in health centers, referral hospitals, and hospitals;
- Provide support to concerned officials to study and understand from the neighboring countries and region how to provide care and health services to older people;
- Establish village volunteer teams with technology support and enabling monitoring of the situation of older people;
- Provide training and necessary equipment to existing village health volunteers and those to be recruited (if necessary) to monitor the situation of older people;
- Provide training to older people's associations in communes/Sangkats as well as social workers so that they provide guidance to older people on health issues and use it as a mechanism for monitoring cases of older people who are isolated and vulnerable;
- Provide training on treatment expertise for older people and professional code of ethics for health workers at health facilities;
- Equip with a mechanism to follow up, monitor and evaluate basic health services delivery to older people to ensure that the provision of such services is highly effective;
- Establish or add (and partially establish) elder rehabilitation services into full package of activity to referral hospitals and the provincial level;
- Establish health service sectors to be equipped with suitable facilities and provide ample and quality medicines for the treatment of older people in national and sub-national hospitals;
- Develop training curriculum and materials on treatment expertise for older people and professional code of ethics for health workers at health centers, referral hospitals, provincial and national hospitals;
- Organize discussions at the political level on long-term care (both in community-based, home-based and center-based care);
- Develop professional health care curriculum for older people at public and private health schools and institutions;

- Provide training to home-based caregivers of older people to understand and be aware of information and services to help older people during an emergency;
- Establish working groups in charge of older people-related work in line ministries and institutions;
- Organize training courses on psychological skills for home-based caregivers in providing care services for older people;
- Prepare materials for training courses on psychological skills for home-based caregivers in providing care services for older people
- Strengthen the follow-up, monitoring, and evaluation of activities of the Older People's Associations in all 25 capital and provinces;
- Organize meetings to discuss the feasibility of allocating commune/Sangkat funds to assist the processes of and support the Older People Associations in all 25 capital and provinces;
- Provide training to the association members about the associations' processes and the programmes that can help them and fundraising programmes to support the associations;
- Organize meetings with Older People's Sub-committees in the capital and provinces to organize activities to support the older people and the Older People Associations;
- Organize workshops to share experiences of establishing and managing Older People Associations in the capital and provinces;
- Develop health education programmes and disseminate information on the rights of the older people;
- Organize competitions on writing and producing video spots related to the community-based employment sector of older people;
- Organize programmes to bring awareness and promote the importance and role of older people and the engagement of older people in community and social development;
- Bring awareness to and formulate disaster reduction action plans for older people and Older People Associations in all 25 capital and province;
- Produce materials for dissemination to increase awareness of disasters to the Older People Associations;
- Organize emergency kits for older people;
- Organize books and pamphlets on the prevention of disasters or other emergencies for the protection of older people;
- Organize dissemination workshops on climate change mitigation programmes to Older People's Associations in all 25 capitals and provinces;
- Publish leaflets and booklets on the prevention of disasters or other emergencies for the protection of older people;
- Organize educational workshops on food safety, ; and dietery;
- Organize workshops to promote and raise awareness of the challenges and values of older people's participation in the families, communities and society to younger generations.

2. Directions and strategies

To achieve the visions and goals of the National Ageing Policy 2017-2030 and to address the issues expected happening in the aging process as defined in Section 4 of this National Policy.

Directions and strategies have been used to respond to respond to each issue outlined in this section. The priorities of the National Ageing Policy 2017-2030 have not imply that any priority is more crucial than another.

The priorities are equally important.

2.1. Priority 1: Ensuring Financial Security

Objective 1.1: To enable older persons to remain in productive employment for as long as they are willing and able to do so.

Strategies:

(i) Raising awareness of age-based employment discrimination among key stakeholders, including older people' groups, labour unions, and employers' associations;

(ii) Promoting the instituting of a supportive legal framework for cases of age-based discrimination;

(iii) Sensitizing employers to the experiences and positive potentials of older workers;

(iv) Introducing regulations requiring employers to provide working conditions such as friendly utility facilities, healthy food, basic health services and an overall work place environment suitable for older workers;

(v) Examining the possibility of establishing the incentive system for enterprises that employ older workers and employees as well as incentivising those enterprises to provide appropriate facilitation and working conditions;

(vi) Enhancing the employability of older people through retraining and lifelong education;

(vii) Deliberating on the measures to be taken for facilitating the traveling of olderly workers taking reasonable fares for public transport use into consideration; and

(viii) Examining the potential access to financial services for older persons.

Objective 1.2: To expand coverage of comprehensive social protection and social welfare schemes

Strategies:

(i) Examining the possibility of introducing protection programmes for older and oldest old persons that are the members of the families holding equity cards in accordance with the National Social Protection Policy Framework;

(ii) Examining the possibility of introducing social protection floor to ensure that older people that are ineligible for retirement pensions or receive them in an inadequate amount and are living without care from family members obtain appropriate incomes, aiming at preventing them from falling into poverty;

(iii) Raising awareness and encouraging adult offspring who are able to provide financial support to elderly parents/grandparents and close relatives in order to fulfill their filial duties.

2.2. Priority 2: Health and Well-being

Objective 2.1: To promote healthy ageing and expand preventive health care

Strategies:

(i) Introducing a life course approach to healthy ageing and disease prevention through the introduction of educative messages for older people, caregivers and health service providers, including the importance of physical activity, good hygiene and a balanced diet.

(ii) Arranging counselling services for older people at heath centers;

(iii) Enabling older persons to access to regular medical examinations for health monitoring and treatment and to preventive medicine for prevention and old-age health improvement

(iv) Establishing surveillance systems across the country for monitoring isolated and/or vulnerable older people.

Objective 2.2: To establish a responsive health system that is accessible and ensures quality curative health services

Strategies:

(i) Equipping health facilities providing quality curative health services with adequately trained, ethical, and on-duty staffing to provide basic health services for older people, including referrals and follow-ups;

(ii) Equipping national hospitals to be to provide comprehensive health services for older people, including number of screening, diagnosis and treatment

(iii) Placing a health professional trained in geriatrics in every health center;

(iv) Building adequate in-patient capacity in hospitals to meet the older persons need for hospitalization;

(v) Expanding coverage of free quality healthcare services and providing financial assistance, if needed, to poor older persons that cannot afford paying certain medical charges;

(vi) Ensuring that all public hospitals have quality geriatric services;

(vii) Ensuring the availability of essential medicines generally required for the treatment of diseases affecting older persons.

Objective 2.3: To meet older person's requirements of long-term care
Strategies:

(i) Examining the instituting of home care and nursing for elderly requiring long-term care due to disability, dementia or terminal illnesses.

(ii) Providing training and incentives to family members required to look after elderly patients requiring long-term care;

(iii) Examining the establishing of care centers for the elderly requiring long-term care; and

(iv) Improving access to facilities for medical examination and treatment of chronic diseases such as hypertension, diabetes, cerebrovascular diseases, cancer, dementia and Alzheimer.

Objective 2.4: To further address availability of adequate and trained health personnel
Strategies:

(i) Evaluating the demand for health care and social work professionals and arranging further education/training programmes for these personnel according to the current demand;

(ii) Promoting education and training in health care and elderly care for health and social care professionals, volunteers and caregivers;

(iii) Inculcating a positive image of older persons and the concern and respect they deserve in health service providers.

(iv) Increasing the number of professionally trained geriatric specialists;

(v) Introducing a course on geriatric healthcare in all health professional qualifications.

2.3. Priority 3: Living Arrangements

Objective 3.1: To promote ageing in places where older people are residing
Strategies:

(i) Providing basic training to family caregivers in elderly care, the knowledge and information about useful services, and handling emergency situations;

(ii) Counselling family caregivers to provide them relief from the psychological stress resulting from caregiving;

(iii) Ensuring an increase and improvement in home visits by health visitors and social welfare officers;

(iv) Incentivizing enterprises to provide facilitation to any employees that have at home elderly household member requiring cares;

(v) Encouraging community volunteers to assist the elderly in their day to day activities;

(vi) Making access easier for the elderly to contact family members and emergency services in case of need;

(vii) Instituting regulations to protect older persons from all forms of elder abuse –physical, verbal, financial and psychological.

Objective 3.2: To provide appropriate living arrangements for older people with no family support

Strategies:

(i) Examining the establishing of community-based old-age centres as the provision of lodging for the elderly without support;

(ii) Assisting and advising Pagodas to expand and improve their facilities for housing vulnerable elderly;

(iii) Examining the introduction of appropriate standards at the centers for the elderly living in the communities;

(iv) Making first aid available for the elderly at health centers and referral hospitals.

2.4. Priority 4: Enabling Environment

Objective 4.1: To enable older persons to live independently if they can and wish to do so

Strategies:

(i) Providing older persons information about possible adaptations that should be made to enable them to live safely and to reduce the risk of accidents such as falls and slipping;

(ii) Examining the fostering of basic services for the elderly at the areas where community-based old-age centers located;

(iii) Providing older persons with possible means of communication to call for reliable help or attract attention in case of need.

Objective 4.2: To facilitate the mobility of older persons

Strategies:

(i) Improving public transport facilities by integrating ways of addressing the needs of the elderly;

(ii) Focusing on elderly-related aspects in the construction of all public infrastructures including roads, walkways, and toilets to provide easy access and safe passage for older persons;

(iii) Providing special lanes and barrier-free facilities for older people in public places such as markets and banks;

(iv) Instituting regulations that require all public buildings being easily and safely accessible to elderly and disabled persons;

(v) Raising public awareness on older persons through media.

2.5. Priority 5: Older People's Associations (OPAs) and Active Ageing

Objective 5.1: To support the establishment of Older People's Associations across the country

Strategies:

(i) Strengthening existing OPAs and expanding the network to the sub-national levels;

(ii) Funding and facilitating the establishment of an OPA in every Commune/Sangkat;

(iii) Providing training to OPA members in establishing and operationalizing OPAs

(iv) Promoting linkages between NGOs and the Royal Government to form senior citizen networks in every area;

(v) Encouraging relevant NGOs to assist OPAs in advising management committees of OPAs and organizing their activities;

(vi) Establishing a mechanism whereby OPAs can interact on a regular basis and exchange experiences.

Objective 5.2: To enhance the role of Older People's Associations.

Strategies:

(i) Supporting OPAs in building livelihood security by training them in income generating activities,

(ii) Providing training to OPAs in basic healthcare and to enable them to establish and run home care schemes thereby contributing to improving health care,

(iii) Promoting the spirit of "seniors-helping-seniors" as basic foundation of OPAs to encourage more active and healthier seniors to help their less fortunate contemporaries.

2.6. Priority 6: Intergenerational Relations

Objective 6.1: To expand opportunities for the participation of older persons in public lives

Strategies:

(i) Establishing a panel of older persons in each local authority to ensure that older persons have a voice in decision-making processes and their needs are taken into account,

(ii) Ensuring that older persons are involved in the design and implementation of policies that affect them, both at the national and local levels;

(iii) Setting up a database of retired experts skills as an advisory tool for communities and administrations at all levels,

(iv) Facilitating the attendance of older persons in public events such as attending votes in all elections, cultural and religious activities… etc.

Objective 6.2: To foster a positive attitude towards ageing and older persons.

Strategies:

(i) Enhancing awareness that older persons are not a burden on the community but bring benefits to society,

(ii) Reversing the misperception about the fact that older persons have no meaningful purpose in their remaining life except waiting for its end

(iii) Fostering the production of television/radio programmes and print media focusing on older people's contribution and the role they play in communities.

Objective 6.3: To strengthen intergenerational linkages

Strategies:

(i) Encouraging younger persons to volunteer to help older persons,

(ii) Promoting the organisation of activities in which people of all ages can participate,

(iii) Organizing presentations followed by discussions on intergenerational complementarities for younger adults and older persons,

(iv) Organizing training and supporting older persons on the use of communication (such as mobile phones, social media) to keep in touch with their adult offspring and other younger relatives,

(v) Incorporating courses on the importance of respecting and interacting with the elderly in the curricula of training institutions and schools,

(vi) Projecting the achievements of older persons through the media,

(vii) Honouring any exemplary performance by older persons, such as volunteerism or creative work, by giving awards or/and certificates of recognition.

2.7. Priority 7: Elder Abuse and Violence

Objective 7.1: To curtail and prevent incidents of elder abuse

Strategies:

(i) Instituting regulations to protect older persons against elder abuse;

(ii) Equipping older persons with knowledge of what constitutes elder abuse and their rights of protection against it;

(iii) Encouraging older persons to report elder abuse or discuss incidents of elderly abuse with close relatives, friends or their doctor;

(iv) Sensitizing the community of the importance of reporting any incidents of actual or even suspected elder abuse which come to their knowledge; and

(v) Authorizing medical personnel to probe into and, if necessary, report to relevant authorities on any elder abuse suffered by their older patients.

Objective 7.2: To protect older persons from falling victim to violence and crime

Strategies:

(i) Strengthening the capacity of specialized police units for the protection of the elderly and prevention violence against older persons;

(ii) Sensitising the community to the concerns for the safety older persons living on their own in their neighborhoods.

2.8. Priority 8: Emergency Situations

Objective 8.1: To ensure rescue or rehabilitation efforts giving due attention to older people.

Strategies:

(i) Attaching priority to older persons, children, and disables in risk reduction plans including disaster alerts, rescues, shelter and relief as well as in post-disaster rehabilitation initiatives;

(ii) Encouraging older persons to participate in the preparation of disaster risk reduction plans at all levels to have an insight into related ageing issues;

(iii) Training rescue/rehabilitation workers to be able to locate older persons during ;emergencies and to assess their vulnerability in terms of physical and mental conditions;

(iv) Sensitizing rescue/rehabilitation workers to the issues faced by older persons;

(v) Affording extra protection to older women from physical, mental, sexual and financial exploitation and abuse in emergency situations;

(vi) Adapting rescue/rehabilitation programmes to be age-friendly;

(vii) Ensuring that evacuation centers have special facilities suited to meet the needs of older persons;

(viii) Adding geriatric professionals in medical teams dispatched to disaster-hit locations; and

(ix) Enhancing public awareness to extend help to older persons in difficulty during emergencies.

Objective 8.2: To sensitize older people to how to prepare themselves in response to emergencies

Strategies:

(i) Providing guidance and training to older persons on how to cope with natural disasters and other emergencies such as internal conflicts and displacements;

(ii) Producing and disseminating manuals for older persons outlining precautions and actions to be taken in case of various types of emergencies;

(iii) Introducing a system, particularly in more disaster-prone areas, through which older persons can register their address and other relevant details to help rescuers in locating their positions in times of emergency;

(iv) Briefing older persons on how to draw attention when facing excessive danger in emergency situations.

2.9. Priority 9: The Readiness of Younger Population

Objective 9.1: To provide an environment in which younger people can better prepare for ageing

Strategies:

(i) Extending coverage of financial protection mechanism for the preparation for old age through the implementation of pension plans and savings schemes to ensure the

appropriate incomes for people joining the mandatory and voluntary pension schemes and maximum reduction of the falling into poverty in old age;

(ii) Disseminating information on a healthy life style – such as healthy eating habits and regular exercise – to help older persons of tomorrow maintain higher health standards;

(iii) Providing health insurance schemes to working age persons, which provide coverage in old age as well;

(iv) Inculcating younger population with respect for old age to remove their fear of becoming old aged and any negative feelings they may have about life in old age;

(v) Providing younger persons with opportunities to do volunteer work for the elderly and in senior homes and organizations to have first-hand information on how to tackle problems they would most likely face in old age;

(vi) Enhancing public awareness on the importance of the ageing with dignity through formal and informal education on a continual basis.

Objective 9.2: To motivate younger people to prepare themselves for healthy and active ageing

Strategies:

(i) Incorporating courses on healthy life style and health-seeking behaviours and attitude in school curriculum;

(ii) Showing respect and taking care of elderly parents and relatives to demonstrate by example to their children the importance of these duties;

(iii) Encouraging younger people to undergo regular medical check-ups;

(iv) Sensitizing younger people to the impacts of the inevitable changes that obviously result from retirement and ageing.

