



ROYAL GOVERNMENT OF CAMBODIA

The background of the cover features a collage of images showing elderly Cambodians. In the upper left, an elderly woman in a blue shirt and pink headscarf sits on a wooden platform, surrounded by bundles of dried reeds. In the upper right, an elderly couple is shown; the woman is smiling and holding a young child. The lower half of the cover is dominated by a large group of elderly people, mostly women, sitting in rows and raising their hands in a gesture of participation or voting. The entire cover is framed by a decorative blue and white border on the left side.

NATIONAL AGEING POLICY

2017-2030

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

Approved by the Council of Ministers in the Plenary Cabinet Meeting
on the 25th of August, 2017



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ABBREVIATIONS

CNCE	Cambodian National Committee for the Elderly
CRC	Cambodian Red Cross
GSPD	General Secretariat for Population and Development
HAC	Help Age Cambodia
LFPR	Labour Force Participation Rate
MEF	Ministry of Economy and Finance
MFA	Ministry of Foreign Affairs and International Cooperation
MLMUPC	Ministry of Land Management, Urban Planning and Construction
MLVT	Ministry of Labour and Vocational Training
MOCAR	Ministry of Cult and Religion
MOEYS	Ministry of Education, Youth and Sport
MOH	Ministry of Health
MOI	Ministry of Interior
MOJ	Ministry of Justice
MOP	Ministry of Planning
MOSVY	Ministry of Social Affairs, Veterans and Youth Rehabilitation
MOWA	Ministry of Women's Affairs
MPTC	Ministry of Post and Telecommunication
MPWT	Ministry of Public Work and Transportation
MRD	Ministry of Rural Development
UNFPA	United Nation Population Funds

FOREWORD

Khmer culture attaches a high priority to respect and care for the elderly. In this spirit, the Royal Government always recognises the need to ensure a high quality of life for older persons despite the fact that the proportion of older persons to the total population in Cambodia has remained low as compared to other ASEAN countries. Soon after endorsing the declaration of the Second World Assembly on Ageing (Madrid 2002), the Royal Government undertook to develop a Policy for the Elderly which was approved in 2003. Since then, the demographic situation has changed dramatically particularly with respect to the population of older persons, defined as those who are aged 60 years or more. Apparently, the elderly population is rising in terms of both sheer numbers and proportion to the total population, and projections show that the proportion of older persons to the total population will continue to rise at an accelerating pace during the next 15 to 20 years.

Taking cognizance of these inevitable changes of the demographic situations especially realising that a rising proportion of the older population, as population ageing is defined, affects not just the older persons but all parts of society and all sectors of the economy, the Royal Government has reviewed and revised the 2003 Policy for the Elderly. The revised Policy has, therefore, been renamed “**National Ageing Policy 2017-2030**”. The Policy is an overarching roadmap formulated for addressing the wide range of issues emerging from the evolving ageing situation within the broad national development framework, including the **Rectangular Strategy Phase-III**, the **National Strategic Development Plan, 2014-18** and the **National Population Policy 2016-2030**.

With the aim of ensuring a comprehensive national ageing policy and taking into account the projected demographic changes and the need to mainstream ageing into the development planning process, the revised Policy is revised 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 focussing 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.

The overall vision of the Policy is to ensure that older persons are enabled to fully participate with freedom and dignity for as long as they wish to in family, community, economic, social, religious and political activities; and that younger persons are better equipped with knowledge that enables them to lead a more productive, healthy, active and dignified life in old age.

In this spirit, the Royal Government is committed to providing the necessary support and creating enabling environments at policy and programme levels for the implementation of the Policy. Indeed, to put this Policy into effect is important but to translate it into concrete actions by means of formulating and implementing action plan is essential to achieve the ultimate goal which is to help older people to participate with freedom and dignity in development activities especially those related to enhancing the well-being of the elderly.

In this respect, the implementation of the Policy calls for concerted efforts by the public and private sectors as well as civil society, development partners and the network of Older People’s Associations spread across the country. I would, therefore, urge all ministries and agencies to attach priority to the implementation of this Policy in order to help older

persons to obtain a quality of life they deserve for their lifelong participation in building the country. The Royal Government, through the Ministry of Social Affairs, Veterans and Youth Rehabilitation, will ensure effective coordination in the implementation of the **National Ageing Policy 2017-2030** between all concerned ministries-agencies and stakeholders.

Phnom Penh, 11 September 2017

Prime Minister

(signed and sealed)

Samdech Akka Moha Sena Padei Decho HUN SEN

1. INTRODUCTION

1. The increase in number of ageing population has experienced in a gradual pace since the previous century in the more developed countries. In the early 1990s, population ageing began to emerge as a significant concern in some developed countries and this situation has become a major challenge in developing world since the 2000s. Theoretically, the increase in ageing population is an increasing median age of the total population due to declining fertility rates and rising life expectancy. In Cambodia, the rise in ageing population in Cambodia has started late compared to other developing countries as the pace of ageing began to accelerate in the first decade of this century. In this context, soon after signing the **Political Declaration at the Second World Assembly on Ageing** (Madrid 2003) and endorsing the Madrid International Plan of Action on Ageing (MIPAA 2002), the Royal Government of Cambodia had taken steps to formulate a policy for the elderly that was endorsed in 2003.

2. The objective set for Cambodia's Policy for the Elderly adopted in 2003 was to ensure that elderly people are provided access to opportunities that contribute to and a share in the benefits of the development of their nation. The objective was in line with the guidelines provided by the Madrid International Plan of Action on Ageing endorsed by Cambodia at the Second World Assembly on Ageing (Madrid 2002). However, the Policy for the Elderly 2003 did not define the target group and the definition of the elderly. This policy did not define the elderly due to the reason that the definition has already been adopted in MIPAA. The Madrid Assembly had reached consensus on a definition of the elderly based on chronological age. According to this definition, older persons or the elderly are defined as those aged 60 years and over. Nevertheless, developing countries are not required to adopt this definition mandatorily, but most of less developed countries adopted this as the cut-off age to identify the older population.

3. Cambodians aged 60 years and over numbered about 600,000 at the beginning of the century and constituted about 6 per cent of the total population.¹ Even though in the 2000s Cambodia was one of the very few countries with a low proportion of older population, the Royal Government launched the Policy for the Elderly 2003, which reflects Cambodia's commitment to the implementation of Madrid's spirit to ensure that every old person lives a life with dignity as any young person.

4. There has been some ambiguity about the cut-off age for defining older population. Some documents such as the National Strategic Development Plan (2014-2018) and the National Population Policy (2016-2030) mention 65+ as the definition of older persons. The Report on Population Ageing of the Inter-Censal Population Survey 2013 and the National Health Care Policy and Strategy for Older People 2016 defines those aged 60 years and over as older persons. Keeping in view the Law on General Status of Civil Servants of the Kingdom of Cambodia², the MIPAA recommendation, and the Kuala Lumpur Declaration on Ageing, the National Policy on Ageing 2017-2030 defines 60 years as the cut-off age.

¹ **Population Ageing in Cambodia**, (Report No.13, Analysis of the Cambodia Inter-Censal Population Survey Results 2013, National Institute of Statistics, Ministry of Planning, Phnom Penh 2014)

² Law on Common Statutes of Civil Servants of the Kingdom of Cambodia, Chapter 7 (Retirement); Article 54 states: "Civil servants of both sexes are mandatorily retired at the age of 55. This retirement age can be scaled up to 60 years of age provided that it is stipulated by special statutes."

2. RATIONALE FOR REVISING THE POLICY FOR THE ELDERLY 2003

5. The demographic situation characterised by the slowly increasing small older population until the beginning of the century has now changed requiring the revision of the 2003 Policy in order to address the wide-ranging ageing-related issues. The Royal Government recognises the need to revise the policy for elderly. Also, given that the process of population ageing is now seen to impact across all sections of the population and all sectors of the economy, the scope of the Policy has to be widened beyond a focus only on the elderly or older persons. While older persons would still remain the main target beneficiaries of the Policy, it is also important to address the wider impact of population ageing. This includes the implications for younger family members in terms of the support and care they provide for the older persons. As such the revised policy has been renamed “**National Ageing Policy 2017-2030**”.