3. Action Plan

The Action Plan 2021-2025 of the National Ageing Policy 2017-2030 is based on the vision of the National Ageing Policy, stipulating to ensure that older people can participate freely and with full dignity in the family, community, socio-economic, religious, and political activities and that younger people acquire knowledge which can enable them to lead their own lives with productivity, good health, activeness and dignity in older age.

3.1 Brief description of the coverage of the Plan

The Action Plan 2021-2025 of the National Ageing Policy 2017-2030 covers:

- All line ministries and institutions,
- National and sub-national administrations,
- Development partners,
- Civil society organizations,
- Victims and people at risk, and
- Public in general.

3.2. Process of implementing the Action Plan and responsible ministries and institutions

The Action Plan 2021-2025 of the National Ageing Policy 2017-2030 will be placed into action over a period of 5 years, identifying activities that require development interventions to improve the living conditions and quality of life of Cambodia's older population. This Action Plan has been proposed for medium-term implementation by 28 ministries and institutions under the coordination of the Secretariat of the Cambodia National Committee for Elderly. The proposed Action Plan is based on policy and programme orientations focusing on the outcomes, outputs, targets and indicators for measuring progress and results obtained.

Ministries and institutions implementing the National Ageing Policy 2017-2030, which are responsible for proposing their activities as set forth in the Action Plan 2021-2025, are the 28 ministries and institutions, as shown in the table below:

Ministries and institutions responsible for implementing policies based on each priority

No.	Priorities	Ministries and institutions implementing policies
1	Ensuring Financial Security	- Office of the Council of Ministers - Ministry of Environment - Ministry of Social Affairs, Veterans, and Youth Rehabilitation - Ministry of Labour and Vocational Training - Ministry of Commerce - Ministry of Industry, Science, Technology and Innovation - Ministry of Civil Service - Ministry of Tourism - Ministry of Public Works and Transport - National Bank of Cambodia - Ministry of Planning - Ministry of Interior - Ministry of Health - Ministry of Economy and Finance - Ministry of Education, Youth and Sport - Ministry of Information - Ministry of Mines and Energy - National Committee for Organizing National and International Festivals
2	Health and Well-being	- Office of the Council of Ministers - Ministry of Social Affairs, Veterans, and Youth Rehabilitation - Ministry of Health - Ministry of Economy and Finance - Ministry of Post and Telecommunications - Ministry of Interior - Ministry of Education, Youth and Sport - Ministry of Environment - Ministry of Planning - Ministry of Information
3	Living Arrangement	- Ministry of Health - Ministry of Tourism - Ministry of Social Affairs, Veterans, and Youth Rehabilitation - Ministry of Industry, Science, Technology and Innovation - Ministry of Education, Youth and Sport - Ministry of Post and Telecommunications - Ministry of Cult and Religion - Ministry of Land Management, Urban Planning and Construction - Cambodian Red Cross - National Committee for Organizing National and International Festivals

4	Enabling Environment	- Ministry of Social Affairs, Veterans, and Youth Rehabilitation - Ministry of Agriculture, Forestry and Fisheries - Ministry of Public Works and Transport - Ministry of Rural Development - Ministry of Information - Ministry of Land Management, Urban Planning and Construction - Cambodian Red Cross
5	Older People's Associations and Active Ageing	- Ministry of Industry, Science, Technology and Innovation - Ministry of Social Affairs, Veterans, and Youth Rehabilitation - Ministry of Interior - Ministry of Health - Cambodian Red Cross
6	Intergenerational Relations	- Ministry of Social Affairs, Veterans, and Youth Rehabilitation - Ministry of Civil Service - Ministry of Culture and Fine Arts - Ministry of Cult and Religion - Ministry of Information - Ministry of Education, Youth and Sport - Ministry of Environment - Ministry of Tourism - Ministry of Post and Telecommunications - Ministry of Commerce
7	Elderly Abuse and Violence	- Ministry of Interior - Ministry of Social Affairs, Veterans, and Youth Rehabilitation - Ministry of National Assembly-Senate Relations and Inspection - Ministry of Women's Affairs
8	Emergency Situations	- Ministry of Interior - Ministry of Social Affairs, Veterans, and Youth Rehabilitation - Ministry of Women's Affairs - National Committee for Disaster Management
9	The Readiness of Younger Population	- Ministry of Commerce - Ministry of Health - Ministry of Social Affairs, Veterans, and Youth Rehabilitation - Ministry of Education, Youth and Sport - Ministry of Tourism - Ministry of Planning - National Bank of Cambodia

3.3. Work Schedule

The approach for the Action Plan 2021-2025 of the National Ageing Policy 2017-2030 is to contribute to solving the problems of the ageing population, such as reducing poverty, improving the quality of life, and promoting the health and well-being of ageing population and so on.

The action planning process is part of the ageing population-related planning process, which is an extension of the National Ageing Policy 2017-2030 toward the implementation of this policy. This process identifies the recognition of the important role of the action plan in orienting the implementation of the National Ageing Policy 2017-2030 and key interventions and activities for the implementation of this policy by concerned ministries, institutions, development partners and civil society organizations.

The formulation of this action plan was carried out in a process of extensive consultations through the provision of inputs and in consultative workshops to ensure full participation and ownership of line ministries and institutions, along with the contribution from all stakeholders in the implementation of the activities as set out in this Action Plan.

In the implementation process of this action plan, in order to ensure the consistent national policy framework consisting of the Rectangular Strategy - Phase IV, National Strategic Development Plan, National Population Policy, National Ageing Policy, and Sectoral Strategic Development Plan, as well as to ensure the possibility of the implementation of programmes, sub-programmes, projects, and activities that are incorporated in the three-year rolling public investment programme or programme budgeting of the ministries and institutions, the concerned ministries and agencies shall ensure that the proposed programmes, sub-programmes, projects, and activities are carried out in a direction leading the realization of the ultimate goal of the NAP.

At the same time, the Secretariat for the Cambodian National Committee for Elderly of the Ministry of Social Affairs, Veterans and Youth Rehabilitation is tasked with a coordinating role in monitoring the implementation of this action plan by measuring the outputs against the set indicators, and the concerned ministries and institutions shall cooperate with the Ministry of Social Affairs, Veterans, and Youth Rehabilitation by providing inputs for the preparation of the annual progress report as well as the following activity cycle.

As mentioned above, this action plan incorporates matrices as its important part illustrating programmes, sub-programmes, projects, and activities, as well as indicators, targets, sources of financing and estimated cost, time frame, and responsible agencies. The matrices are core instruments of the action plan to measure the progress of the implementation of on-going policies, programmes, sub-programmes, projects, and activities incorporated in the action plan or the new ones that are related to each direction and strategy. In this regard, the timeframe of this action plan and the response to these policies and directions and strategies will be subsequently made within the timeframe of the action plan within each phase.

Programmes, sub-programmes, projects, and activities of concerned ministries and agencies are incorporated in the matrices of Action Plan 2018-2020. The matrices incorporate 322 programmes, sub-programmes, and projects that are put forward by 28 concerned ministries and institutions (please see the matrices of Action Plan 2018-2020). Specific indicators are not be highlighted in Action Plan 2021-2025, as they will be incorporated in the annual action plan of each relevant ministry and institution in implementing this national plan.

Matrix Action Plan 2021-2025

Priority 1: Ensuring Financial Security

Objective 1.1: To enable older persons to remain in productive employment for as long as they are willing and able to do so.

Strategy 1.1.1: Raising awareness of age-based employment discrimination among key stakeholders, including older people' groups, labour unions, and employers' associations

Activities	Targets / indicators	Estimated annual budget for implementation (Million Riels)					Sources	Institution Responsible
		2021	2022	2023	2024	2025		
1. Raise awareness of the values of older people and age-related discrimination through various media outlets, including radio, television and social media.	- Broadcasts on radio, television and social media outlets	10	10	10	10	10	National budget	Office of the Council of Ministers
2. Organize workshops to raise awareness about discrimination against the elderly in the labor sector	- Number of workshops: 2 - Number of participants: 60	0	10	0	10	0	National budget	Ministry of Environment
3. Study and research on elderly discrimination (local and foreign older people's associations, NGOs and private sector)	- Number of reports on elder discrimination in local and foreign associations, NGOs and private sector	0	0	40	40	40	National budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
4. Organize dissemination workshops on discrimination against older people	- Number of workshops: 3 - Number of ministries and institutions: 28 - Number of capital and provinces: 25 - Number of private sector and associations, local and foreign NGOs: 30 - Number of training institutions: 10	0	0	30	30	30	National budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation

	- Number of participants: 324							
5. Improve working conditions: - Continuing to study the possibility of amending laws and regulations related to rights and working conditions in accordance with the socio-economic requirements	- Decreased rate of export enterprises violating Core Conditions 31 - Decreased rate of export enterprises violating Conditions 41	17,679.7	8,839.4	10,571.7	0	0	National budget	Ministry of Labour and Vocational Training (General Department of Labor)
6. Organize awareness raising workshops on participation and discrimination of older people in the business framework (in key target provinces)	- Number of workshops: 5 - Number of participants: 80	0	0	50	50	50	- National budget - Partner's budget	Ministry of Commerce

Strategy 1.1.2: Promoting the instituting of a supportive legal framework for cases of age-based discrimination								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		
7. Strengthen the implementation of laws related to the age-based discrimination of older people both in the private sector, civil society and the public.	- Inspections to be conducted in general departments, departments and units under the Office of the Council of Ministers: 8 times	10	10	10	10	10	National budget	Office of the Council of Ministers
8. Study and research on the legal needs for the protection and promotion of the welfare of older people	- Number of reports on legal needs for the protection and promotion of the welfare of older people	0	0	40	40	40	National budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
9. Formulate Law on the Promotion and Protection of the Rights of Older People	- Law on the Promotion and Protection of the Rights of Older People developed and endorsed	0	0	40	40	40	National budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
10. Develop legal instruments	- Number of legal instruments	0	0	20	20	20	National	Ministry of Social

for the promotion and protection of the rights of older people	for the promotion and protection of the rights of older people developed and endorsed						budget	Affairs, Veterans and Youth Rehabilitation
11. Strengthen the implementation of laws related to the discrimination of older people in the private sector, associations, local and foreign NGOs, and public sector.	- Number of inspections carried out at private sector, associations, local and foreign NGOs, and public sector	0	0	20	20	20	National budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
12. Study and research the feasibility of the private sector, local and foreign NGO associations to provide employment opportunities for older people	- Reports on research study on the feasibility of the private sector, local and foreign NGOs associations to provide employment opportunities for older people	0	0	40	40	40	National budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
13. Continue to study the possibility of amending laws and regulations related to rights and working conditions in line with the socio-economic needs	- Laws and regulations related to rights and working conditions studied and amended.	17,629.7	8,839.4	10,571.7	0	0	National budget	Ministry of Labour and Vocational Training (General Department of Labor)

Strategy 1.1.3: Sensitizing employers to the experiences and positive potentials of older workers								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		
14. Organize workshops to make employers aware of the potential of ageing staff, workers and employees.	- 2 workshops to promote the positive potential of older people	26	26	26	26	26	National budget	Office of the Council of Ministers
15. Organize workshops on the provision of employment opportunities for older people	- Number of workshops: 28 - Number of ministries and institutions: - Number of capital and provinces: 25	0	0	150	150	150	National budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation

	- Number of private sector and associations, local and foreign NGOs - Number of training institutions - Number of participants: 4,500							
16. Continue to strengthen the quality and efficiency of labor inspection based on risk and professional inspection methods by regulating enterprises and establishments to be inspected once a year.	- Condition and criteria for risk level of working conditions of enterprises and establishments formulated	17,629.7	8,839.4	10,571.7	0	0	National budget	Ministry of Labour and Vocational Training (General Department of Labor)

Strategy 1.1.4: Introducing regulations requiring employers to provide working conditions such as friendly utility facilities, healthy food, basic health services and an overall work place environment suitable for older workers								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		
17. Organize meetings to determine working conditions for older people	- Number of workshops: 6 - Number of participants: 300	0	0	10	10	10	National budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation in cooperation with Ministry of Foreign Affairs
18. Formulate regulations to determine working conditions for older people	- Number of regulations to determine working conditions for older people formulated and approved	0	0	20	20	20	National budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation in cooperation with the Ministry of Labor and Vocational Training
19. Cooperate to strengthen	- Number of visits: 6 time	0	0	10	10	10	National	Ministry of Social

occupational health and safety system in the workplace							budget	Affairs, Veterans and Youth Rehabilitation in cooperation with the Ministry of Labor and Vocational Training
20. Strengthen occupational safety and health conditions: - Continue to formulate laws and regulations related to occupational safety and health in collaboration with development partners based on socio-economic needs	- Law on Occupational Safety and Health to be Approved by 2023 - Prakas and regulations related to occupational safety and health established and amended. - National Policy on Occupational Safety and Health adopted by 2021	844.6	828.2	1,648.2	0	0	National budget	Ministry of Labor and Vocational Training (General Department of Labor)

Strategy 1.1.5: Examining the possibility of establishing the incentive system for enterprises that employ older workers and employees as well as incentivizing those enterprises to provide appropriate facilitation and working conditions

Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		
21. Organize meetings to examine the feasibility of setting up an incentive system for ministries, institutions, private sector, local and foreign associations and NGOs to provide employment opportunities for older people	- Number of meetings: 3 - Number of participants: 300	0	0	20	20	20	National budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
22. Establish regulations to encourage ministries, institutions, private sector, local and foreign associations and NGOs to provide employment opportunities for older people	- Number of regulations to encourage ministries, institutions, private sector, local and foreign associations and NGOs to provide employment opportunities for older people	0	0	20	20	20	National budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation

Strategy 1.1.6: Enhancing the employability of older people through retraining and lifelong education								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		
23. Continue to encourage retired yet qualified employees to work in the same place.	- Number of employees who must retire to continue working	0	0	10	10	10	National budget	Ministry of Civil Service
24. Gather senior or retired experts to become consultants or core trainers in the tourism sector	- Capital / Provinces: 25	197	158	175	158	175	National, Private Development Partner's Budget	Ministry of Tourism
25. Provide vocational training on tourism to community members (mostly older people) aiming at supporting local services	- Number of participants: 2,500	210	125	182	130	185	National, Private Development Partner's Budget	Ministry of Tourism
26. Evaluate and acknowledge the competency of older experts having no professional certificates or degrees	- Documents for the assessment and recognition of professional competency and number of capacity building training courses	235	169	193	147	192	National, Private Development Partner's Budget	Ministry of Tourism
27. Provide training on new skills for older experts to capture new sectoral jobs based on their capability	- Capital / Provinces: 25	209	179	252	175	183	National, Private Development Partner's Budget	Ministry of Tourism
28. Organize training courses to add professional competency required for older working employees	- Number of workshops: 4 - Number of participants: 100	0	15	15	15	15	National budget	Ministry of Environment
29. Study and research the feasibility or ability of older people to perform their work	- Number of reports on research studies on the feasibility or ability of older people to work in ministries, institutions, private sector, associations, local and foreign NGOs	0	0	40	40	40	National budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
30. Encourage retired yet	- Number of employees who	0	0	0	0	0	National	Ministry of Social

qualified employees to be able to work in the same place	must retire to continue working						budget	Affairs, Veterans and Youth Rehabilitation
31. Provide opportunities for retired officials to become assistants and advisors so that they continue working for their entity	- Financial sources for older officials to generate income provided - Continued sharing of knowledge and experience to younger officers in the entity	400	400	400	400	400	National budget	National Committee for Organizing National and International Festival
32. Provide opportunities for retired officials to continue working in offices of ministries or capital/provincial departments under the framework of advisors to ministries or contract officials.	- Assurance of a decent living for older people to be able to continue to generate income - Assurance of job security and sharing of knowledge and work experience from retired officials	502	502	502	502	502	National budget	Ministry of Mines and Energy
33. Organize social events and meetings with retired officials with the provision of some financial support and materials.	- 1 event organized per year at the Ministry of Mines and Energy - Certificates of achievement and other works awarded - Knowledge of work experience and well-being of retired officials received	15	15	15	15	15	National budget	Ministry of Mines and Energy
34. Provide opportunities for retired officials to continue working as advisors, professors, experts or contract officials under the framework of the ministry	- Assurance of a decent living for older people - Assurance of job security and sustainability - Transferring of knowledge and experience to younger officials	0	50	50	100	100	National budget	Ministry of Information
35. Provide opportunities for retired officials to continue to work in the offices of the ministry or capital / provincial departments under	- Assurance of a decent living for older people to continue generating income - Assurance of job security	0	0	600	600	600	National budget	Ministry of Commerce

the framework of advisors or contract officials	and sharing of knowledge and work experience from retired officials							
36. Provide opportunities for retired officials to become assistants and advisors so that they continue working for the unit or ministry.	- Provision of financial sources for older officials to generate income - Continued sharing of knowledge and experience to younger officials in the unit or ministry	4	3	4.5	6	7	National budget	Ministry of Industry, Science, Technology and Innovation