6. The Royal Government of Cambodia continues to be committed to implementing the policy for ageing population. This commitment has been reiterated in documents such as the Rectangular Strategy Phase 3, the National Strategic Development Plan 2014-2018 and the National Population Policy 2016-2030. The United Nations Population Fund (UNFPA) and "HelpAge International are committed to assisting the Royal Government in formulating policies to address ageing-related issues based on an analysis of the changing demographic situation. One of the targets, incorporated in UNFPA's current Country Programme (2016-2018) is (a revised) “National Policy for the Elderly adopted by RGC in 2017”.³

³ Country Programme Action Plan: 2016-2018, (Royal Government of Cambodia and UNFPA, Phnom Penh)

3. DEMOGRAPHICS OF AGEING IN CAMBODIA

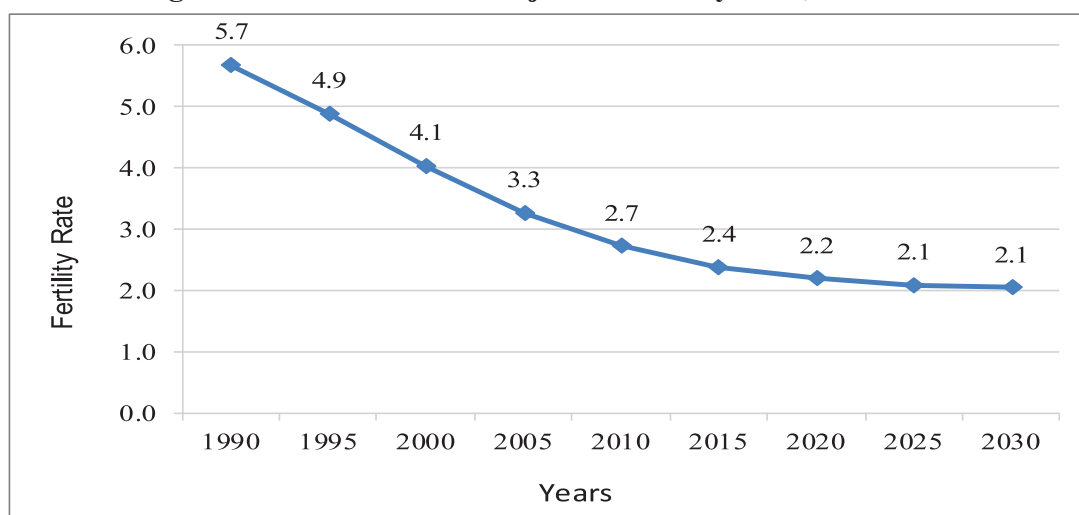
7. The demographic scenario in Cambodia is distinctly different now from what it was at the beginning of this century, manifesting itself in the decline in the population aged under 15. In 1998, the proportion of Cambodian population aged under 15 to the total population accounted for 43 percent while the proportions of the working age population and the population aged 60 and above to the total population were 52 percent and only 5 percent respectively. In 2003, the proportion of Cambodian population aged under 15 was further shrinking, making up 29 percent of the total population whereas the proportions of working age population and older population to the total population were becoming larger, constituting 63 percent and 8 percent respectively. This is particularly striking in the case of ageing dynamics of the today working-age population. The proportion of older persons in total population has been increasing at a much higher rate (from 1998 to 2008, older population was increasing at a rate of 3 percent annually and from 2008 to 2013, the annual growth rate of older population was 5 percent) and the trends are projected to continue. From 2020 to 2030, older population will be increasing annually at a rate of around 4 percent while the annual growth rate of the working-age population will be just 1 percent and population aged under 15 will be undergoing a negative growth. Ageing-related issues which were non-existent or hardly significant then have started to become challenging issues to be grappled with.

3.1 FACTORS UNDERLYING POPULATION AGEING

8. Two factors explain the emergence of population ageing – declining fertility and improving life expectancy. As a result of declining fertility rate there is a decrease in number of children born and consequently in the rate of increase of the child population. Improving life expectancy means people are able to live longer and an increasing proportion survive into old age and also live longer after having reached age 60 years. Hence, the older population increases at a faster rate than the younger population.

9. As a result of increasing access to quality reproductive health, there has been a significant and consistent decline in fertility over the last three decades. As shown in Figure 1, the total fertility rate, defined as the average number of children born to a woman during her child bearing ages (15-49), declined from 5.7 in 1990 to 2.7 in 2010 and is projected to reach replacement level in 2025 and then taper off after a further small gradual decline.

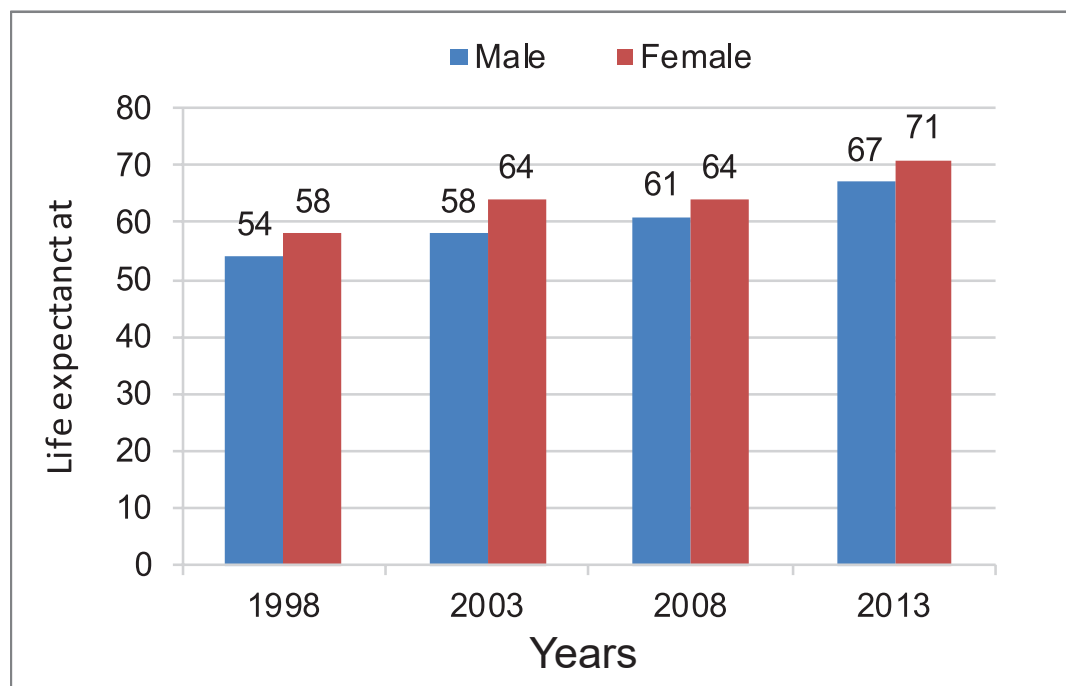
Figure 1: Estimated and Projected Fertility Rate, 1990-2030



Source: Population Projections of Cambodia, 2008 Census Report No.12

10. At the same time, life expectancy at birth increased and the trend is projected to continue. From 54 years for males and 58 years for females in 1998, it increased to 67 years and 71 years respectively in 2013. The life expectancy for both males and females is projected to increase consistently, with female life expectancy exceeding that of males throughout the projected period. The estimated and projected figures for later years are shown in Figure 2.

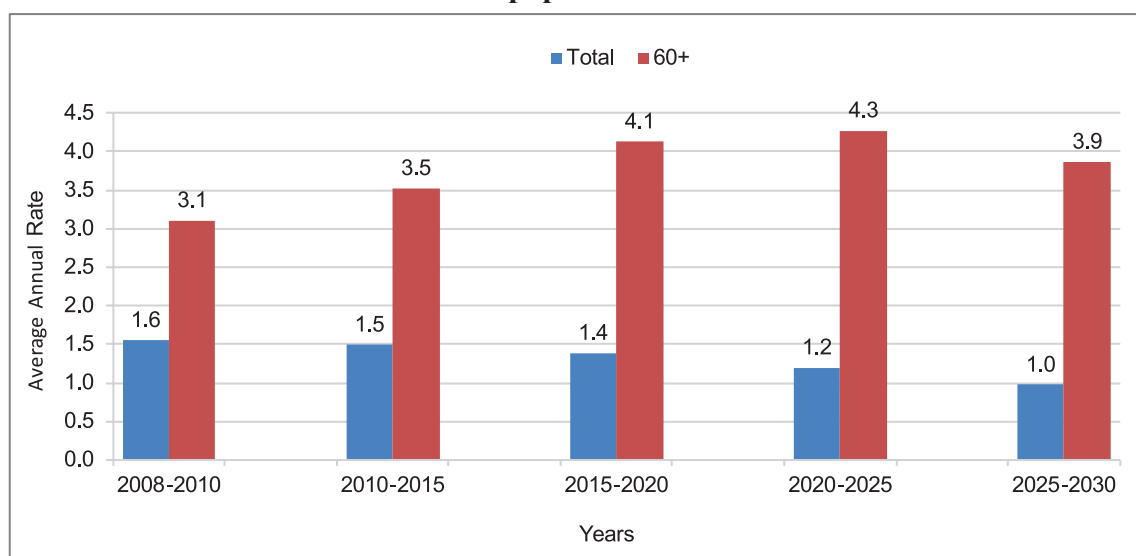
Figure 2: Estimated and projected life expectancy for males and females (years)



Source: General Population Census, 1998 and 2008 and CIPS, 2004 and 2013

11. The combined result of consistently declining fertility rates and improving life expectancy is that the older population (aged 60 years and above) increases at a higher rate than the total population as depicted in Figure 3.

Figure 3: Estimated and projected average annual rate of increase in total and older populations



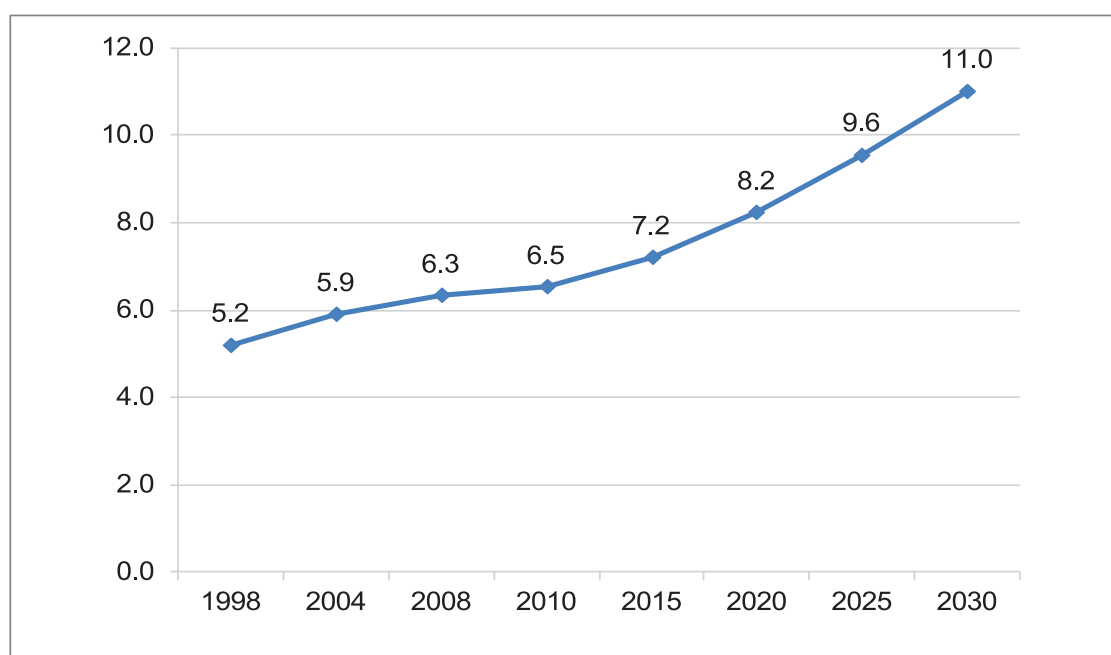
Source: Population Projections of Cambodia, 2008 Census Report No.12

12. This trend manifests itself in the comparison of the projected figures for the 2015-2030 period. According to projections based on the Census 2008, the total population is projected to increase from 15.3 million in 2015 to 18.1 million in 2030, increasing by 18.2 per cent, while the older population is projected to increase from 1.11 million in 2015 to 1.99 million in 2030, growing by 80.1 percent.⁴

3.2 THE INCREASING PROPORTION OF OLDER POPULATION

13. With the older population in Cambodia increasing at a higher than average rate of increase in the total population, its proportion is rising and the trend is projected to continue. In 1998, the proportion of older persons to the total population was just 5.2 percent. This proportion increased by 7.2 percent in 2015 and will increase by 11 percent in 2030 (Figure 4). As an increase in percentage point, from 1998 to 2015 the number of older persons was increasing by 2 points (from 5.2 percent to 7.2 percent) and from 2015 to 2030 will increase by around 4 points (from 7.2 percent to 11 percent). This trend will rise further by 6.9 percentage points, making up 17.9 percent of total population by 2050. In this context, development policies, plans, strategies, and programmes shall be focusing on addressing older person-related issues.

Figure 4: Proportion of older persons in total population



Source: Population Projections 2008 Census Report 12

14. Population ageing in Cambodia started later than in most ASEAN countries because of two factors: (1) later decline in fertility rates and; (2) adverse impact of high mortality rate during Democratic Kampuchea period (1975-1979) on the population age structure. Massacre, unrest, widespread disease, and dying of starvation that resulted from Democratic Kampuchea's regime had caused high rates of mortality, resulting in a smaller cohort surviving which now are moving into their elder years. After the Democratic Kampuchea's regime, a Cambodian baby boom occurred in the 1980s and early 1990s, resulting in a large cohort now entering middle adult years. This cohort will start entering old age by 2030.

⁴ Population Projections of Cambodia, 2008 Census Report No. 12

15. The changes in the increase in and the proportion of the older population in total population are brought out in Table 1 below that depicts the projection of older population within five-year period up to 2030. From 2008 to 2010, older population increased by around 28,000 on yearly average, equalling to 12.8 percent of the annual increase of total population. From 2025 to 2030, older population increased by 70,000 on yearly average, equivalent to 40.2 percent of the annual increase of total population.