Strategy 1.1.7: Deliberating on the measures to be taken for facilitating the traveling of older workers taking reasonable fares for public transport use into consideration								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		
37. Study and research the possibility of providing free travel services to older people	- Report on the feasibility study for free travel services for older people	0	0	40	40	40	National and Partner's Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
38. Organize dissemination workshop on the possibility of providing free travel services to older people	- Number of workshops: 6 - Number of participants: 1,200	0	0	40	40	40	National budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
39. Organize meetings on the possibility of providing free travel services to older people	- Number of workshops: 6 - Number of participants: 600	0	0	20	20	20	National budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation in cooperation with the Ministry of Public Works and Transport

Strategy 1.1.8: Examining the potential access to financial services for older persons								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		
40. Organize meetings to disseminate private banks'	- Number of meetings: 2	0	0	10	0	10	National budget	Ministry of Environment

policies on the benefits of money savings to civil servants	- Number of participants: 60							
41. Organize consultation meetings with the National Bank of Cambodia to explore the possibility to help older people have access to financial services (health insurance, occupational risk….)	- Number of meetings: 3	0	0	10	10	10	National budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
42. Co-organize consultation meetings with private financial institutions to explore the possibility to help older people have access to financial services (health insurance, occupational risk ...)	- Number of meetings: 3	0	0	10	10	10	National budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
43. Study and research older people's social protection	- Number of research study reports on older people's social protection	20.6	0	0	0	0	Partner's Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation (National Institute of Social Works)
44. Discuss and consult with banking and financial institutions and relevant establishments to study the feasibility and promote the provision of financial services for older people	- Number of consultations: (15 times)	10	20	20	20	20	Budget of National Bank of Cambodia budget and Partner's Budget	National Bank of Cambodia and relevant establishments

Objective 1.2: To expand coverage of comprehensive social protection and social welfare schemes

Strategy 1.2.1: Examining the possibility of introducing protection programmes for older and oldest old persons that are the members of the families holding equity cards in accordance with the National Social Protection Policy Framework

Activities	Targets / indicators	Estimated annual budget for implementation (Million Riels)					Sources	Institution Responsible
		2021	2022	2023	2024	2025		
45. Strengthen and expand the implementation of the	- Data management system for enterprises, establishments	420,295.9	420,295.5	420,295.5	0	0	National Budget	Ministry of Labour and Vocational Training

social security scheme for health care: - Formulate regulations related to the implementation of the social security scheme for health care	and health care workers updated regularly - Health care contribution rates for persons subject to the provisions of the Labor Law redefined by 2020.							(National Social Security Fund)
46. Study and launch cash support programme for oldest old people who have equity or priority cards under the family package framework	- Number of study reports on cash support programme for oldest old people who have equity or priority cards under the family package framework - Number of consultation meetings:	400	20	20	0	0	National and Partner's Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation in collaboration with Ministries of Planning, Interior, Health, and Economy and Finance (General Secretariat of the National Council for Social Protection)
47. Establish a legal framework for the implementation of cash support programmes for oldest old people	- Number of regulations established and put into action - Number of consultation meetings	0	20	20	0	0	National Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation, Ministry of Economy and Finance (General Secretariat of the National Council for Social Protection)
48. Monitor and evaluate the implementation of cash support programmes for oldest old people	- 5 capital and provinces' monitoring and evaluation on the implementation of cash support programmes for oldest old people implemented - Number of missions: (2 per year) and number of workshops	0	0	16	24	24	National Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation, Ministry of Economy and Finance (General Secretariat of the National Council for Social Protection)
49. Study and prepare the identification of helpless oldest old people to have access to benefits of the social protection	- Number of study (reports) and consultation workshops	0	0	40	45	50	National Budget	Ministry of Planning, Ministry of Social Affairs, Veterans and Youth Rehabilitation , Ministry of Economy

								and Finance (General Secretariat of the National Council for Social Protection)
50. Study and research financial situations and needs related to social pensions of older people	- Number of study reports on the financial situations and needs related to social pensions of older people	0	36.47	0	0	0	Partner's Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation

Strategy 1.2.2: Examining the possibility of introducing social protection floor to ensure that older people that are ineligible for retirement pensions or receive them in an inadequate amount and are living without care from family members obtain appropriate incomes, aiming at preventing them from falling into poverty

Activities	Targets / indicators	Estimated annual budget for implementation (Million Riels)					Sources	Institution Responsible
		2021	2022	2023	2024	2025		
51. Organize social events and gatherings with retired officials with provision some financial support and materials	- 1 time per year at the Ministry of Commerce - Understanding of the work experience and well-being of retired officials received	0	0	20	20	20	National Budget	Ministry of Commerce
52. Study the feasibility of setting up an inclusive multi-level pension system for Cambodia	- Number of study reports and consultative meetings	70	70	0	0	0	Partner's Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation, Ministry of Economy and Finance (General Secretariat of the National Council for Social Protection)

Strategy 1.2.3: Raising awareness and encouraging adult offspring who are able to provide financial support to elderly parents/grandparents and close relatives in order to fulfill their filial duties

Activities	Targets / indicators	Estimated annual budget for implementation (Million Riels)					Sources	Institution Responsible
		2021	2022	2023	2024	2025		
53. Study and research the challenges and needs of the	- Number of research reports on the challenges and needs of	0	0	40	40	40	National and	Ministry of Social Affairs, Veterans and

older people (in particular older women)	older people (in particular older women)						Partner's Budget	Youth Rehabilitation
54. Organize dissemination workshops on the challenges and needs of older people (in particular older women)	- Number of workshops: 10 - Number of participants: 3,000	0	0	100	100	100	National and Partner's Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
55. Raise awareness among students about their obligation to provide financial support to elderly parents and grandparents.	- Number of workshops: 3 Number of participants: 300	0	0	10	10	10	National budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation in cooperation with the Ministry of Education, Youth and Sport
56. Mobilize youth and communities to organize cultural, traditional and national events (such as bathing ceremony for older people and Environment Day)	- Increasing of awareness and participation of youth and communities on older people's issues and participation in supporting older people to reach their potential	35	20	35	35	35	National Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
57. Organize discussion meetings on the challenges and needs of older people (in particular older women)	- Number of meetings: 6 - Number of participants: 1,200	0	0	40	40	40	National Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation in cooperation with the Ministry of Information
58. Organize recreational cycling activities to raise money and promote the participation of young people and the public to support older people	- At least 100 people attending the event and set up a support fund for older people and their associations.	0	0	50	50	50	National budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation in cooperation with the Ministry of Tourism and the Ministry of Education, Youth and Sport
59. Bring awareness to younger people on the obligatory financial support	- Attention to health care received from younger generations	0	10	10	15	15	National budget	Ministry of Information

to older people	- Number of participants: 100 - Number of workshops: 2							
60. Raise awareness among students about their obligatory financial support to elderly parents and grandparents	- Number of workshops: 6 - Number of participants: 1,200	0	0	40	40	40	National Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation in cooperation with the Ministry of Education, Youth and Sport

Priority 2: Health and Well-being

Objective 2.1: To promote healthy ageing and expand preventive health care

Strategy 2.1.1: Introducing a life course approach to healthy ageing and disease prevention through the introduction of educative messages for older people, caregivers and health service providers, including the importance of physical activity, good hygiene and a balanced diet

Activities	Targets / indicators	Estimated annual budget for implementation (Million Riels)					Sources	Institution Responsible
		2021	2022	2023	2024	2025		
61. Study and research the prevention and control of diseases when they turn older	- Study reports on prevention and control of diseases when they turn older	0	0	80	0	0	National Budget	The Ministry of Health in collaboration with the Ministry of Social Affairs, Veterans, and Youth Rehabilitation
62. Organize dissemination workshops on study and research on prevention and control of diseases when they turn older	- Number of workshops: - Number of participants:	0	0	30	30	30	National Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
63. Encourage the inclusion of issues related to older people in the five-year development plan and the three-year rolling investment programme of the sub-national administration	- 5% of the five-year development plan and three-year rolling investment programme of the sub-national administration to be included with at least 1 issue related to older people	0	0	30	30	30	National Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation in collaboration with Ministry of Economy and Finance and Ministry of Interior
64. Educate young people to understand the preparedness of becoming older people through education on understanding health, hygiene and diet regime	- Number of workers participated - Number of civil servants participated - Number of armed forces participated - Number of civilians participated	0	0	50	50	50	National or Partner's Budget	Ministry of Health
65. Provide training to core trainers on preparedness of adult population for older age by educating them about	- Training materials on adults readiness for older age developed in 2018	0	0	65	65	65	National or Partner's Budget	Ministry of Health

physical health, hygiene and diet	- Number of core trainers (TOT): + 100 workers / employees + 100 civil servants + 100 armed forces							
66. Bring awareness to the diseases that older people face and preventive measures when they turn older	- Documentaries / video spots promoting the health of older people produced - Documentaries / video spots broadcasted 46 times on radio and television. - Documentaries / video spots posted on social media, billboards, bulletins	0	0	30	30	30	National budget Or partner	Ministry of Health
67. Strengthen cooperation with NGOs working on health and older people	- 2 Regular meetings per year between the Ministry of Health and the Ministry of Health and NGOs working on health and older people organized	0	0	10	10	10	National or Partner's Budget	Ministry of Health
68. Build partnerships with global and regional networks working on aging issues and health	- Network connected and communicated	0	0	125	125	125	National or Partner's Budget	Ministry of Health
69. Bring awareness to information on diseases faced by older people and preventive measures when they turn older	- Risks to diseases reduced - Life expectancy of older people increased - Composing/documentaries/ video spots broadcasted and posted on radio, television, websites, billboards and magazines	0	46	46	50	50	National and Partner's Budget	Ministry of Information
70. Organize dissemination workshops on preventive measures to communicable	- National and sub-national education staff (100 people) participated	15	20	20	20	20	National budget	Ministry of Education, Youth and Sport

and non-communicable disease and seeking psychological support services								

Strategy 2.1.2: Arranging counseling services for older people at heath centers								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		
71. Establish a counseling sector for older people at health centers	- Number of people receiving health counseling (by gender)	0	0	10	10	10	National or Partner's Budget	Ministry of Health
72. Provide training to specialists on health counseling for older people	- Number of specialists trained	0	0	50	50	50	National or Partner's Budget	Ministry of Health

Strategy 2.1.3: Enabling older persons to access to regular medical examinations for health monitoring and treatment and to preventive medicine for prevention and old-age health improvement								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		
73. Organize study tours for concerned officials to neighboring countries to learn about good practices in providing health services for older people	- Number of study tours for health officials 4 times to neighboring countries	0	0	40	40	40	National or Partner's Budget	Ministry of Health
74. Develop and put into action the Accessibility Guideline on access to health services by older people	- Accessibility Guideline related to health services for older people approved and put into use	0	0	20	20	0	National or Partner's Budget	Ministry of Health
75. Study the possibility of free health care for older people	- Study report on the possibility of expanding free health care services to older people	0	0	0	70	0	National and Partner's Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation

76. Organize a workshop to disseminate the possibility of free health care for older people	- Number of workshop: 1 - Number of participants: 100	0	0	10	10	10	National and Partner's Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
77. Recruit care receivers and caregivers for older people	- Number of caregivers and recipients recruited (including older people, women and people with disabilities)	0	4,31	0	0	0	Partner's Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
78. Organize basic health education for older people in the community	- Number of participants (including older people, women and people with disabilities) receiving basic health education contents and health check-ups	0	11.75	11.75	11.75	0	Partner's Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation

Strategy 2.1.4: Establishing surveillance systems across the country for monitoring isolated and/or vulnerable older people								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		
79. Prepare the survey on older population in Cambodia	- The survey to be conducted in 2023 and the detailed analysis report to be made in 2024	0	0	64	1.60	0	National Budget	National Institute of Statistics, Ministry of Planning
80. Collect data on older population who live alone and are at risk	- Number of older population living alone and being at risk: 358,782	0	0	32	32	32	National Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
81. Establish village volunteer groups with supportive technology and enabling monitoring the older people's situation	- Number of village volunteer groups formed and operated	0	20	20	20	20	National Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation in cooperation with the Ministry of Posts and telecommunications
82. Provide training to and collaboration with commune-based Older People's Associations as well as social	- 120 village-based OPAs receiving training	0	0	50	50	50	National or Partner's Budget	Ministry of Health

workers to provide guidance to older people on health issues and to service as a mechanism for monitoring cases of isolated and vulnerable older people (Case Management)								

Objective 2.2: To establish a responsive health system that is accessible and ensures quality curative health services

Strategy 2.2.1: Equipping health facilities providing quality curative health services with adequately trained, ethical, and on-duty staffing to provide basic health services for older people, including referrals and follow-ups

Activities	Targets / indicators	Estimated annual budget for implementation (Million Riels)					Sources	Institution Responsible
		2021	2022	2023	2024	2025		
83. Establish a monitoring and evaluation mechanism on the provision of basic health services to older people to ensure that such a provision is highly effective	- Monitoring and evaluation mechanism established	0	0	10	0	0	National or Partner's Budget	Ministry of Health
84. Evaluate the existing and additional competency needs (both human and budget and materials resources) at provincial and national health centers and hospitals to ensure the effective services delivery to older people	- Evaluation study on existing competency started and finalized in 2022	0	0	0	0	0	National or Partner's Budget	Ministry of Health
85. Conduct field inspections on care services in the MPA package for older people at health centers, including necessary medicines for older people	- Number of field inspections of health centers implementing health care for the older people in line with MPA principles	0	0	30	30	30	National or Partner's Budget	Ministry of Health
86. Increase medical	- Number of provincial hospitals	0	0	5	5	5	National	Ministry of Health

rehabilitation services in provincial hospitals and referral hospitals	and referral hospitals establishing medical rehabilitation services						or Partner's Budget	

Strategy 2.2.2: Equipping national hospitals to be to provide comprehensive health services for older people, including number of screening, diagnosis and treatment								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		
87. Establish a monitoring and evaluation mechanism for services delivery at the national level for older people to ensure such a delivery is highly effective	- Monitoring and evaluation system developed	20	20	20	20	20	National Budget	Office of the Council of Ministers
88. Establish a monitoring and evaluation mechanism for services delivery at the national level for older people to ensure such a delivery is highly effective	- Monitoring and evaluation system developed	0	0	5	5	5	National or Partner's Budget	Ministry of Health
89. Establish health services for older people at national hospitals	- Health services sector for older people established	0	0	5	0	0	National or Partner's Budget	Ministry of Health
90. Provide necessary assistive devices such as hearing aids and crutches to vulnerable older people	- Number of vulnerable older people receiving assistive devices	0	0	300	300	300	National or Partner's Budget	Ministry of Health