Table 1: The changing situation of population ageing in Cambodia

Period	Average annual increase in number of older persons	Proportion of OP in population increase (%)
2008-2010	27,708	12.8
2010-2015	35,291	16.0
2015-2020	49,775	22.6
2020-2025	63,258	31.2
2025-2030	70,008	40.2

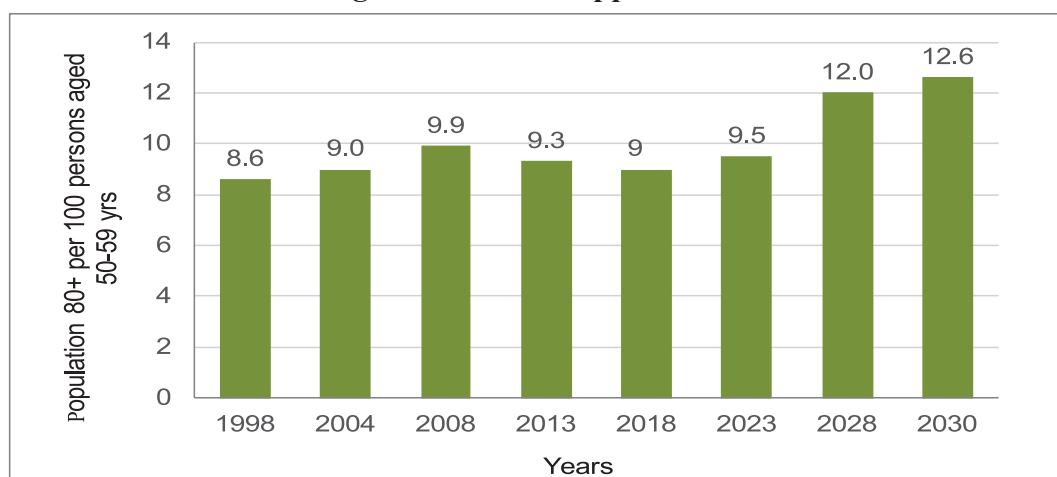
Source: Population Projections of Cambodia, 2008, Census Report 12

3.3 AGEING OF THE OLDER POPULATION

16. Ageing of the older population is defined as an increasing proportion of those aged 80 years and over in the older population, called the oldest old. Two crucial aspects of an ageing population are ageing of the older population and feminisation of ageing. While older persons face various issues, they face different and more serious issues as they grow older. Similarly, older women are more vulnerable than older men.

17. The oldest old comprised only 6 per cent of Cambodia's older population at the turn of the century. With improving life expectancy, those aged 80 years and over now comprise 7.5 per cent of the older population and this proportion is projected to increase gradually to 14.5 percent by 2050. Ageing of the older population manifests itself in an increasing parent support ratio, defined as population aged 80 years and above per 100 persons aged 50-59 years and is an indicator of the available family support for older parents. As shown in Figure 5, following a fluctuating trend the parent support ratio is projected to increase consistently after 2018.

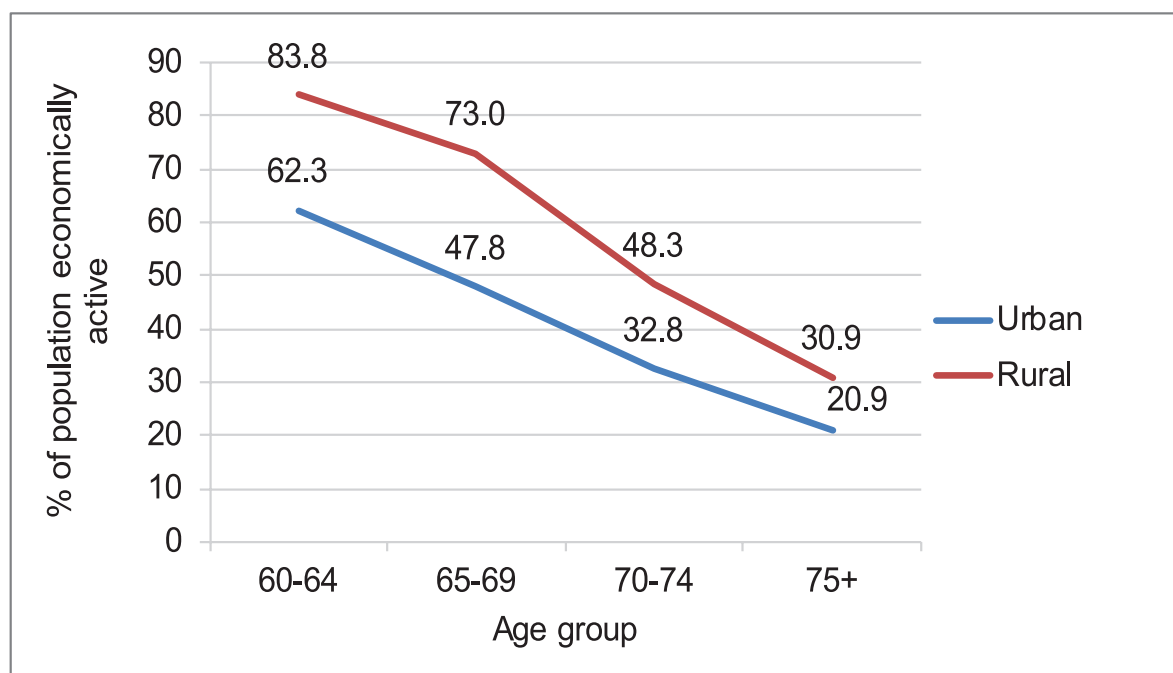
Figure 5: Parent Support Ratio



Source: Population Ageing in Cambodia, (CIPS 2013, Report No.13).

18. With age, several issues facing older persons assume greater significance. The incidence of morbidity as well as of disability among older persons increase with age requiring greater attention to those affected including the provision of long-term care. Health costs increase with ageing of the older population as average cost per patient increases with age. Financial insecurity among older persons increases with age. This results partly from the declining capability of engaging in productive employment, as shown in Figure 6 depicting the decline in the older population's labour force participation rate with age.

Figure 6: Trends of labour force participation by age



Source: Economic Activity and Employment, (CIPS 2013, Report No.8)

19. Moreover, with time there is a reduction in the real value of pensions. Adjustments to pensions usually fall short of matching the increase in the cost of living. As a result, the risk older persons face of falling into poverty increases with their age.

3.4 FEMINISATION OF AGEING

20. Feminisation of ageing, that is, older women constituting a majority of the older population, also has policy implications. In Cambodia, the majority of older persons are women. Females comprise more than 55 percent of the older population. Due to higher female life expectancy, the sex-differential is even higher among the oldest old. Females constitute more than 60 percent of the oldest old population. Feminisation of ageing calls for special measures to address issues facing older women due to their greater vulnerability. Older women are more vulnerable due to their greater discrimination in employment, financial insecurity, lower literacy and education levels and greater incidence of morbidity. Moreover, a much larger percentage of older women than older men are widowed and being alone in old age increases vulnerability.

21. In Cambodia, the issue of feminisation assume increased importance as a result of the killings under the Democratic Kampuchea's regime (1975-1979). Then, a large number of Cambodians, far more young and middle-aged males than females were killed. Also, there was a mass exodus of population from Cambodia more so of young working male

adults. Hence, the proportion of older women in Cambodia's older population has been among the highest in the ASEAN region as shown in Table 2. Moreover, many of them have no support having lost their husbands and, in particular the oldest old women not only having lost their husbands but also their sons during the era of Democratic Kampuchea.

Table 2: Percentage of females in older population (60+) in the ASEAN countries

COUNTRIES	2015	COUNTRIES	2030	COUNTRIES	2050
Cambodia	59.6	Cambodia	58.7	Philippines	57.1
Viet Nam	57.6	Viet Nam	56.9	Cambodia	56.0
Myanmar	56.1	Myanmar	56.0	Viet Nam	55.8
Philippines	55.5	Philippines	55.9	Myanmar	55.5
Laos	55.0	Laos	55.3	Indonesia	55.2
Thailand	54.1	Thailand	54.3	Singapore	55.0
Singapore	53.2	Malaysia	54.2	Laos	54.3
Brunei Darussalam	53.2	Indonesia	53.5	Thailand	54.2
Indonesia	52.9	Singapore	53.1	Malaysia	53.4
Malaysia	51.1	Brunei Darussalam	50.5	Brunei Darussalam	49.6
ASEAN	55.0	ASEAN	55.1	ASEAN	55.6

Source: World Population Prospects 2015, (UNDESA, New York, 2015)

3.5 THE SPATIAL DIMENSIONS OF POPULATION AGEING

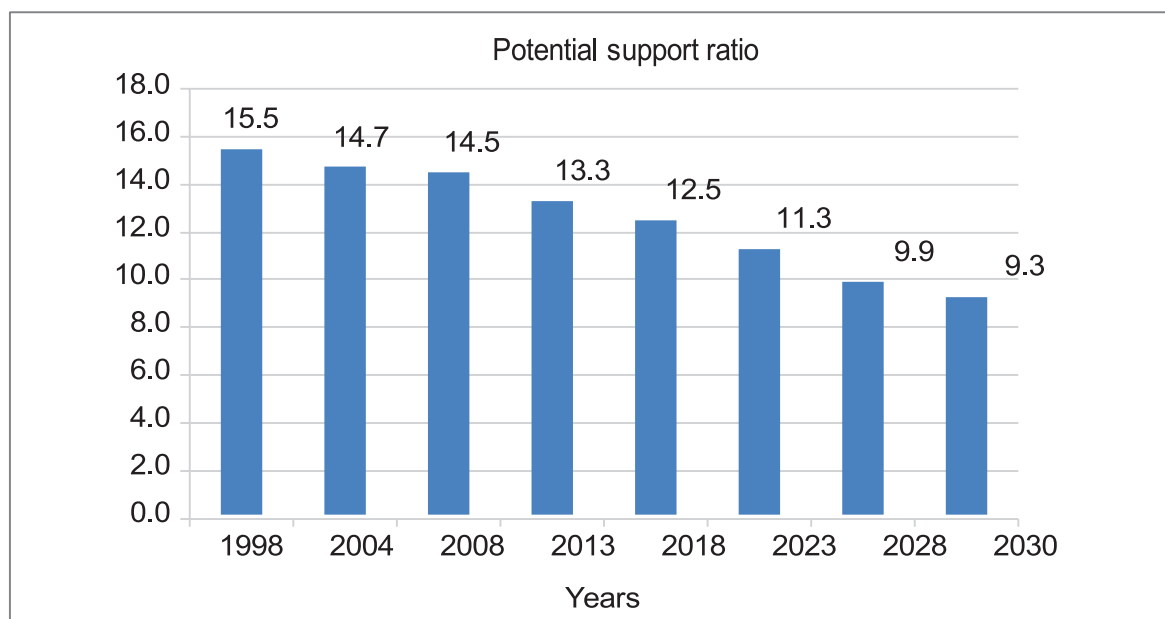
22. It is important to take into account the variations in the extent of population ageing across provinces. Programmes for addressing ageing-related issues will have to be designed to focus more on provinces in which the proportion of older persons in total population is higher. In 2013, the proportion of older persons in population ranged from 3.1 percent in Mondul Kiri to 9.8 in Kampong Cham. Half of Cambodia's older population is concentrated in six of the twenty-four provinces (Kampong Cham, Phnom Penh, Kandal, Prey Veng, Battambang and Takeo).

23. Another important spatial dimension of ageing is the variation between rural and urban areas. The proportion of older persons is usually higher in rural areas than in urban areas as a result of the greater tendency among younger persons to migrate from rural to urban areas. In Cambodia too, the proportion of older persons is marginally higher in the rural areas – 7.7 percent compared to 7.3 percent. That, despite the higher fertility rate and lower life expectancy in the rural areas, is explained by the outmigration from rural to urban areas of working age population.

3.6 POTENTIAL SUPPORT RATIO

24. An increasing proportion of older population relative to the adult population results in a shrinking of the financial and care support base for older persons. This is reflected in a decline in the potential support ratio defined as persons of working ages (15-64 years) per person aged 65 years and over. The potential support ratio provides a measure of the relationship between those more likely to be economically productive and able to provide support and care for those older persons more likely to be dependents and in need of support and care. Figure 7 shows the estimated and projected levels of the potential support ratio.

Figure 7: Shrinking of the family support base



Source: Population Ageing in Cambodia, (CIPS 2013, Report No.13)

25. Following a decline of 2 percentage points between 1998 and 2018, the decline is projected to accelerate with the potential support ratio falling to 9.3 or by 4 percentage points by 2030. Table 3 shows the rural-urban differences in the potential support ratio. The lower potential support ratios in rural areas reflect the out-migration of working age population and the higher proportion of older population.

Table 3: Rural and Urban Potential Support Ratio

Year	Cambodia	Urban	Rural
	<i>Population 15-64 years old / Population 65 years old and above</i>		
1998	15.5	20.5	14.5
2004	14.7	18.6	14.1
2008	14.5	20.0	13.5
2013	13.3	20.3	15.9
2018	13.4	16.2	12.6
2023	11.7	13.0	10.7
2028	9.8	11.5	9.2
2030	9.3	11.1	8.6

Source: Population Ageing in Cambodia, (CIPS 2013, Report No. 13)

4. PRIORITY AGEING-RELATED ISSUES

26. A declining potential support ratio means a shrinking of available family support for older persons which assumes added significance as the family is the main provider of assistance for the elderly. In this context, the falling potential support has far-reaching implications for older persons in terms of issues relating to, among others, financial security, health care, long-term care, living arrangements, mobility and security. It also impacts on the younger population who face increasing demands for assistance, support and care.

4.1 FINANCIAL SECURITY

27. The Cambodian tradition of offspring and younger relatives providing financial support to parents and older relatives is very strong and can be expected to continue. It is nevertheless likely to come under strain with the declining availability of younger adults to take care of the elderly. Hence, the financial support a relatively shrinking young population would be able to provide for the elderly can be expected to gradually dwindle. To maintain the quality of life of older persons, their income security would have to be ensured. Three main sources that can be opted to serve as supplements to family support are: (a) gainful employment (b) social security and (c) welfare benefits.

28. Table 4 shows economic activity status of the older population. The Labour Force Participation Rate (LFPR) includes those who are working or are willing to work but unemployed. They may have been employed before or may be seeking productive work for the first time. The figures displayed below show that a significant proportion of the older persons are in the work force. A proportion of both male and female older persons in the rural areas that are economically active is higher than that of those with the same status in the urban areas. This can be explained largely by the opportunity of longer participation in farming. In both rural and urban areas, a proportion of males that are economically active is higher than that of females with the same status.

Table 4: Economic Activity and Employment Status of Older Persons

	Males		Females	
	Rural	Urban	Rural	Urban
LFPR (%)	73.8	61.6	54.8	34.2
Percentage of economically active				
Employed	97.6	96.3	95.9	92.8
Unemployed	2.4	3.7	4.1	7.2
Percentage of employed				
Employer	0.2	0.8	0.2	0.0
Paid Employee	7.3	34.0	2.8	12.0
Own account worker	84.6	61.5	49.5	60.5
Unpaid family worker	7.9	3.8	47.4	27.5
Others	0.0	0.0	0.1	0.0

Source: Economic Activity and Employment, (CIPS 2013, Report No.8)

29. The distribution of employed males and females by employment status shows that in both rural and urban areas, a proportion of women that are paid employees is lower than that of men with the same status. Moreover, in both rural and urban areas, a proportion of female workers that are engaged as unpaid family workers is much higher than that of their male counterparts. Unemployment rates are higher for women in both rural and urban areas indicating that older women may be facing greater difficulties in getting a job due to lack of

skills or gender discrimination. The issue of ensuring productive employment for both older males and females who are able and willing to work should be addressed as a priority. However, there will be need to strike a balance between providing employment to older workers and meeting the employment demands of younger workers particularly new entrants to the labour force.