Strategy 2.2.3: Placing a health professional trained in geriatrics in every health center								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		
91. Develop training curriculum on geriatrics for health workers in health centers, referral	- Training materials on geriatrics for health workers to be prepared in 2024	0	0	20	0	0	National or Partner's	Ministry of Health

hospitals, provincial and national hospitals							Budget	
92. Provide training of curative skills for health workers in health centers, referral hospitals, provincial and national hospitals	- Number of health workers trained	0	0	50	50	0	National or Partner's Budget	Ministry of Health

Strategy 2.2.4: Building adequate in-patient capacity in hospitals to meet the older persons need for hospitalization								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		
93. Organize training courses for professional caregivers for older people	- Number of courses: 6 - Number of participants: 300	0	0	120	120	120	National Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation

Strategy 2.2.5: Expanding coverage of free quality healthcare services and providing financial assistance, if needed, to poor older persons that cannot afford paying certain medical charges								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		
94. Organize World Health Day	- Number of participants and number of older people receiving health services on the World Health Day (older women and people with disabilities)	0	37.43	12.48	24.95	24.95	Partner's Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation

Strategy 2.2.6: Ensuring that all public hospitals have quality geriatric services								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		

Strategy 2.2.7: Ensuring the availability of essential medicines generally required for the treatment of diseases affecting older persons								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		
95. Provide adequate and	- Number of health service	0	0	0	0	0	National	Ministry of Health

quality medicines for the treatment of older people (To be incorporated in the essential medicine register of the Ministry of Health)	providers without running out of stock of medicines						or Partner's Budget	

Objective 2.3: To meet older people's requirements of long-term care

Strategy 2.3.1: Examining the instituting of home care and nursing for elderly requiring long-term care due to disability, dementia or terminal illnesses

Activities	Targets / indicators	Estimated annual budget for implementation (Million Riels)					Sources	Institution Responsible
		2021	2022	2023	2024	2025		
96. Coordinate the treatment of sick or injured officials	- Number of officials coordinated in the treatment of diseases: 300	30	30	30	30	30	Fund budget	Ministry of Environment
97. Formulate guidelines and standards on older people's care in the centers	- Guidelines formulated	0	0	50	50	0	National Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
98. Bring awareness to guidelines and standards on older people's care in the centers	- Number of workshops: 25 - Number of participants: 3,000	0	0	0	330	0	National Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
99. Organize meetings on the formulation of guidelines on older people's long-term care	- Number of meetings: 6 - Number of participants: 600	0	0	20	20	20	National Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
100. Study the feasibility of launching of home-based care programmes or services for older people	- Number of feasibility study reports on launching of home-based care programmes or services for older people	0	0	0	70	0	National Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
101. Organize study tours for concerned officials to neighboring countries to learn about good practices in providing health services for older people	- Number of study tours conducted in 2023, 2024, 2025	0	0	60	60	60	National or Partner's Budget	Ministry of Health
102. Establish Sub-	- Number of sub-committees	0	11.6	0	0	0	Partner's	Ministry of Social

committees on Health and Home-based Care	selected in 40 villages (including the older women and people with disabilities)						Budget	Affairs, Veterans and Youth Rehabilitation

Strategy 2.3.2: Providing training and incentives to family members required to look after elderly patients requiring long-term care								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		
103. Provide training to family members / caregivers who need to care for elderly patients on how to care for older people	- Number of family members who have elderly patients in some areas trained	0	0	40	40	40	National Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
104. Organize workshops to promote and encourage family members to care for the older people in their family	- Number of workshops: 9 - Number of participants: 450	0	0	50	50	50	National Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation

Strategy 2.3.3: Examining the establishing of care centers for the elderly requiring long-term care								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		
105. Establish regulations related to the management of Older People's Care Centers	- Number of regulations related to the management of Older People's Care Centers established and approved	0	0	20	20	20	National Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
106. Monitor and inspect Older People's Care Centers run by the private sector, local and foreign associations and non-governmental organizations	- Inspection of Older People's Care Centers run by the private sector, local and foreign associations and non-governmental organizations conducted 8 times	0	0	24	24	24	National Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
107. Older People's Care Centers Study the possibility of establishing Older People's Care Centers	- Number of study report on the possibility of establishing Older People's Care Centers: 1	0	0	0	70	70	National and Partner's Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation

Strategy 2.3.4: Improving access to facilities for medical examination and treatment of chronic diseases such as hypertension, diabetes, cerebrovascular diseases, cancer, dementia and Alzheimer								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		

Objective 2.4: To further address availability of adequate and trained health personnel

Strategy 2.4.1: Evaluating the demand for health care and social work professionals and arranging further education/training programmes for these personnel according to the current demand								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		
108. Study and research the needs of elderly health care skills	- Study report on the needs of elderly health care skills	0	0	70	0	0	National Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
109. Organize meetings on education and training curriculum for elderly health care skills	- Number of meeting: 6 - Number of participants: 600	0	0	20	20	20	National Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
110. Provide education and training to social care professionals on the elderly welfare and care	- Number of sessions: 6 - Number of participants: 750	0	0	25	25	25	National Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation

Strategy 2.4.2: Promoting education and training in health care and elderly care for health and social care professionals, volunteers and caregivers								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		
111. Organize workshops to disseminate skills in caring for older people	- Number of workshops: 6 - Number of participants: 300	0	0	30	30	30	National and Partner's Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
112. Formulate and launch vocational education and training programmes for older people for caregivers,	- Number of sessions: 6 - Number of participants 200	0	0	15	15	15	National Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation

social care professionals and volunteers								
113. Continue to build the capacity of social care professionals, caregivers and volunteers through continued vocational training and care techniques for older people	- Number of sessions: 6 - Number of participants: 300	0	0	50	50	50	National Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
114. Provide training to sub-committees and care providers on health and home-based care	- Number of training courses - Number of participants (including older women and people with disabilities)	0	59.48	29.74	0	0	Partner's Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
115. Provide health equipment to Older People's Associations / Intergenerational Groups	- Associations in 40 villages receiving health equipment	0	11.92	23.85	0	0	Partner's Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation

Strategy 2.4.5: Introducing a course on geriatric healthcare in all health professional qualifications								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		
116. Incentivize care skills for older people in the curriculum of schools and universities of health sciences	- At least 2 care skills for older people incorporated in the curriculum.	0	0	10	10	10	National Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
117. Collaborate with private universities to develop elderly health education curriculum	- At least 5 private higher education institutions incorporating elderly health care curriculum	0	0	10	10	10	National Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
118. Establish regulations related to the management of schools and universities providing elderly care skills training	- Number of regulations related to the management of schools and universities providing elderly care skills training established and approved.	0	0	20	20	20	National Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation

Priority 3: Living Arrangements

Objective 3.1: To promote ageing in places where older people are residing

Strategy 3.1.1: Providing basic training to family caregivers in elderly care, the knowledge and information about useful services, and handling emergency situations

Activities	Targets / indicators	Estimated annual budget for implementation (Million Riels)					Sources	Institution Responsible
		2021	2022	2023	2024	2025		
119. Provide basic health education at the community level, conduct home visits and provide basic mental health education and interventions	- About 60% of older people of the 81 OPAs having reported an improvement in their health and awareness of health care when they turn older	0		20	20	20	National or Partner's Budget	Ministry of Health
120. Organize training programmes and training for Home-based and Family Care Skill for migrant workers, younger and older workers or tourism professionals in Skill Transformation).	- Training materials and practice on tourism skills in 25 capital and provinces	195	153	180	153	231	National, Private, Development Partner's Budget	Ministry of Tourism
121. Organize training on elderly care programmes and skills for elderly or non-working massage therapists (getting them ready for oldest old people's centers are to be established in the future)	- Training materials and practice on tourism skills in 25 capital and provinces	235	182	197	163	198	National, Private, Development Partner's Budget	Ministry of Tourism
122. Provide dissemination training on elderly health education	- People in the community	60	60	80	60	60	Philanthropist	Cambodian Red Cross
123. Provide training to volunteers	- CRC Volunteers	28	28	28	28	28	Philanthropist	Cambodian Red Cross
124. Provide home-based caregivers with care support	- Number of home-based caregivers receiving support	0	0	12.48	12.48	0	Partner's Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation

Strategy 3.1.2: Counseling family caregivers to provide them relief from the psychological stress resulting from caregiving								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		
125. Organize training on psychological skills for home-based caregivers of older people provided through Older People's Associations	- Training programmes designed and provided to Older People's Associations	0	0	50	50	50	National Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
126. Organize psychological skills training courses for elderly family members	- Number of courses: 6 - Number of participants: 300	0	0	50	50	50	National Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
127. Conduct home visits	- Older people with no support: 25,000	40	40	40	40	40	Philanthropist	Cambodian Red Cross

Strategy 3.1.3: Ensuring an increase and improvement in home visits by health visitors and social welfare officers								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		
128. Conduct home visits and provision of food	- Older people: 25,000	200	200	200	200	200	Philanthropist	Cambodian Red Cross

Strategy 3.1.4: Incentivizing enterprises to provide facilitation to any employees that have at home elderly household member requiring cares								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		
129. Organize visit programmes to oldest old people with no support in health and older people's centers	- Funds, food and supplies, and utilities provided to older people	20	20	20	20	20	National Budget	National Committee for Organizing National and International Festivals
130. Organize outreach programmes to oldest old people with no support in	- Funds, food and supplies, and utilities provided to older people	4	4	6	6	7	National Budget	Ministry of Industry, Science, Technology and Innovation

health and older people's centers								
131. Formulate guidelines for elderly home-based care	- Number of sessions: 9 - Number of participants: 450	0	0	30	30	30	National Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
132. Disseminate guidelines for elderly home-based care	- Number of sessions: 25 - Number of participants: 3,000	0	0	0	330	0	National Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
133. Publish guidelines for elderly home-based care	- Number of booklets: 3,000	0	0	0	40	40	National Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation

Strategy 3.1.5: Encouraging community volunteers to assist the elderly in their day to day activities

Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		
134. Conduct field physical fitness tests for people from 25 to 74 years old	- People in 25 capital and provinces tested	41.7	41.7	41.7	41.7	41.7	National Budget	Ministry of Education, Youth and Sport
135. Organize Sports Day for All, ASEAN Sports Day and ASEAN Fitness Day for Health	- Number of people participated: 27,850	274.7	274.7	274.7	274.7	274.7	National Budget	Ministry of Education, Youth and Sport
136. Establish networks of volunteers in schools and communities to support older people	- Networks of volunteers in 25 capital and provinces: 300	47	47	47	47	47	National Budget	Ministry of Education, Youth and Sport
137. Bring awareness to high school students about volunteer work in assisting older people	- Students receiving dissemination: 800	0	30	30	30	30	National Budget	Ministry of Education, Youth and Sport
138. Provide capacity building and incentives	- 2 community volunteers / village	20	20	20	20	20	Cambodian Red Cross	Cambodian Red Cross

Strategy 3.1.6: Making access easier for the elderly to contact family members and emergency services in case of need								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		
139. Develop new programmes to raise awareness care through the means of telecommunication to raise awareness of people, including older people, about health care to avoid unpredictable risks	- People, including older people, receiving new knowledge about health promotion programmes and being able to have better living through increased awareness	0	40	40	40	40	National Budget	Ministry of Posts and Telecommunications
140. Collaborate and facilitate the use of national emergency phone number to help people, including older people, in a sustainable and effective manner.	- Wider use all over the country promoted and mobile phone apps created using symbols for calling out during emergency	0	80	80	80	80	National Budget	Ministry of Posts and Telecommunications
141. Develop a policy to solidify quality of services and expand postal services to rural areas and communities (USO) to make it easier for customers, including older people	- Mails directly distributed to the intended addresses and postal offices located closer to the people, including older people, to cut down distance of travel	0	20	30	30	30	National Budget	Ministry of Posts and Telecommunications
142. Enable convenient provision of services to older people	- Priority signs for older people equipped in all business venues and competitive prices offered to older people. Example: Older people aged over 60 can use bus services charging special fairs	0	15	15	15	15	National Budget	Ministry of Posts and Telecommunications

Strategy 3.1.7: Instituting regulations to protect older persons from all forms of elder abuse –physical, verbal, financial and psychological								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		

143. Bring awareness to regulations on the promotion and protection of the rights of older people (The Constitution)	- Number of sessions: 3 - Number of participants: 150	0	0	15	15	15	National Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation

Objective 3.2: To provide appropriate living arrangements for older people with no family support

Strategy 3.2.1: Examining the establishing of community-based old-age centres as the provision of lodging for the elderly without support

Activities	Targets / indicators	Estimated annual budget for implementation (Million Riels)					Sources	Institution Responsible
		2021	2022	2023	2024	2025		
144. Organize workshops to disseminate and encourage private sector, local and foreign associations and non-governmental organizations to establish older people's centers to serve as a shelter for older people	- Number of workshops:3 - Number of participants: 300	0	0	15	15	15	National and Partner's Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
145. Conduct feasibility study on the establishment of older people's centers and launching of elderly care services in the centers	- Number of feasibility study reports on the establishment of older people's centers and launching of elderly care services in the centers	0	0	0	70	0	National Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation

Strategy 3.2.2: Assisting and advising Pagodas to expand and improve their facilities for housing vulnerable elderly

Activities	Targets / indicators	Estimated annual budget for implementation (Million Riels)					Sources	Institution Responsible
		2021	2022	2023	2024	2025		
146. Formulate guidelines on the elderly care in communities and religious temples	- Core guideline document revised: 1	0	35	35	35	35	National and Partner's Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
147. Bring awareness to guidelines on Elderly Care In Communities And Religious Temples	- Number of sessions: 25 - Number of participants: 3,000	0	0	330	0	0	National Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
148. Publish Guidelines On	- Guidelines On The Elderly	0	0	30	30	30	National	Ministry of Social

The Elderly Care In Communities And Religious Temples	Care In Communities And Religious Temples published: 4,500 copies						Budget	Affairs, Veterans and Youth Rehabilitation
149. Formulate regulations related to the elderly care in the communities and religious temples	- Number of regulations:	0	0	20	20	20	National budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
150. Organize and implement a Pilot Project On Elderly Care In Communities And Religious Temples	- The Project organized and implemented in 3 provinces	0	0	40	40	40	National budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
151. Organize meetings on providing shelter for isolated and vulnerable elderly people to stay in pagodas and religious temples	- Number of meetings: 6	0	0	20	20	20	National budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation in collaboration with Ministry of Cult and Religion
152. Older people receiving support and staying in pagodas and religious temples	- 60 older people staying in pagodas and religious temples (6 pagodas and religious temples)	0	0	120	120	120	National budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
153. Organize pagodas as a base and serve as a shelter for vulnerable older people	- Number of pagodas serving as a shelter for older people - On average, about 2 to 3% of older people staying at pagodas - Being poor, abandoned by children, volunteering to serve monks, and practicing Dharma - Other problems	40	40	40	40	40	National budget	Ministry of Cult and religion

Strategy 3.2.3: Examining the introduction of appropriate standards at the centers for the elderly living in the communities								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		
154. Formulate master	- Supporting the sub-national	1,200	1,200	1,200	1,200	1,200	National	Ministry of Land

infrastructure development plans of the capital, municipals, and downtowns to support the development of community-based older people's centers with appropriate standards	level in formulating land use plans in (Number not yet received from the national level) communes / Sangkats per year in the 25 capital and provinces **Note:** The process of commune / Sangkat land use plans are divided into 2 phases: 1- The formulation phase falls under the jurisdiction of the Ministry of Land Management and 2- The implementation phase falls under the jurisdiction of other institutions						budget	Management, Urban Planning and Construction
	- Technical formulation of land use plans at the district/Khan level in 25 capital and 4 provinces supported: 4 per year	460	460	460	460	460	National budget	Ministry of Land Management, Urban Planning and Construction
	- Master plan and land use plan at the municipal level in 25 capital and provinces formulated: 1 per year	400	400	400	400	400	National budget	Ministry of Land Management, Urban Planning and Construction
	- Formulation of provincial land management plans by the sub-national level supported: 1 province in 3 years	0	0	0	0	0	National budget	Ministry of Land Management, Urban Planning and Construction
155. Provide social land concessions for poor and civilian families	- Distribution of social land concessions to former armed forces, poor civilians in general, and 500 families	219	219	219	193	193	National budget	Ministry of Land Management, Urban Planning and Construction

	of veterans and police along the border promoted							
156. Build homes for the families of the soldiers and police and former armed forces and families	- Components for the building 497 homes for the families of soldiers and police along the border supplied	16,500	16,500	16,500	16,500	16,500	National budget	Ministry of Land Management, Urban Planning and Construction
157. Establish regulations related to the elderly care in communities and religious temples	- Number of regulations related to the to the elderly care in communities and religious temples established and approved	0	0	20	20	20	National budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation

Priority 4: Enabling Environment

Objective 4.1: To enable older persons to live independently if they can and wish to do so

Strategy 4.1.1: Providing older persons information about possible adaptations that should be made to enable them to live safely and to reduce the risk of accidents such as falls and slipping

Activities	Targets / indicators	Estimated annual budget for implementation (Million Riels)					Sources	Institution Responsible
		2021	2022	2023	2024	2025		
158. Educate and guide older people about safe living	- Number of sessions: 6 - Number of participants: 3,900	0	0	120	120	120	National budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
159. Organize workshops on mental education to build self-confidence	- Depression reduced and resilience in facing with problems increased	0	10	10	10	10	National budget	Ministry of Information
160. Bring awareness to the safe living of older people and prevention of future accidents	- Older people with hopeful living encouraged	0	5	5	10	10	National budget	Ministry of Information

Strategy 4.1.2: Examining the fostering of basic services for the elderly at the areas where community-based old-age centers located

Activities	Targets / indicators	Estimated annual budget for implementation (Million Riels)					Sources	Institution Responsible
		2021	2022	2023	2024	2025		
161. Provide train on / Bring awareness to animal husbandry techniques	- Number of older people participated: 100	180	200	220	240	260	Current budget	Ministry of Agriculture, Forestry and Fisheries
162. Provide train on / Bring awareness to fodder crops	- Number of older people participated: 200	360	400	440	480	520	Current budget	Ministry of Agriculture, Forestry and Fisheries
163. Provide train on / Bring awareness to animal diseases	- Number of older people participated: 150	270	300	330	360	390	Current budget	Ministry of Agriculture, Forestry and Fisherues
164. Discuss with partners to establish basic services for older people	- Number of cooperating partners	0	0	15	15	15	National Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation

Strategy 4.1.3: Providing older persons with possible means of communication to call for reliable help or attract attention in case of need

Activities	Targets / indicators	Estimated annual budget for implementation (Million Riels)					Sources	Institution Responsible
		2021	2022	2023	2024	2025		
165. Bring awareness to the needs of older people to development partners, both domestic and foreign	- Number of meetings	0	0	100	100	100	National Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation

Objective 4.2: To facilitate the mobility of older persons.

Strategy 4.2.1: Improving public transport facilities by integrating ways of addressing the needs of the elderly

Activities	Targets / indicators	Estimated annual budget for implementation (Million Riels)					Sources	Institution Responsible
		2021	2022	2023	2024	2025		
166. Make sidewalks tidy and the height of the sidewalks and the slope of the crosswalks standardized and convenient for older people to travel on in the city or downtown	- Flat, tidy, and danger-free sidewalks which will not pose any risk to road travel developed, in particular to older people and people with disabilities	600	650	700	700	700	National Budget	Ministry of Public Works and Transport
167. Organize rest areas with rest chairs at a distance of between 500 meters to 1000 meters apart from one another in the city or downtown	- The public, in particular older people, to be able to have a rest to release their tiredness before moving on	15	20	25	30	30	National Budget	Ministry of Public Works and Transport

Strategy 4.2.2: Focusing on elderly-related aspects in the construction of all public infrastructures including roads, walkways, and toilets to provide easy access and safe passage for older persons

Activities	Targets / indicators	Estimated annual budget for implementation (Million Riels)					Sources	Institution Responsible
		2021	2022	2023	2024	2025		
168. Conduct education outreach to promote hygiene for older people	- People in the 4 target provinces to understand hygiene and healthy practice such as by building adapted toilets for older people	80	80	80	80	80	National Budget	Ministry of Rural Development

169. Increase and produce adapted toilet ware convenient for older people	- About 1,000 families having older people in the 4 target provinces receiving adapted toilets convenient for use	190	190	190	190	190	National Budget	Ministry of Rural Development
170. Collaborate with NGOs and the private sector to build and renovate homes for vulnerable elderly people and their communities (age-appropriate adapted homes)	- Number of homes: 10 - 10 elderly families to receive constructed homes and toilets that are age-appropriate and adapted for both older people and people with disabilities	0	0	0	120	120	National and Partner's Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation

Strategy 4.2.3: Providing special lanes and barrier-free facilities for older people in public places such as markets and banks								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		
171. Make parking and passenger terminals standardized to facilitate the waiting and mobility of older people	- Safety, convenience and less time consumption provided	400	450	500	500	500	National budget	Ministry of Public Works and Transport
172. Install alarm-sounded buttons on traffic light posts with pedestrian crossings nearby	- 10 places/year to be installed to provide safety for pedestrians crossing at the traffic lights	0	50	50	50	50	National and Development Partner's budget	Ministry of Public Works and Transport

Strategy 4.2.4: Instituting regulations that require all public buildings being easily and safely accessible to elderly and disabled persons								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		
173. Continue to formulate regulations to support the safe organization of cities and downtowns	- Regulations related to land management to be put into use	0	0	0	0	0	National Budget	Ministry of Land Management, Urban Planning and Construction

Strategy 4.2.5: Raising public awareness on older persons through media								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		

174. Produce educational materials on the health of older people	- 5,000 booklets	28	28	0	0	0	Cambodian Red Cross	Cambodian Red Cross
175. Produce educational and communication materials in relation to older people	- Number materials published - Number of people receiving messages or news broadcasted	6.86	6.86	6.86	6.86	0	National and Partner's Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
176. Bring awareness to and share information, lessons learnt, experiences or other activities related to the work of older people on a regular basis	- Number of people receiving messages or news broadcasted	8.79	8.79	5.86	0	0	National and Partner's Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation

Priority 5: Older People's Associations (OPAs) and Active Ageing

Objective 5.1: To support the establishment of Older People's Associations across the country

Strategy 5.1.1: Strengthening existing OPAs and expanding the network to the sub-national levels

Activities	Targets / indicators	Estimated annual budget for implementation (Million Riels)					Sources	Institution Responsible
		2021	2022	2023	2024	2025		
177. Combine into an association of industry and handicraft workers	- Funds and food items provided to older people	4	4	4	4	4	Association of Handicraft and Industry Staff	Ministry of Industry, Science, Technology and Innovation
178. Organize meetings on revising the Guidelines on the Establishment and Management of Older People's Association	- 8 meetings organized with 400 participants	0	0	28	28	28	National Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
179. Provide technical training for the Management of the Older People's Associations and the Preservation of Sustainability of the Associations	- 4 training sessions organized with 400 participants	0	0	50	50	50	National Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
180. Monitor and evaluate the activities of Older People's Association	- Number of the Older People's Associations monitored and evaluated: 72	0	0	44	44	44	National Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
181. Develop training programmes and guidelines for Older People's Associations to be provided by the Capital / Provincial Sub-Committees for Older People to increase skills, financial security, health and knowledge of older people	- Number of sessions: 25 - Number of participants: 2,500	0	0	0	350	350	National Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
182. Prepare information	- Number of booklets	0	11.23	0	0	0	National	Ministry of Social

booklets on Older People's Associations/Intergenerational Group for Cambodia	published - Number of people receiving the booklets						and Partner's Budget	Affairs, Veterans and Youth Rehabilitation
183. Support the Cambodian Ageing Network to hold regular meetings	- Number of meetings / sessions: - Number of participants (including older women and people with disabilities)	41.32	41.32	20.66	0	0	National and Partner's Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
184. Provide training to and capacity building of the Cambodian Ageing Network in managing the network and seeking support for older people	- Number of training courses: - Number of participants (including older women and people with disabilities)	11.2	11.2	0	0	0	National and Partner's Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
185. Organize workshops on the Implementation of the National Guidelines on Association / Intergenerational Group Mechanisms	- Number of Participants (Including older women and people with disabilities) - Number of people who received the policy booklets	0	0	0	38.26	0	National and Partner's Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
186. Provide capacity building to the Cambodian Ageing Network on social protection and joint activities	- Number of Participants (Including older women and people with disabilities) provided with capacity building	7.64	7.64	7.64	0	0	Partner's Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
187. Provide instruction training to the Cambodian Ageing Network on supporting older people and communities to have access to local social assistance services	- Number of Participants (Including older women and people with disabilities) - Number of older people receiving social assistance services	1.16	4.95	4.95	0	0	Partner's Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation

188. Provide training on the basics of social protection to the network committees / representatives	- Number of Ageing Network Committees or representatives attending the course	0	6.49	6.49	0	0	Partner's Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation

Strategy 5.1.2: Funding and facilitating the establishment of an OPA in every Commune/Sangkat								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		
189. Communes/Sangkats allocating budget to support the management process of the Older People's Associations	- Number of Older People's Associations receiving support and assistance	0	0	0	0	0	National budget	Ministry of Interior
190. Establish Older People's Associations/ Intergenerational Groups and/or reform Older People's Associations / Intergenerational Groups	- Number of Older People's Associations / Intergenerational groups established or reformed	12.05	70.46	0	0	0	National and Partner's Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
191- Provide social funds for 150 Older People's Associations/Intergenerational Groups	- Number of the associations / groups receiving social funds to assist older people - Number of beneficiaries (including older women and people with disabilities)	13.31	13.31	0	0	0	Partner's Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
192. Evaluate the needs and capabilities of the Associations / Intergenerational Groups	- Number of reports evaluating the needs and capabilities of the Associations / Intergenerational Groups	10.09	10.09	0	0	0	Partner's Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation

Strategy 5.1.3: Providing training to OPA members in establishing and operationalizing OPAs								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		

193. Provide training and tools to the association members on employment opportunities for older people, intergenerational solidarity, health screening and social care, health promotion, provision of social care and support, and financial and health knowledge	- Number of tools set up - Number of training courses on job opportunities for older people, intergenerational solidarity, health screening and social care, health promotion, provision of social care and support, and financial and health knowledge	0	0	100	100	100	National Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
194. Provide training to the association members on the process of Older People's Associations	- Number of courses organized: 4 with 200 participants	0	0	20	20	20	National Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
195. Provide training of trainers, including refresher courses, on the Basics and Management of Older People's Associations / Intergenerational Groups for partners	- Number of partners receiving training and capacity building as core trainers	15.61	50.83	44.29	0	0	National and Partner's Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
196. Provide training of trainers, including refresher courses, on the Management of Older People's Associations / Intergenerational Groups for selected communities	- Number of association representatives (including older people, women and people with disabilities) trained	6.24	277.91	17.35	0	0	National and Partner's Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation

Strategy 5.1.4: Promoting linkages between NGOs and the Royal Government to form senior citizen networks in every area								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		
197. Organize consultative meetings between ministries, institutions and non-governmental organizations	- Number of ministries, institutions and non-governmental organizations participated: 28	0	0	10	10	10	National Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation

to establish an ageing network in each sector								
198. Support 150 Older People Associations / Intergenerational Groups to exchange experiences with stakeholders	- Number of participants 150 Associations / Intergenerational Groups receiving experience and learning with stakeholders	0	9.36	9.36	9.36	0	Partner's Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
199. Conduct visits to exchange experiences and lessons learnt and networking with various partner organizations and networks at both local and regional levels	- Number of participants (including older people, women and people with disabilities) exchanged experiences and network connected	0	0	11.27	0	0	National and Partner's Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
200. Evaluate and select partners and establish partnership agreements	- Number of partners evaluated and selected	0	5.76	0	0	0	Partner's Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation

Strategy 5.1.5: Encouraging relevant NGOs to assist OPAs in advising management committees of OPAs and organizing their activities

Activities	Targets / indicators	Estimated annual budget for implementation (Million Riels)					Sources	Institution Responsible
		2021	2022	2023	2024	2025		
201. Facilitate to get of counseling on organizing activities of the Associations	- Annual meeting organized with 50 participants	0	0	10	10	10	National Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
202. Organize reflective workshops with partners and planning	- Number of partners / participants (Including older people, women and people with disabilities)	0	15.49	15.49	15.49	0	Partner's Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation

Strategy 5.1.6: Establishing a mechanism whereby OPAs can interact on a regular basis and exchange experiences

Activities	Targets / indicators	Estimated annual budget for implementation (Million Riels)					Sources	Institution Responsible
		2021	2022	2023	2024	2025		
203. Organize solidarity dinner parties	- Communication and experiences exchanged with each other	4	3	6	7.8	9.7	National Budget	Ministry of Industry, Science, Technology and Innovation

204. Organize workshops on sharing experiences in leading and managing the Associations	- 6 workshops organized and monitored - Participated by 600 Older Peoples' Associations	0	0	30	30	30	National Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
205. Motivate older people to be engaged with social, political, cultural, traditional and economic activities through the Older People's Associations	- Number of older people: 300	0	0	120	120	120	National Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
206. Support monthly meetings of Older People's Associations / Intergenerational Groups	- Number of participants (including older people, younger people, women and people with disabilities) in the monthly meetings	18.18	13.69	0	0	0	Partner's Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
207. Organize regular meetings and training courses for 150 Older People's Associations / Intergenerational Groups	- Number of participants (including older people, younger people, women and people with disabilities) receiving training	12,52	108,11	107,62	108,6	0	National and Partner's Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
208. Organize visits to exchange experiences among 150 Older People's Associations / Intergenerational Groups	- Number of participants among the 150 communities receiving experiences and learning from each other	0	14.87	7.44	7.44	0	National and Partner's Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
209. Organize planning and reviewing meetings with project partners to develop new national guidelines for Associations/Intergenerational Groups	- Number of meetings - Number of participants (including older people, women and people with disabilities)	8.19	8.19	16.37	0	0	National and Partner's Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
210. Conduct capacity building for newly recruited members and less active members of the Cambodian Ageing Network	- Number of Cambodian Ageing Network members receiving capacity building	10.01	13.34	10.01	0	0	National and Partner's Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
211. Conduct international	- Number of participants	0	28.49	28.49	0	0	National	Ministry of Social

visits to exchange experiences and lessons learns about the model of Older People's Associations / Intergenerational Groups	(including older people, women and people with disabilities) who learned about model of Older People's Associations / Intergenerational Groups from the visits						and Partner's Budget	Affairs, Veterans and Youth Rehabilitation

Objective 5.2: To enhance the role of Older People's Associations.