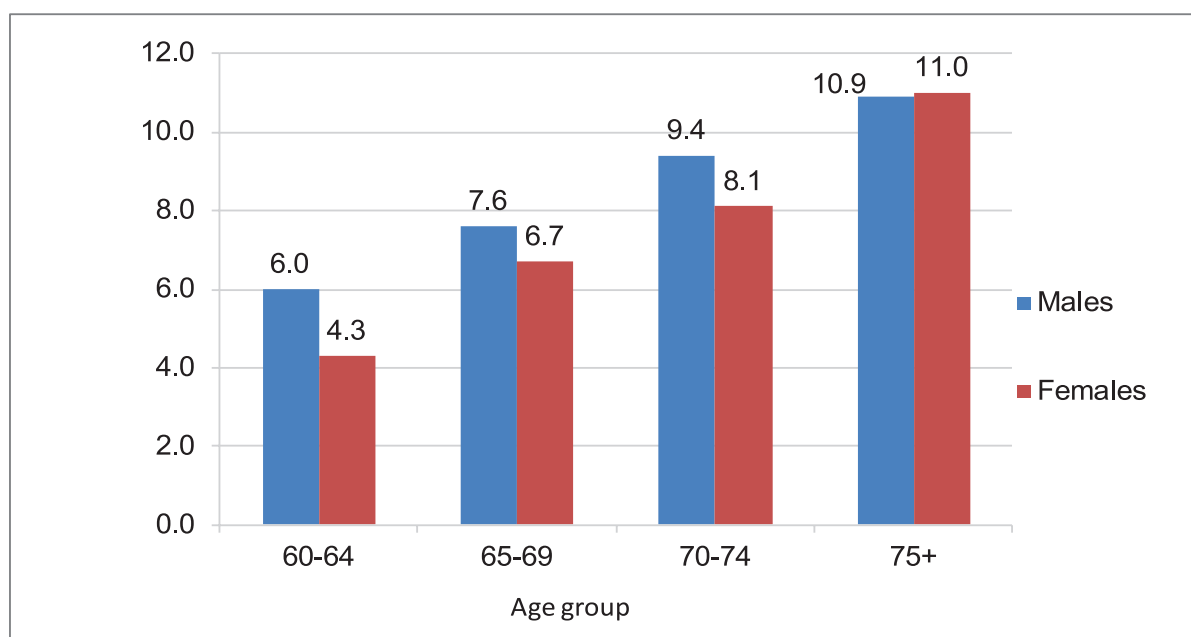
30. Older persons facing financial insecurity and unable to work need to be covered by social protection and welfare schemes. At present, the coverage of these schemes is limited and needs to be extended to keep vulnerable older persons out of poverty.

4.2 HEALTH AND WELL-BEING

31. Cambodian elderly are living longer and healthier lives. However, as people grow older, their vulnerability increases. They are at an increased risk of challenges including a fragile health status. They face a growing risk of morbidity which may include weakening defence against infectious diseases, such as flu; and increased risk of non-communicable diseases such as diabetes and hypertension. Also, older persons are more prone to terminal illnesses like cancers and organ function failures which call for long-term care.

32. Moreover, the older one who gets the risk of incurring a disability requires increasing assistance in daily functions. The incidence of disability rises with age among both males and females.

**Figure 8: Incidence of disability in older males and females
(% of older persons reporting a disability)**



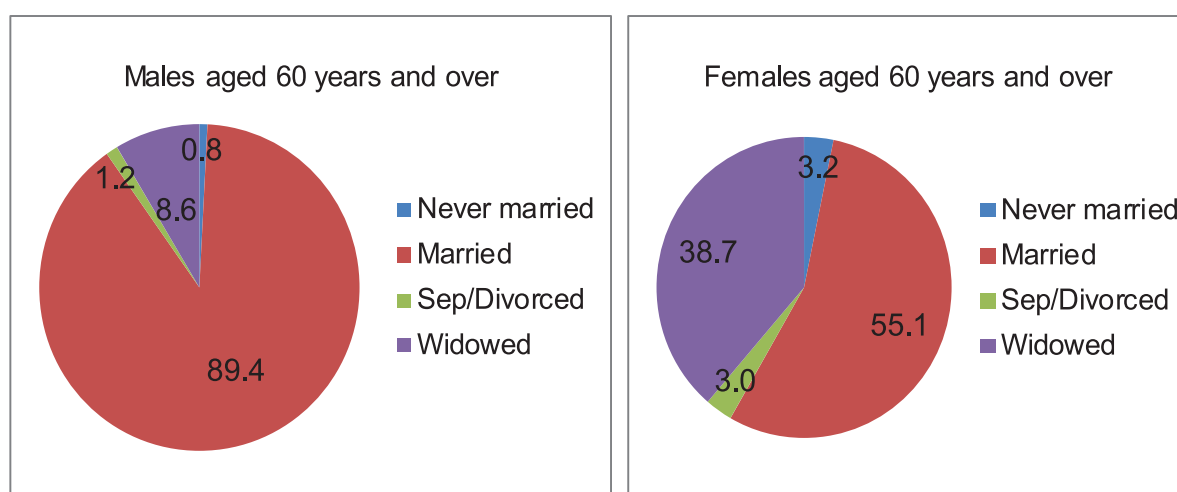
Source: Disability, (CIPS 2013, Report No.5)

33. The Royal Government attaches importance to providing old age with specific prevention, treatment, rehabilitation and palliative care services to safeguard the intrinsic capacity and functional ability of the elderly. This is a *sine qua non* for ensuring the independence and dignity of the older population.

4.3 LIVING ARRANGEMENTS

34. In Cambodia the joint family system is the norm. Older persons live with their adult offspring or other relatives. While there seems to be no immediate deterioration in this arrangement, a weakening of the tradition cannot be ruled out with the continued evolving population ageing. Furthermore, employment-driven outmigration among the younger generation leaves an increasing number of older people outside the traditional safety net in which they are cared for by their children and even poses additional burdens for them in form of taking care of their grandchildren. Spousal support assumes added importance in old age as living alone in old age can be burdensome. In this respect, older women are more vulnerable as a much higher proportion of older females have no spousal support. Figure 9 shows that 40.7 percent of older females had never been married or were widowed, divorced or separated as opposed to only 9.8 percent older males. The reasons for this can be explained by the fact that women have longer life expectancy and usually the wife is younger than the husband. Moreover, men are far more likely than women to re-marry. Hence, the proportion of older women that are single is higher than that of their older men counterparts and policy interventions are to focus more on them to ensure that they have appropriate living arrangements.

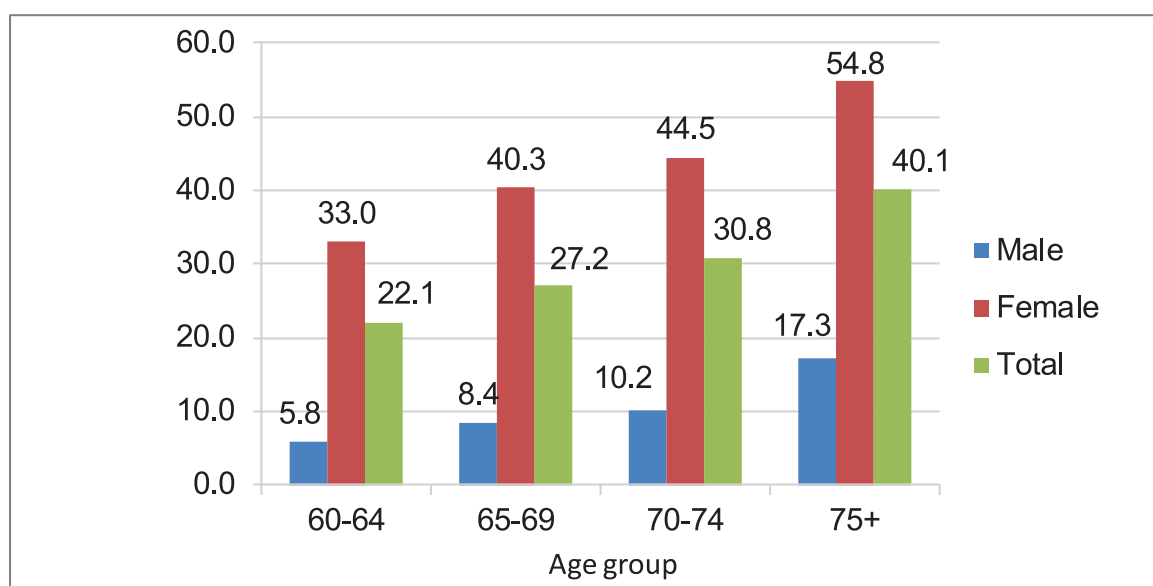
Figure 9: Marital Status of Male and Female older populations



Source: Nuptiality, (CIPS 2013, Report No. 4)

35. The chances of losing spousal support increase with age. Figure 10 shows that the proportion of those widowed, divorced or separated increased with age.