Strategy 5.2.1: Supporting OPAs in building livelihood security by training them in income generating activities

Activities	Targets / indicators	Estimated annual budget for implementation (Million Riels)					Sources	Institution Responsible
		2021	2022	2023	2024	2025		
212. Study and research the works and products of the Older People's Associations	- Study reports on the works and products of the Older People's Associations	0	0	40	40	40	National Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
213. Establish Association's Working Capital Programme Sub-Committees	- Number of Working Capital Programme Sub-Committees established and trained with capacity building	0	0	40	40	40	National Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
214. Recruit members to work for social businesses and provide training on Association Business and Management	- 200 members receiving training	0	0	30	30	30	National Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
215. Bring awareness to and replicate good practices to other associations	- Number of key participants /association members participating in this visit to learn about good practices and to apply their in their respective association	0	0	50	50	50	National Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
216. Support and provide training on home-based vegetable growing	- Families with older members	20	20	20	20	20	Philanthropist	Cambodian Red Cross

217. Support Older People's Associations in identifying the location and weekly marketing process	- Number of associations receiving support in the weekly marketing process	0.72	0.72	0	0	0	Partner's Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
218. Support sub-committees to gather information on livelihood issues and formulation of response plans	- Number of sub-committees supported to collect information on livelihood issues and formulation of response plans	27.89	0	0	0	0	National and Partner's Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
219. Provide training on agricultural techniques	- Number of participants (including older people, women and people with disabilities	21.6	0	0	0	0	Partner's Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
220. Recruit and train members of 120 Older People's Associations / Inter-Generation Groups on age-appropriate adapted livelihood opportunities	- Number of participants (including older people, women and people with disabilities) selected and trained in age-appropriate adapted livelihood opportunities	0	0	10.1	0	0	National and Partner's Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
221. Provide training to 120 selected members of the Older People's Association / Intergenerational Groups on topics related to business management, including digital marketing	- Number of participants (including older people, women and people with disabilities) selected and trained from 120 communities	0	49.43	49.43	0	0	National and Partner's Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
222. Provide micro financing through working capital fund of the Older People's Associations / Intergenerational Groups	- Number of Associations / Intergenerational Groups receiving micro financing - Number of beneficiaries (including older people, women and people with disabilities)	0	124.76	99.81	0	0	National and Partner's Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
223. Conduct capacity and basic market assessment for	- Number of reports on capacity and basic market	0	9.4	5.71	0	0	National and	Ministry of Social Affairs, Veterans and

Older People's Associations / Intergenerational Groups	assessment of the Associations / Intergenerational Groups						Partner's Budget	Youth Rehabilitation
224. Provide support to Older People's Associations / Inter-Generation Groups in the preparation of manuals on the management of traditional events or ceremonies and training on services delivery	- Number of the Associations / Inter-generation Groups receiving support and training in the preparation of manuals on the management of traditional events or ceremonies	0	6.98	20.94	13.96	0	National budget and Partner's Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
225. Conduct visits to exchange experiences / study tours for selected beneficiaries	- Number of beneficiaries (including older people, women and people with disabilities) selected and experiences exchanged	0	0	13.55	13.55	0	National and Partner's Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation

Strategy 5.2.2: Providing training to OPAs in basic healthcare and to enable them to establish and run home care schemes thereby contributing to improving health care

Activities	Targets / indicators	Estimated annual budget for implementation (Million Riels)					Sources	Institution Responsible
		2021	2022	2023	2024	2025		
226. Provide training and tools to the Older People's Associations on basic health check-ups and care using the WHO ICOPE model and other tools	- Different tools developed - Number of training courses	0	0	80	80	80	National Budget	Ministry of Health and Ministry of Social Affairs, Veterans and Youth Rehabilitation

Strategy 5.2.3: Promoting the spirit of "seniors-helping-seniors" as basic foundation of OPAs to encourage more active and healthier seniors to help their less fortunate contemporaries

Activities	Targets / indicators	Estimated annual budget for implementation (Million Riels)					Sources	Institution Responsible
		2021	2022	2023	2024	2025		
227. Establish "Seniors helping seniors" programme in Older People's Associations and Centers	- Number of older people (or Older People's Associations and Centers) receiving mutual support	0	0	20	20	20	National Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation

Priority 6: Intergenerational Relations

Objective 6.1: To expand opportunities for the participation of older persons in public lives

Strategy 6.1.1: Establishing a panel of older persons in each local authority to ensure that older persons have a voice in decision-making processes and their needs are taken into account

Activities	Targets / indicators	Estimated annual budget for implementation (Million Riels)					Sources	Institution Responsible
		2021	2022	2023	2024	2025		
228. Organize workshops to disseminate National Policy on Older People in the Public and Private sectors	- Number of workshops: 3 - Number of participants: 900	0	0	35	35	35	National Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
229. Organize workshops to disseminate The Action Plan - Second Phase of the National Ageing Policy	- Number of workshops: 29 - Number of participants: 3,000	0	0	330	30	30	National Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
230. Organize workshops and training courses on provision of and proposal for funds at the grassroots level and activities required by older people, including the development of plans on older people's monitoring	- Number of training workshops provided - Number of participants (including older people, women and people with disabilities)	37.01	37.01	74.02	0	0	National and Partner's Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation

Strategy 6.1.2: Ensuring that older persons are involved in the design and implementation of policies that affect them, both at the national and local levels

Activities	Targets / indicators	Estimated annual budget for implementation (Million Riels)					Sources	Institution Responsible
		2021	2022	2023	2024	2025		
231. Organize annual consultation meetings among the Cambodian National Ageing Committee or the Sub-Committee of the ministries, institutions or provincial/capital and	- Number of meetings organized: 6 - Number of older people participated: 1,200	0	0	50	50	50	National Budget	Ministry of Social Affairs, Veterans, and Youth Rehabilitation

representatives of older people to discuss the implementation of the National Ageing Policy								
232. Mobilize and support older people to have access to social services	- Number of beneficiaries of social services (including older people, women and people with disabilities)	0.08	15.6	15.6	0	0	National and Partner's Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
233. Participate in or organize meetings with relevant institutions to bring awareness to or incorporate the consideration of older people's issues	- Number of meetings - Number of participants (including older people, women and people with disabilities)	5.1	5.1	2.55	0	0	National and Partner's Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
234. Share information related to social protection to older people through the mechanism of Older People's Associations	- Number of participants (including older people, women and people with disabilities) receiving information about social assistance	0	1.25	1.25	0	0	National and Partner's Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
235. Organize meetings with development partners and other line ministries at the national level to build cooperation to support older people	- Number of development partners and line ministries engaged in supporting the elderly	0	6.51	0	0	0	National and Partner's Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
236. Organize workshops on formulating strategies and joint activities related to the protection of older people	- Number of institutions engaged in formulating strategies and joint activities related to the protection of older people	3.97	0	0	0	0	National and Partner's Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation
237. Organize workshops to review joint action plans and strategies related to the protection of older people	- Number of participants in review of joint plans and strategies related to the protection of older people	0	7.84	7.84	0	0	National and Partner's Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation

Strategy 6.1.3: Setting up a database of retired experts skills as an advisory tool for communities and administrations at all levels								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		

238. Establish an IT system to determine the baseline data on the number of retired civil servants	- Annual data on the number of retired civil servants prepared	0	0	20	20	20	National Budget	Ministry of Civil Service

Strategy 6.1.4: Facilitating the attendance of older persons in public events such as attending votes in all elections, cultural and religious activities… etc.								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		
239. Promote the attendance of older people in social, cultural and religious activities	- Number of older people participating in cultural events (performing, spectating and supporting, etc.) - 300 people per year	139.62	140.7	143.38	144.46	146.34	National and Partner's Budget	Ministry of Culture and Fine Arts
240. Inform pagoda, and religious institutions to provide coordination to ensure the participation of older people in their religious facilities and relevant religious activities	- Number of pagodas and religious institutions informed and implemented	20	20	20	20	20	National Budget	Ministry of Cult and Religion
241. Organize events to bring awareness to virtue by integrating Buddhism into the society to mentally educate students, youth and Buddhists to respect their parents and the elderly, and broadcast them on radio and television	- Number of students, youth and Buddhists listening to the Dharma increased - Percentage of immoral, unvirtuous acts to be reduced by 15%	15	15	15	15	15	National Budget	Ministry of Cult and Religion in collaboration with the Ministry of Information
242. Promotw the participation of older people in social, cultural and religious activities	- Number of older people participated in social, cultural and religious activities	0	0	0	0	0	National Budget	Ministry of Cult and Religion and Ministry of Social Affairs, Veterans, and Youth Rehabilitation
243. Organize regional and national days or events to seek support for older people	- Number of participants (including older people,	26.35	13.65	0	0	0	National and Partner's	Ministry of Social Affairs, Veterans, and Youth Rehabilitation

	women and people with disabilities) during the days or events to seek support for older people						Budget	
244. Provide support to Older People's Associations in organizing support-seeking campaigns for older people	- Number of participants (including older people, women and people with disabilities) participating in the campaigns	7.95	7.95	0	0	0	National and Partner's Budget	Ministry of Social Affairs, Veterans, and Youth Rehabilitation
245. Provide training courses on support-seeking campaigns for older people	- Number of participants (including older people, women and people with disabilities)	22.8	22.8	0	0	0	National and Partner's Budget	Ministry of Social Affairs, Veterans, and Youth Rehabilitation
246. Provide micro financing for National and International Days of Older Persons or organizing advocacy campaigns for older people	- Number of associations / communities receiving micro financing for organizing advocacy campaigns for older people	0	63.38	63.38	0	0	Partner's Budget	Ministry of Social Affairs, Veterans, and Youth Rehabilitation
247. Support partners and Older People's Associations / Intergenerational Groups to participate in national stakeholder workshops / meetings for on policies, reports and dialogues	- Number of partners and Older People's Associations / Intergenerational Groups supported to attend stakeholder meetings on national policies and dialogues	0	7.84	7.84	2.61	0	Partner's Budget	Ministry of Social Affairs, Veterans, and Youth Rehabilitation
248. Support Cambodian Ageing Network members to organize with to the Older People's Associations the dissemination of information about the rights and access of older people in relation to social assistance and other services in the community	- Number of participants (older people, women and people with disabilities) to understand the rights and access of older people in relation to social assistance and other services	2.23	2.23	1.49	0	0	Partner's Budget	Ministry of Social Affairs, Veterans, and Youth Rehabilitation
249. Organize annual tripartite meetings between civil society organizations, concerned	- Number of representatives participated (including older people, women or	0	5.06	5.06	0	0	Partner's Budget	Ministry of Social Affairs, Veterans, and Youth Rehabilitation

ministries and representatives of the older people	people with disabilities)							
250. Organize national forums for older people	- Number of participants (including older people, women and people with disabilities)	0	28.11	28.11	28.11	0	Partner's Budget	Ministry of Social Affairs, Veterans, and Youth Rehabilitation

Objective 6.2: To foster a positive attitude towards ageing and older persons

Strategy 6.2.3: Fostering the production of television/radio programmes and print media focusing on older people's contribution and the role they play in communities

Activities	Targets / indicators	Estimated annual budget for implementation (Million Riels)					Sources	Institution Responsible
		2021	2022	2023	2024	2025		
251. Provide vocational skill training in the fields of information, photography, photo editing, production of reporting and participation of older people	- Production of information, photography, photo editing, advertising activities for older people participated - Family income increased	0	20	20	25	25	National and Partner's budget	Ministry of Information
252. Broadcast on media outlets information related to older people	- Number of people receiving information related to older people from the media outlets	30.24	15.84	0	0	0	Partner's Budget	Ministry of Social Affairs, Veterans, and Youth Rehabilitation
253. Prepare newsletters about older people's issues and radio or television programmes for the voice of older people	- Number of people receiving information related to older people from the newsletters or media outlets	1.96	7.83	7.83	7.83	0	Partner's budget	Ministry of Social Affairs, Veterans, and Youth Rehabilitation

Objective 6.3: To strengthen intergenerational linkages

Strategy 6.3.1: Encouraging younger persons to volunteer to help older persons

Activities	Targets / indicators	Estimated annual budget for implementation (Million Riels)					Sources	Institution Responsible
		2021	2022	2023	2024	2025		
254. Create team-based events to allow youth and children to volunteer to help	- 24 visits to target locations during Teacher's Day conducted	0	0	0	0	0	National and Partner's	Ministry of Education, Youth and Sport

older people and compete among the teams and provide token of appreciation to the teams with good activities for helping, giving attention to and care for older people							budget	
255. Conduct follow-up with volunteer youth to provide them with encouragement and to support older people in the community	- 5 schools (multiplied by 15 provinces)	0	0	0	0	0	National and Partner's budget	Ministry of Education, Youth and Sport
256. Disseminate to younger people to volunteer to help Older People's Associations and assist older people	- At least 20 Older People's Associations reporting an increase in the number of younger people participating and assisting older people	0	0	30	30	30	National Budget	Ministry of Social Affairs, Veterans, and Youth Rehabilitation

Strategy 6.3.2: Promoting the organization of activities in which people of all ages can participate								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		
257. Organize training workshops on Community Learning Center Management Committee	- Number of workshops: 4 with 280 people from Community Learning Center Management Committee	180	180	180	180	180	National and Partner's budget	Ministry of Education, Youth and Sport
258. Organize activities to commemorate teachers (Teacher's Day)	- 1 school X 25 capital and provinces	0	0	0	0	0	National budget	Ministry of Education, Youth and Sport
259. Organize supplementary training courses on following up participation of older people in the school development activities	- 80% of primary schools containing older people participated in education development activities	0	0	0	0	0	National budget	Ministry of Education, Youth and Sport
260. Establish social events and gatherings for retired officials	- 2 events per year for a total of	20	20	20	20	20	National budget	Ministry of Environment

with the provision of some financial support and materials	10 times - Number of participants: 500							

Strategy 6.3.3: Organizing presentations followed by discussions on intergenerational complementarities for younger adults and older persons								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		
261. Organize workshops to share knowledge and experience of older civil servants to newly recruited civil servants at the Ministry of Tourism and the Capital / Provincial Department of Tourism	- Number of workshops: 50 - Number of participants in the 25 capital and provinces: 9,500	175	115	155	135	157	National, Private, and Development Partner's budget	Ministry of Tourism
262. Organize forums to exchange experiences in the tourism profession of elderly professionals or retirees through workshops public or social media	- 25 capital and provinces implemented	192	165	216	173	193	National, Private, and Development Partner's budget	Ministry of Tourism
263. Prepare and compile documentaries on successful elderly or retired professionals for dissemination of and encouragement to the capture of tourism profession by the youth	- Number of documentaries: - Number of workshops: 50 - Number of participants: 5,000	208	169	198	135	201	National, Private, and Development Partner's budget	Ministry of Tourism

Strategy 6.3.4: Organizing training and supporting older persons on the use of communication (such as mobile phones, social media) to keep in touch with their adult offspring and other younger relatives								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		
264. Provide guidance to older people on how to use social media and technology	- Number of older people participated: 3,000	0	0	110	110	110	National Budget	Ministry of Social Affairs, Veterans, and Youth Rehabilitation
265. Reduce the digital gap	- Simple ICT for	40	40	40	40	40	National	Ministry of Post and

and the gap in the use of information and communication technology (ICT, such as phones, computers and the Internet based on regions and demography)	communication, including digital contents for tracking health and entertainment information and for listening or watching that older people able to use in their daily lives developed - Older people using social media (Facebook or Telegram) through smartphones to receive and search for information as well as communicate with relatives promoted, mainstreamed, and encouraged						Budget	Tele-communications
266. Promote digital education, in particular for rural population, including the expansion of adequate and comprehensive internet coverage to allow older people to stay in close contact with local leaders as well as to use the internet for contact information etc.	- Community support groups to promote or bring awareness to the ICT sector, especially to support and implement digital literacy outreach, created - e-Library to assist in finding documents or other information related to health, economy or mental education developed - Use of ICT for community development, in particular for older people in rural areas, brought to awareness and promoted - Benefits of using ICT, especially the use of the Internet for people at risk such as poor people, people with disabilities, women, older people and ethnic minorities, brought to awareness	30	30	30	30	30	National Budget	Ministry of Post and Tele-communications
267. Establish ICT volunteer groups to train "Essential	- Basic training on the use of ICT, mobile phones and	200	200	200	200	200	Support from private companies	Ministry of Post and Tele-communications

digital skills" for people and local officials in the communes	social media provided						and foundations	
268. Provide smart phones and digital training for Older People's Associations / Intergenerational Groups	- Number of mobile phone users (including older people, women and people with disabilities) receiving training on how to use, share and provide information about older people	0	33.27	0	0	0	National and Partner's budget	Ministry of Social Affairs, Veterans, and Youth Rehabilitation
269. Organize orientation workshops on the use of digital technology for the Cambodian Ageing Network	- Number of participants (including older people, women and people with disabilities	3.55	0	0	0	0	Partner's budget	Ministry of Social Affairs, Veterans, and Youth Rehabilitation