Figure 10: Percentage of older males and females with marital disruption



Source: Nuptiality, (CIPS 2013, Report No. 4)

36. Within each age group a higher proportion of females than males have experienced marital disruption. In addition to resulting in loss of spousal support, marital disruption is also psychologically depressing.

37. The most preferred living arrangements for older persons are which allow “ageing in place”. The joint family system automatically guarantees ageing in place as older persons continue to live in the same household. The only change is that the son or another younger adult family member assumes the role of the principle bread-winner. If older persons wish to move and feel up to living alone they should be assisted in doing so. In case of older persons having no family and are in need of support, community care should be encouraged and institutionalised. Shifting to sheltered accommodation or an institution should be the last resort for older persons who have no family and who cannot live on their own.

4.4 ENABLING ENVIRONMENT

38. “Enabling environment” includes all those conditions that should exist to facilitate active participation of older persons in family, community, social, economic and political activities with freedom and dignity. Providing an enabling environment means ensuring that older persons do not feel in any way inhibited from full participation in all those activities which they can and want to participate in. The main elements of an enabling environment are appropriate transport facilities and infrastructure, security and assurance of respect and dignity.

39. Elimination of age discrimination lies at the core of the enabling environment because discrimination leads to older persons losing their confidence and discourages them from coming forward to participate in activities. If older persons fear being ignored, disrespected and ridicule in wanting to participate in activities which the younger persons feel are meant only for the young then older persons would hesitate to participate.

40. Moreover, it is important to bring about age-friendly infrastructures (toilets, walkways, public transport, communication system) that older people can easily use for their participation in the wide-range of activities and their seeking for help when needed. At

present, there are limited age-friendly infrastructures in public areas, which would cause difficulties for the participation of older persons.

4.5 ACTIVE AGEING AND OLDER PEOPLE’S ASSOCIATIONS

41. Active ageing is the process which allows older people to realise their potential for physical, social, and mental well-being and to participate in society, while providing them with adequate protection, security and care when needed. Being “active” in old age means to continue participation in social, economic, cultural, spiritual and civic affairs. Active ageing does not mean just the ability of being physically active or to participate in economic activity. Older people who are no longer working due to retirement, illness or a disability can be as active as any other older person. Maintaining dignity and independence for the older people is essential for active ageing.

42. In Cambodia, Older People’s Associations (OPA) provide older persons with opportunities of active ageing. An OPA is a community-based organisation aimed at improving the well-being of older people through collective activities organised by the older people themselves. Cambodia has a wide network of OPAs spread across all provinces of the country. OPAs provide older persons a meeting place, opportunities of organising various activities and a forum for the discussion of relevant issues. In fact, an OPA can serve as a channel of communication between older persons and the Government aiming at expressing the opinion of older persons. In this spirit, the OPAs provide an essential element in the process of active ageing, and priorities are to be given to the expansion of the OPAs network, the help in streamlining their functioning, the support for their activities and the encouragement to older persons to participate in their activities.

4.6 INTERGENERATIONAL RELATIONS

43. Promoting intergenerational relations is essential to ensure harmonious interaction between persons of different ages. It is fundamental for maintaining the joint family system which remains the most potent safety net for the older persons. Efforts to maintain intergenerational harmony are becoming more and more difficult in the face of increasing belief in the “generation gap”, perceived as the difference of opinions and attitudes between one generation and another regarding almost every aspect of life, which would segregate younger people from their parents and grandparents.

44. The three-generation household may not necessarily mean harmonious intergenerational relations. It is not uncommon for different generations to live in their own “spheres of activity” even when living in the same household. Grandparents left on their own the whole day may feel isolated in the joint family and even when their children and grandchildren return home from work and school in the evening, they may all confine themselves to their own rooms. They may also not be having meals together and follow their own separate schedules.

45. Hence, measures that encourage interaction between peoples of different ages to promote intergenerational relations shall be given priority. Based on the strong national traditions, the joint family system prevailing in the whole Khmer society provides a strong base from where to start strengthening intergenerational interaction and harmony. Strengthened intergenerational relations would contribute to realising active ageing and to helping the younger population to better prepare themselves for life in old age.

4.7 ELDER ABUSE, NEGLECT AND VIOLENCE

46. Elder abuse covers verbal or physical abuse, neglect, disobedience, demeaning treatment and appropriation of property and assets by those who are supposed to provide care for the older persons, whether they are family members or unrelated caregivers. In Cambodia, given the high respect for older persons in Khmer culture, elder abuse may be insignificant. However, with increase in aged population and the resulting decline in the potential support ratio, increasing burdens of providing support and care on older relatives, may drive the family or outside caregivers to resorting to abusive behaviour. Evidence in other countries of Asia and Pacific, where also elders have traditionally been highly respected, shows that neglect of older people is on the increase.

47. While the joint family system provides an opportunity for older persons to live comfortably and with dignity and satisfies the requirements of “ageing in place”, it should not be considered an unmixed blessing. It is important to note that sharing a household would not automatically guarantee an older person social protection by family members. With pressures of care giving mounting on younger family members they may feel trapped in the role of caregiver and tend to neglect or even abuse older persons. The issue is not easy to address because this type of abuse is difficult to detect as it occurs in the privacy of the family home. With the growing impatience of younger persons in their care giving role, older persons are likely to become victims of direct forms of aggression, as well as neglect with their basic needs ignored, their dignity denied, and any social contacts severely proscribed. Elder abuse remains largely unreported to safeguard the family’s reputation. Another barrier to complaining about abuse could be the fear of being increasingly abused until justice is done.

48. As against elder abuse, violence is defined as crimes against the elderly. These could be violent like assault and rape, or robbery or even defrauding. With a foreseeable increase in the number of older persons, particularly spouse-less women having to live on their own, the incidence of crime against them is likely to increase.

49. In this context, prudent long-term planning is essential to address this issue to ensure prevention of elder abuse and protection for older persons against criminals.

4.8 EMERGENCY SITUATIONS

50. In emergency situations such as natural disasters and civil strife, older persons face the risk of not being adequately covered by rescue and rehabilitation operations. They could be denied assistance and essential supplies. Their special needs relating to mobility and medical attention are often not met. In case of having to move residence, their unwillingness to move combined with physical difficulties they face in moving, enhances their risk of being left behind in isolation. This leaves them vulnerable to exploitation, abuse, and violence. Evidence gathered from various countries shows that rescue and relief workers have often failed to pay sufficient attention to the older persons. As a result older persons have suffered death and injury more than proportionately during natural disasters.

51. The Royal Government of Cambodia has been very vigilant with respect to protecting lives and property of the population in the wake of disasters and has set up a comprehensive institutional mechanism for disaster management at both national and sub-national levels, i.e., the National Committee for Disaster Management established by the Royal Decree 1215/1141, dated 24 December 2015, and chaired by Samdech Prime Minister.

52. In this situation, it is essential to promote the awareness on the need to attend to the special needs of older persons during rescue, relief and rehabilitation operations as well as to increase awareness of policy makers, emergency planners and responders to identify and integrate "age-responsive" actions in planning for, responding to, and recovering from emergencies.

4.9 PREPARING THE YOUNGER POPULATION FOR AGEING

53. It is inevitable that the additions to the older population will continue to increase. The positive side of the picture is that those who are going to enter old age in the future are already here. Since everyone is going to get old, they should be concerned about life in the years to come. By observing older persons, younger persons should realise what type of life lies ahead of them once they cross age 60 years. The younger persons are in the fortunate position since from now onwards they can start preparing for a better life in old age.