Strategy 6.3.5: Incorporating courses on the importance of respecting and interacting with the elderly in the curricula of training institutions and schools								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		
270. Organize training courses to share work experience from retired officials and the importance of respect for and cooperation with older people for the officials in the institutions	- Education provided and additional experience shared to younger officials - Good manners of officials in providing services and working with elderly officials improved	0	0	6	6	6	National and Partner's budget	Ministry of Commerce

Strategy 6.3.6: Projecting the achievements of older persons through the media								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		
271. Organize competitions for the works created by older people in conjunction with organizing various business promotion events, such as the exhibition of One Village, One Product, etc.	- Older people encouraged to participate in the society and expose their skills through their works	0	0	20	20	20	National and Partner's budget	Ministry of Commerce

272. Provide stalls or venues for selling products produced by older people	- Easy to make money on their own - Reputation of their products enhanced	30	30	30	30	30	National and Partner's budget	Ministry of Commerce

Strategy 6.3.7: Honoring any exemplary performance by older persons, such as volunteerism or creative work, by giving awards or/and certificates of recognition								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		
273. Honor and encourage exemplary older people (awards and/or certificates of achievement provided)	- Number of older people receiving	0	0	35	35	35	National Budget	Ministry of Social Affairs, Veterans, and Youth Rehabilitation

Priority 7: Elder Abuse and Violence

Objective 7.1: To curtail and prevent incidents of elder abuse

Strategy 7.1.1: Instituting regulations to protect older persons against elder abuse (Overlapping with Strategy 3.1.7)

Activities	Targets / indicators	Estimated annual budget for implementation (Million Riels)					Sources	Institution Responsible
		2021	2022	2023	2024	2025		
274. Establish safety protection groups for older people in communes/Sangkats to cooperate in assisting and rehabilitating older people - Increase concentration on appropriate care for returned migrant workers who are old, poor, chronically ill and with disabilities	- Regulations related to the establishment of safety protection groups for older people in communes/Sangkats - Data of older people receiving care - Group activity reports - Number of groups in process	6 166,7	6 351	6 542	6 738	6 940	National Budget	Ministry of Interior Ministry of Social Affairs, Veterans and Youth Rehabilitation, NCDD
275. Develop the 5th Cambodia Gender Assessment having Chapter 1 incorporating Older Persons into Vulnerable Groups	- Gender impacts and challenges of women and young girls as the group at risk reduced and responded	0	0	0	0	0	National and Partner's budget	Ministry of Women's Affairs and line institutions
276. Develop Strategic Plan for Gender Equality and Women Empowerment, Neary Ratanak 5 (2019-2023) (Strategy 2: Legal Protection for Women and Girls) as well as Older People	- Violence against women and young girls as the groups at risk prevented and reduced through delivery of related services	0	0	0	0	0	National and Partner's budget	Ministry of Women's Affairs and line institutions
277. Develop and implement 2nd Action Plan on the Prevention of Violence against Women, especially Elderly Women (2019-2023)	- Violence against women and young girls reduced through increased prevention, response, increased access to quality services and multi-sectoral cooperation and coordination	32	32	32	32	32	National and Partner's budget	Ministry of Women's Affairs and line institutions
278. Implement the Law on	- Domestic violence prevented	40	40	40	40	40	National	Ministry of Women's

the Prevention of Domestic Violence and Victim Protection, taking into account the importance of providing protection to older people	in a timely and effective manner, victim protection provided through most appropriate measures, and a culture of non-violence strengthened.						and Partner's budget	Affairs and line institutions
279. Prepare and implement guidelines, minimum standards on relevant laws, guidelines for incorporating minimum standards and basic counseling for victims, including older people	- Participating in responding to the needs of victims, including elderly victims, in an effectively and timely manner	32	32	20	20	20	National and Partner's budget	Ministry of Women's Affairs and line institutions

Strategy 7.1.2: Equipping older persons with knowledge of what constitutes elder abuse and their rights of protection against it								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		
280. Strengthen and disseminate information on the prevention of sexual abuse, trafficking in human and domestic violence to communities and social media	- Awareness of the prevention and impact of sexual abuse, trafficking in human and domestic violence increased to the people	40	40	40	40	40	National and Partner's budget	Ministry of Women's Affairs
281. Continue to strengthen the capacity of service providers on how to support and give psychological and legal responses, and social services to victims and people at risk in an effective and timely manner	- Quality of service providers improved on how to support and give psychological and legal responses, and social services to victims and people at risk in an effective and timely manner	40	40	32	32	32	National budget and Partner's Budget	Ministry of Women's Affairs
282. Expand and strengthen multi-sectoral response teams on gender-based violence, whose main mission is to strengthen cooperation and responses to the needs of victims, including older people	- Cooperation and participation increased in preventing and responding to violence against women and young girls, including older people, ensuring effectiveness and timeliness	32	32	32	32	32	National and Partner's budget	Ministry of Women's Affairs and concerned ministries and institutions, Partner Organizations and National and Sub-National levels

283. Provide training courses / workshops on human rights, Sustainable Development Goals in Cambodia and policies related to older people	- Number of participants (including older people, women and people with disabilities) receiving training related to these topics	8.86	8.86	8.86	0	0	National and Partner's budget	Ministry of Social Affairs, Veterans, and Youth Rehabilitation

Strategy 7.1.3: Encouraging older persons to report elder abuse or discuss incidents of elderly abuse with close relatives, friends or their doctor								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		

Strategy 7.1.4: Sensitizing the community of the importance of reporting any incidents of actual or even suspected elder abuse which come to their knowledge (Available above)								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		
284. Provide education and dissemination of laws related to the protection of older people	Awareness of laws increased through dissemination of : - Law on the Suppression of Human Kidnapping and Trafficking and Exploitation - Law on Environmental Protection and Natural Resources Management - Law on Substance Control - Law on Tobacco Control - Law on Prevention of Domestic Violence and Protection of Victims - Law on Road Traffic and other laws or regulations appropriate to the actual situation - At the capital/provincial level, with a total of 15,500 participants per year	823	823	823	823	823	National budget	Ministry of National Assembly-Senate Relations and Inspection

Strategy 7.1.5: Authorizing medical personnel to probe into and, if necessary, report to relevant authorities on any elder abuse suffered by their older patients (overlapping with Strategy 7. 1.3, and based on the previous meetings Strategy 7.1.3 was requested for removal because it also overlaps with other strategies)								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		

Objective 7.2: To protect older persons from falling victim to violence and crime

Strategy 7.2.1: Strengthening the capacity of specialized police units for the protection of the elderly and prevention violence against older persons								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		

Strategy 7.2.2: Sensitizing the community to the concerns for the safety older persons living on their own in their neighborhoods								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		

Priority 8: Emergency Situations

Objective 8.1: To ensure rescue or rehabilitation efforts giving due attention to older people

Strategy 8.1.1: Attaching priority to older persons, children, and disables in risk reduction plans including disaster alerts, rescues, shelter and relief as well as in post-disaster rehabilitation initiatives

Activities	Targets / indicators	Estimated annual budget for implementation (Million Riels)					Sources	Institution Responsible
		2021	2022	2023	2024	2025		
285. Provide training to improve knowledge to ensure readiness for prevention of disaster and risks, rescue and provision of shelter for older people, children and people with disabilities	Number of training courses Number of participants	0	0	100	100	100	National Committee for Disaster Management and partners	National Committee for Disaster Management
286. Provide support to the associations having Action Plan for Disaster Risk Reduction which includes older people	- 60 associations having Action Plan for Disaster Risk Reduction which includes older people	0	0	57.6	57.6	57.6	National Budget	Ministry of Social Affairs, Veterans, and Youth Rehabilitation
287. Increase community education on family obligations to care for older people and the community, in particular older and homeless women, returned female migrant workers and older female victims of trafficking in human	- Number of forums or educational activities - Number of families participated	829.8	855	880	906	933	National Budget	Ministry of Social Affairs, Veterans and Youth Rehabilitation, Ministry of Interior and National Committee for Disaster Management
288. Provide support to Older People's Associations in formulating rescue activities during a disaster	- Number of Older People's Associations receiving support in formulating rescue activities during a disaster	12.06	3.66	0	0	0	National and Partner's budget	Ministry of Social Affairs, Veterans, and Youth Rehabilitation

Strategy 8.1.2: Encouraging older persons to participate in the preparation of disaster risk reduction plans at all levels to have an insight into related ageing issues

Activities	Targets / indicators	Estimated annual budget for implementation (Million Riels)					Sources	Institution Responsible
		2021	2022	2023	2024	2025		

289. Encourage older people to participate in disaster reduction	- Number of older people involved in disaster reduction activities (Classified by gender)	0	0	14	14	14	National Committee for Disaster Management and Partner's budget	National Committee for Disaster Management
290. Organize annual meetings to facilitate the participation and inclusion of older people in the formulation of disaster readiness plan	- The Association's sub-committees able to share information about their work at the community level related to climate change-based disaster reduction activities with the government, and working relationships with the regions strengthened for 15 times	0	0	87.9	87.9	87.9	National Budget	Ministry of Social Affairs, Veterans, and Youth Rehabilitation
291. Provide support and coordination on water management maintenance mechanisms	- Number of beneficiaries of water maintenance and management mechanisms (including older people, women and people with disabilities	153.49	0	0	0	0	Partner's budget	Ministry of Social Affairs, Veterans, and Youth Rehabilitation
292. Provide support to communities in disaster risk assessment and planning	- Number of communities and disaster risk assessment reports	38.92	0	0	0	0	National and Partner's budget	Ministry of Social Affairs, Veterans, and Youth Rehabilitation
293. Coordinate the establishment of water monitoring, control, and management mechanisms	- Number of elder representatives participated in water monitoring, control, and management mechanisms	2.43	0	0	0	0	National and Partner's budget	Ministry of Social Affairs, Veterans, and Youth Rehabilitation

Strategy 8.1.3: Training rescue/rehabilitation workers to be able to locate older persons during ;emergencies and to assess their vulnerability in terms of physical and mental conditions								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		

294. Provide training to staff who need to rescue or rehabilitate older people so that they understand the issues faced by older people during an emergency	- Number of training courses - Number of staff who need to rescue or rehabilitate older people so that they understand the issues faced by older people during an emergency	0	0	15.6	15.6	15.6	National and Partner's budget	National Committee for Disaster Management
295. Provide training on disaster readiness and response to the Older People's Associations	- 1646 Older People's Associations receiving training on disaster readiness and response	0	0	120	120	120	National budget	Ministry of Social Affairs, Veterans, and Youth Rehabilitation
296. Provide emergency kits	- 3,000 emergency kits delivered to older people and their families affected by climate change-based disasters	0	0	20	20	20	National Budget	Ministry of Social Affairs, Veterans, and Youth Rehabilitation

Strategy 8.1.4: Sensitizing rescue/rehabilitation workers to the issues faced by older persons

Activities	Targets / indicators	Estimated annual budget for implementation (Million Riels)					Sources	Institution Responsible
		2021	2022	2023	2024	2025		
297. Organize dissemination and mobilize support related to the challenges faced by older people with regard to a disaster	- 15 sessions of dissemination and mobilization of support organized at different regions with the focus on the challenges faced by older people with regard to a disaster	0	0	117.5	117.5	117.5	National Budget	Ministry of Social Affairs, Veterans, and Youth Rehabilitation

Strategy 8.1.5: Affording extra protection to older women from physical, mental, sexual and financial exploitation and abuse in emergency situations

Activities	Targets / indicators	Estimated annual budget for implementation (Million Riels)					Sources	Institution Responsible
		2021	2022	2023	2024	2025		
298. Organize workshops to share experiences on discrimination against older people, especially older women and older people with disabilities	- Number of workshops: 3 - Number of participants: 300	0	0	20	20	20	National Budget	Ministry of Social Affairs, Veterans, and Youth Rehabilitation

299. Continue to provide support services (mental and legal counseling and coordination for referral services, including lawyers) to victims of violence	- Support services (mental and legal counseling and coordination for referral services, including lawyers) enhanced to victims of violence when needed and in a more effectively and timely manner	0	0	0	0	0	National Budget	Ministry of Women's Affairs

Strategy 8.1.6: Adapting rescue/rehabilitation programmes to be age-friendly								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		
300. Organize meetings on developing evacuation plan and disaster relief system for elderly victims	- 3 meetings on developing evacuation plan and disaster relief system for elderly victims organized	0	0	10	10	10	National Budget	Ministry of Social Affairs, Veterans, and Youth Rehabilitation
301. Provide rehabilitation skills training for elderly caregivers	- Number of training courses: 9 - Number of participants: 450	0	0	100	100	100	National Budget	Ministry of Social Affairs, Veterans, and Youth Rehabilitation

Strategy 8.1.7: Ensuring that evacuation centers have special facilities suited to meet the needs of older persons								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		

Strategy 8.1.8: Adding geriatric professionals in medical teams dispatched to disaster-hit locations								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		
302. Participate in rescuing older people affected by disasters	- Number of participants: 18	0	0	36	36	36	National Budget	Ministry of Social Affairs, Veterans, and Youth Rehabilitation

Strategy 8.1.9: Enhancing public awareness to extend help to older persons in difficulty during emergencies								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		

303. Bring awareness to the public on how to provide support to older people in time of an emergency	- Number of campaigns / forums related to disaster risk management and reduction	0	0	15	15	15	National Budget	Committee for Disaster Management in collaboration with the Ministry of Disaster Management and Development Partners
304. Bring awareness to the formulation of disaster adaptation communities in target areas	- Number of communities formulated for disaster adaptation in target areas	7.02	0	0	0	0	National Budget	Ministry of Social Affairs, Veterans, and Youth Rehabilitation

Objective 8.2: : To sensitize older people to how to prepare themselves in response to emergencies

Strategy 8.2.1: Providing guidance and training to older persons on how to cope with natural disasters and other emergencies such as internal conflicts and displacements

Activities	Targets / indicators	Estimated annual budget for implementation (Million Riels)					Sources	Institution Responsible
		2021	2022	2023	2024	2025		

Strategy 8.2.2: Producing and disseminating manuals for older persons outlining precautions and actions to be taken in case of various types of emergencies

Activities	Targets / indicators	Estimated annual budget for implementation (Million Riels)					Sources	Institution Responsible
		2021	2022	2023	2024	2025		
305. Develop booklets on precaution measures during an emergency	- Documents prepared	0	0	12	12	12	National Committee for Disaster Management and partners	National Committee for Disaster Management
306. Develop booklets on precaution measures during an emergency	- Documents prepared	0	0	30	30	30	National Budget	Ministry of Social Affairs, Veterans, and Youth Rehabilitation
307. Produce leaflets and media contents and organize outreach sessions on climate change reduction programmes	- Number of leaflets - Number of outreach sessions	0	0	30	30	30	National Budget	Ministry of Social Affairs, Veterans, and Youth Rehabilitation

Strategy 8.2.3: Introducing a system, particularly in more disaster-prone areas, through which older people can register their address and other relevant details to help rescuers identify their location on time in the event of an emergency, in particular at locations where disasters frequently take place

Activities	Targets / indicators	Estimated annual budget for implementation (Million Riels)					Sources	Institution Responsible
		2021	2022	2023	2024	2025		
308. Develop a detailed baseline data in partnership with NGOs related to the older people to make it easier for disaster relief during a disaster	- Baseline date being tested as part of an initiative of Older People's Associations	0	0	40	40	40	National budget	Ministry of Social Affairs, Veterans, and Youth Rehabilitation

Strategy 8.2.4: Briefing older persons on how to draw attention when facing excessive danger in emergency situations								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		

Priority 9: The Readiness of Younger Population

Objective 9.1: To provide an environment in which younger people can better prepare for ageing

Strategy 9.1.1: Extending coverage of financial protection mechanism for the preparation for old age through the implementation of pension plans and savings schemes to ensure the appropriate incomes for people joining the mandatory and voluntary pension schemes and maximum reduction of the falling into poverty in old age

Activities	Targets / indicators	Estimated annual budget for implementation (Million Riels)					Sources	Institution Responsible
		2021	2022	2023	2024	2025		
309. Organize workshops to disseminate and mainstream financial knowledge at the local and school levels (for children, adults and older people) so that they have a better understanding of financial services and know how to plan and/or save money when they turn older	- Number of workshops: 19 - Number of participants (in all 25 capital and provinces): 3,800	120	120	120	60	60	National Bank of Cambodia and partner's budget	National Bank of Cambodia and concerned institutions

Strategy 9.1.2: Disseminating information on a healthy life style – such as healthy eating habits and regular exercise – to help older persons of tomorrow maintain higher health standards

Activities	Targets / indicators	Estimated annual budget for implementation (Million Riels)					Sources	Institution Responsible
		2021	2022	2023	2024	2025		
310. Organize, display and promote products that are good for older people's health at trade events, fairs or promotional workshops, etc.	- Awareness of older people's health raised - Number of event: 1 per year (with 100 participants)		20	20	20	20	National Partner's budget	Ministry of Commerce
311. Organize workshops on good lifestyle or nutrition for the older and oldest old people	- Number of workshops organized - Number of older people participated (Classified by sex)	0	0	28	28	28	National or partner's budget	Ministry of Health

Strategy 9.1.3: Providing health insurance schemes to working age persons, which provide coverage in old age as well

Activities	Targets / indicators	Estimated annual budget for implementation (Million Riels)					Sources	Institution Responsible
		2021	2022	2023	2024	2025		

Strategy 9.1.4: Inculcating younger population with respect for old age to remove their fear of becoming old aged and any negative feelings they may have about life in old age								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		
312. Organize workshops to bring awareness to the challenges and needs of older people in higher educational institutions	- Number of workshops: 9 - Number of participants: 900	0	0	62	62	62	National Budget	Ministry of Social Affairs, Veterans, and Youth Rehabilitation

Strategy 9.1.5: Providing younger persons with opportunities to do volunteer work for the elderly and in senior homes and organizations to have first-hand information on how to tackle problems they would most likely face in old age								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		

Strategy 9.1.6: Enhancing public awareness on the importance of the ageing with dignity through formal and informal education on a continual basis								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		
313. Organize and compile training curriculum on the ageing process in tourism processions (Tourism Career Path and Self Development)	- Training materials implemented in 25 capital and provinces	115	165	187	179	195	National, Private and Development Partners' Budget	Ministry of Tourism
314. Provide training of trainers on the ageing process curriculum in the tourism professions	- Training materials and 250 core trainers implemented in 25 capital and provinces	120	135	115	175	187	National, Private and Development Partners' Budget	Ministry of Tourism
315. Collaborate with public and private tourism vocational training schools or the training	- Number Of Training Curriculum At Tourism Vocational Training Schools	195	210	182	169	235	National, Private and Development Partners'	Ministry of Tourism

curriculum of national and international organizations to incorporate training curriculum on the aging process in tourism professionals into their curriculum, and bring this awareness to the students in tourism universities or institutions	Implemented In 25 Capital And Provinces						Budget	
316. Conduct workshops on understanding the needs, issues and policy framework related to older people	- Number of participants (including older people, women and people with disabilities)	13.6	13.6	0	0	0	Partner's budget	Ministry of Social Affairs, Veterans, and Youth Rehabilitation

Objective 9.2: To motivate younger people to prepare themselves for healthy and active ageing

Strategy 9.2.1: Incorporating courses on healthy life style and health-seeking behaviours and attitude in school curriculum

Activities	Targets / indicators	Estimated annual budget for implementation (Million Riels)					Sources	Institution Responsible
		2021	2022	2023	2024	2025		
317. Organize educational dissemination workshop on the implementation of "green, clean, and safe" principles in the daily life	- Number of education staff: 100	20	20	20	0	0	National and partner's budget	Ministry of Education, Youth and Sport
318. Disseminate the policy on adult human resources among the national scouts to help older people	- Booklets on the policy on adult human resources among the national scouts to help older people distributed to 10,000 scout members in 25 capital and provinces	0	20	20	0	0	National Budget	Ministry of Education, Youth and Sport

Strategy 9.2.2: Showing respect and taking care of elderly parents and relatives to demonstrate by example to their children the importance of these duties

Activities	Targets / indicators	Estimated annual budget for implementation (Million Riels)					Sources	Institution Responsible
		2021	2022	2023	2024	2025		

Strategy 9.2.3: Encouraging younger people to undergo regular medical check-ups								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		

Strategy 9.2.4: Sensitizing younger people to the impacts of the inevitable changes that obviously result from retirement and ageing								
Activities	**Targets / indicators**	**Estimated annual budget for implementation (Million Riels)**					**Sources**	**Institution Responsible**
		2021	2022	2023	2024	2025		
319. Design and establish mechanisms for older officials' associations	- National and international experts made easier in researching new baseline content and demographic data of older people in Cambodia to benefit the Cambodian society in the future.	40	40	40	0	0	National Budget	Ministry of Education, Youth and Sport
320. Organize training courses based on the needs assessment	- Number of training course(twice) for 100 people	0	40	40	40	40	National Budget	Ministry of Education, Youth and Sport
321. Monitor	- 10 times	0	20	20	20	20	National Budget	Ministry of Education, Youth and Sport
322. Organize introductory workshop for officials of the Ministry of Planning and the Capital/Provincial Department of Planning who are about to retire and have just retired	- Officials of the Ministry and of the Capital / Provincial Department of Planning who have at least 6 months left before retiring and new retirees to receive guidance on life when turning older	0	0	50	50	50	National Budget	Ministry of Planning General Secretariat for Population and Development

4. Formulation of the draft law and regulations

To enhance the well-being of older people, the Royal Government recognizes the importance and values of the older people in the Cambodian society and has been drafting law on the promotion and protection of older people and other related laws for the protection and provision of assistance for vulnerable older people and people at risk in an effective, qualitative and timely manner.

The Law on the Promotion and Protection of the Rights of Older People aims at making sure older people enjoy the right to financial security, access to health services, protection from abuse and violence, elimination of discrimination against older people, and other rights available.

5. Expenditure planning

Since ageing population is a multi and cross cutting sectoral issue, the action plan for the implementation of the National Ageing Policy has not identified the budget, financial sources, and overall expenditures. However, the source of financing and cost estimates for the implementation of activities, projects, sub-programmes and programmes proposed by the implementing ministries and institutions are shown in the matrices above. In summary, the budget, financial sources and cost estimates proposed by the concerned ministries and institutions are summarized in the table below.

Table: Sources of budget from ministries and institutions

No	Ministry	Source of financing	Total budget	Source of financing and cost estimates (In million Riels)				
				2021	2022	2023	2024	2025
1	Office of the Council of Ministers	National budget	330	66	66	66	66	66
		Financing	0	0	0	0	0	0
2	Ministry of Social Affairs, Veterans and Youth Rehabilitation	National budget	14,376	505	160	4,540	5,008	4,163
		Financing	3,795.37	631.56	1,433.79	953.82	561.25	214.95
3	Ministry of Labour and Vocational Training	National budget	1,375,381	474,080	447,642	453,659	0	0
		Financing	0	0	0	0	0	0
4	Ministry of Commerce	National budget	2,298	30	50	726	746	746
		Financing	0	0	0	0	0	0
5	Ministry of Civil Service	National budget	90	0	0	30	30	30
		Financing	0	0	0	0	0	0
6	Ministry of Public Works and Transport	National budget	6,020	1,015	1,170	1,275	1,280	1,280
		Financing	0	0	0	0	0	0
7	Ministry of Planning	National budget	484	0	0	194	140	150
		Financing	0	0	0	0	0	0
8	Ministry of Tourism	National budget	10,667	2,286	1,925	2,232	1,892	2,332
		Financing	0	0	0	0	0	0
9	Ministry of Industry, Science, Technology and Innovation	National budget	102	16	14	20.5	23.8	27.7
		Financing	0	0	0	0	0	0
10	Ministry of Interior	National budget	37,141.5	6,996.5	7,206	7,422	7,644	7,873
		Financing	0	0	0	0	0	0
11	Ministry of Health	National budget	3,119	0	0	1,143	1,028	948
		Financing	0	0	0	0	0	0

12	Ministry of Information	National budget	702	0	141	141	210	210
		Financing	0	0	0	0	0	0
13	Ministry of Education, Youth and Sport	National budget	3,390	618	733	733	653	653
		Financing	0	0	0	0	0	0
14	Ministry of Economy and Finance	National budget	819	470	110	96	69	74
		Financing	0	0	0	0	0	0
15	Ministry of Land Management, Urban Planning and Construction	National budget	93,817	18,779	18,779	18,753	18,753	18,753
		Financing	0	0	0	0	0	0
16	Ministry of Cult and Religion	National budget	375	75	75	75	75	75
		Financing	0	0	0	0	0	0
17	Ministry of Rural Development	National budget	1,350	270	270	270	270	270
		Financing	0	0	0	0	0	0
18	Ministry of Mines and Energy	National budget	2,585	517	517	517	517	517
		Financing	0	0	0	0	0	0
19	Ministry of Agriculture, Forestry and Fisheries	National budget	4,950	810	900	990	1,080	1,170
		Financing	0	0	0	0	0	0
20	Ministry of Posts and Telecommunications	National budget	2,000	270	425	435	435	435
		Financing	0	0	0	0	0	0
21	Ministry of National Assembly-Senate Relations and Inspection	National budget	4,115	823	823	823	823	823
		Financing	0	0	0	0	0	0
22	Ministry of Women's Affairs	National budget	1,020	216	216	196	196	196
		Financing	0	0	0	0	0	0
23	Ministry of Culture and Fine Arts	National budget	714.5	139.62	140.7	143.38	144.46	146.34
		Financing	0	0	0	0	0	0
24	Ministry of Environment	National budget	200	20	45	45	45	45
		Financing	150	30	30	30	30	30
25	Cambodian Red Cross	National budget	1,916	396	396	388	368	368
		Financing	0	0	0	0	0	0
26	National Bank of Cambodia	National budget	570	130	140	140	80	80
		Financing	0	0	0	0	0	0
27	National Committee for Organizing National and International Festivals	National budget	2,100	420	420	420	420	420
		Financing	0	0	0	0	0	0
28	National Committee for Disaster Management	National budget	469.8	0	0	156.6	156.6	156.6
		Financing	0	0	0	0	0	0
Total national budget			**1,570,832.8**	**508,948.1**	**482,363.7**	**495,549.5**	**42,062.86**	**41,907.64**
Total financing budget			**3,945.37**	**661.56**	**1,463.79**	**983.82**	**591.25**	**244.95**
Grand total			**1,574,777.17**	**509,609.66**	**483,827.49**	**496,533.32**	**42,654.11**	**42,152.16**

6. Monitoring and evaluation

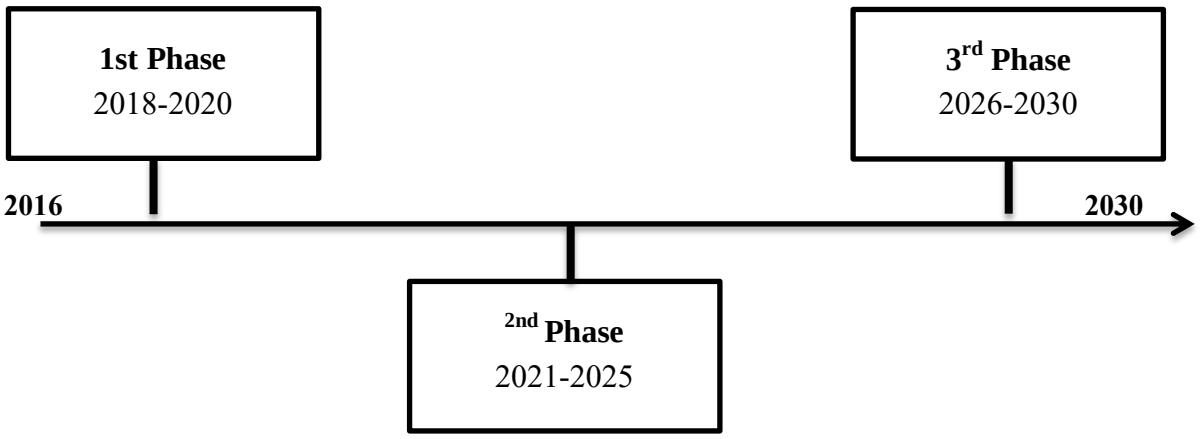
The expected outcomes of the implementation of the National Ageing Policy are reflected in the improvement of rapid and sustainable economic growth, which will be redistributed through basic social services delivery to the people.

An applicable monitoring and evaluation framework is an important tool to help us accomplish the goals and objectives of the National Ageing Policy 2017-2030 by measuring the expected results at each phase and making adjustments on directions, strategies and activities for the following phases in order to address the remaining challenges.

To effectively monitor and evaluate the implementation of the National Ageing Policy requires a strong national statistical system under the leadership of the National Institute of Statistics of the Ministry of Planning and other administrative information of the concerned institutions.

The monitoring and evaluation framework of the Action Plan 2021-2025 of the National Ageing Policy 2017-2030 is in line with the monitoring and evaluation framework as set out in the National Ageing Policy 2017-2030. The action plan of this policy will be implemented in 3 phases, with the first one lasting for 3 years and the remaining phases for 5 years. The implementation of the 2nd action plan spans from 2021 to 2025. A progress report on the implementation of this action plan will be made annually to let us know whether the implementation of each sector-specific programme or project achieves its goal as set out in the programmes or sub-programmes of those sectors. An evaluation of the implementation of the action plan will be conducted for each phase to measure the results of the implementation of the action plan against the targets of the indicators at each phase.

Figure: Monitoring and evaluation framework in each phase within the action plan



The Secretariat of the Cambodian National Committee for Older People and Department of Older People and Veterans of the Ministry of Social Affairs, Veterans and Youth Rehabilitation will coordinate and cooperate with line ministries and institutions to monitor and evaluate the implementation of this action plan at each phase. In this regard, the Ministry of Social Affairs, Veterans and Youth Rehabilitation requests that line ministries and institutions provide input gathered within each phase of the action plan, both inputs for the preparation of the annual progress report and inputs for the preparation of action plans for the following phases. The Secretariat of the Cambodian National Committee for Older People, Department of the Older People and Veterans of the Ministry of Social Affairs, Veterans and Youth Rehabilitation will provide guidance at each phase.

7. Conclusion

The Action Plan 2021-2025 of the National Ageing Policy 2017-2030 was formulated based on the success factors, experiences, and lessons learned from the implementation of the Action Plan 2018-2020, and efforts to enhance the well-being of older and holistic approaches that focus on positive change based on the locations and situations. The field of legal protection and

multidisciplinary services aim to build up success based on the development of standards, improvement of coordination, and development of the capacity of key stakeholders in cooperation to delivering better services to older people in accordance with elderly focused approaches and inclusive interventions. The plan will focus on strengthening awareness, implementation and promotion of law and policy enforcement at the sub-national level. Laws and policies will be reviewed to address challenges and shortcomings based on practical application and in complying with national and international standards. In addition to that, a specific data collection and monitoring system will be developed and put into use to monitor and evaluate the implementation of the Action Plan 2021-2025 of the National Ageing Policy 2017-2030.