54. The younger population can be better equipped with knowledge that would enable them to lead a more productive, healthy, active and dignified life in old age. By and large, older persons face some key easily-identifiable issues which include financial insecurity; deteriorating health; shortage of appropriate accommodation; restricted mobility and increasing dependence on others. One can plan during one's working life to reduce or even eliminate these risks in old age. Investing one's savings and subscribing to insurance and pension schemes can go a long way in alleviating financial hardships in old age. Maintaining a healthy life style and undergoing periodic medical examinations regularly can help assure a healthier life in old age. Teaching offspring the importance of respect and care for the elderly can increase the likelihood of having family support in old age. The most effective way of teaching is by demonstration parents should show respect and care for their own elders so that their children learn by example.

55. If the younger population is better prepared for ageing it would be easier to address the issues they are likely to face in old age. With the rapid projected increments in the older population, the greater the proportion of older persons having already prepared for old age the easier it would be to address ageing-related issues. Therefore, measures to help the working age population prepare for an active and healthy life in old age are to be deemed priorities.

5. POLICY FRAMEWORK AND GUIDING PRINCIPLES

5.1 THE CONTEXT

56. The Policy for the Elderly (2003) has been revised taking into account relevant national documents and policies and international and regional initiatives endorsed by Cambodia.

57. First and foremost, the revision has been made in view of family values and the rights of older parents to be taken care of by adult offspring in accordance with the Khmer culture, explicitly emphasised by the Constitution of Cambodia:

58. *Article 47: 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 parents according to Khmer traditions.*

59. This codifies the “implicit intergenerational contract” of mutual care making it incumbent on adult offspring to respect and take care of their elderly parents. In the context of Khmer traditions, this includes taking care also of other elderly relatives who have no other means of support. The key implications of this Constitutional provision are to put the Policy in the cultural context and attach priority to promoting “ageing in place” and considering the family as the main safety network for older persons.

60. The Rectangular Strategy–Phase III spells out the RGC’s broad policy objectives for elderly people. The National Strategic Development Plan, 2014-2018 also stipulates the need to foster the implementation of the National Policy for the Elderly and incorporates certain specific actions such as setting up of a National Committee and sub-national mechanisms for the implementation of policies for the elderly. Another recent development (September 2016) has been the approval of the Ministry of Health’s National Health Care Policy and Strategy for Older People. Also, the National Population Policy 2016-2030 emphasizes the Government’s commitment to improving the welfare of elderly people and also identifies some lines of action to be pursued:

61. “The Royal Government is committed to further fostering the National Policy for the Elderly People, further strengthening the association for old-age citizens, promoting welfare programmes for elderly people at the community level and improving care programmes for the elderly at the family level; and in particular, enhancing arrangements and processes of services provisions to the aged including provisions of training for their care providers”.

62. Along with the global initiatives, the Royal Government of Cambodia (RGC) is a signatory to the Programme of Action of the International Conference on Population and Development (Cairo, 1994) and its successive five-year reviews. Moreover, the RGC has endorsed the Political Declaration of the Second World Assembly on Ageing (Madrid, 2002) and is committed to implementing the Madrid International Plan of Action on Ageing (MIPAA). The MIPAA seeks to broaden the vision on ageing by emphasizing the need to recognize the potentials and contributions of, in addition to concerns for older persons. It calls for integrating ageing into national and sectoral development plans. Successful achievement of the Sustainable Development Goals too would require inclusion of the increasing population of older persons. The key SDGs of eradicating poverty, eliminating hunger and ensuring gender equality cannot be achieved without including the growing older population among the beneficiaries of relevant programmes.

63. Cambodia ratified the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) in 1992. Cambodia’s commitment to the CEDAW requires removing all forms of discrimination against older women who are more vulnerable than

older men. In 2012, Cambodia became the seventh ASEAN country to ratify the Convention on the Rights of Persons with Disabilities (CRPD) adopted by the UN General Assembly in 2006. While ageing and disability are not synonymous, the incidence of disability is known to increase with age and affects older women more than older men. Ratification of the Convention implies increased commitment of the RGC to address issues relating to people living with a disability.

64. At the regional level, Cambodia is committed to the Macao Plan of Action on Ageing for Asia and the Pacific (1999), the Shanghai Regional Implementation Strategy on Ageing (2002), and the WHO Regional Strategy for Healthy Ageing: 2013-2018. In addition, as a member of ASEAN, Cambodia is committed to the Kuala Lumpur Declaration on Ageing adopted at the 27th ASEAN Summit in 2015. The Declaration calls on each member state to foster various concrete actions towards the empowerment of older persons subject to its own national laws, policies, and programmes. These actions include, among others, mainstreaming ageing issues into policies and development plans and strengthening families and communities to deliver care for older persons.

5.2 GUIDING PRINCIPLES

65. Within the context of these instruments and initiatives at the national, global and regional levels, the revision of the Policy for the Elderly (2003) has been guided by the principles stated below. These should be taken into account also during the implementation phase:

- Paying adequate attention to the status of the elderly as defined by Khmer culture and traditions when addressing issues facing the elderly.
- Mainstreaming population ageing into all development plans and programmes with full recognition of the right of older persons to participate in planning decisions affecting them.
- Taking into account diversity in needs of older persons resulting from differences in age, ethnicity, religion, health status, educational level, and economic status when addressing ageing-related issues.
- Focusing particular attention on older women because they outnumber older men and are more vulnerable due to greater discrimination and a greater likelihood of being poor, widowed, and neglected.
- Planning and implementing measures to address population ageing taking into account new ageing-related international and regional initiatives.

6. VISION AND GOALS

6.1 VISION

- To continuously enhance and improve the quality of life of older persons in Cambodia with emphasis on ensuring them equal rights and opportunities.

6.2 GOALS

- Goal 1: To ensure that older persons are enabled to fully participate with freedom and dignity for as long as they wish to in family, community, economic, social, religious and political activities
- Goal 2: To ensure that younger persons are better equipped with knowledge that enables them to lead a more productive, healthy, active and dignified life in old age.

6.3 OBJECTIVES AND STRATEGIES

66. To achieve the above-said Vision and Goals, the Policy will address the issues which are expected to emerge with the progress of population ageing, as identified in section 4. The objectives and strategies to address each issue are outlined in this section. The order in which priority issues are arranged should not be taken to imply that any one is more important than the other. In fact many of the priorities are inter-related and hence equally important.

6.3.1 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 persons' groups, labour unions, and employers' associations.
- (ii) Promoting the instituting of a supportive legal framework for cases of age discrimination.
- (iii) Sensitising 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 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 persons through retraining and lifelong education.
- (vii) Deliberating on the measures to be taken for facilitating the travelling of older workers taking reasonable fares for public transport use into consideration.

- (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.

6.3.2 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 health centres.
- (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 referral and follow-up.
- (ii) Equipping national hospitals to provide comprehensive health services for older people, including a number of screening, diagnosis and treatment
- (iii) Placing a health professional trained in geriatrics in every health centre.
- (iv) Building adequate in-patient capacity in hospitals to meet the older persons needs for hospitalisation.
- (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 persons' 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 centres for the elderly requiring long-term care.
- (iv) Improving access to facilities for medical examination and treatment of chronic diseases such as hypertension, diabetes, cerebrovascular diseases, cancers, 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.

6.3.3 Priority 3: Living Arrangements

Objective 3.1: To promote ageing in place.

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) Incentivising 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 elderly 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 the vulnerable elderly.
- (iii) Examining the introduction of appropriate standards at the centres for the elderly living in the communities.
- (iv) Making first aid available for the elderly at health centres and referral hospitals.

6.3.4 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 centres 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.

6.3.5 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 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 operationalising OPAs.
- (iv) Promoting linkages between NGOs and Government to form senior citizen networks in every area.
- (v) Encouraging relevant NGOs to assist OPAs in advising management committees of OPAs and organising 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 OPAs.

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 homecare schemes thereby contributing to improving healthcare.
- (iii) Promoting the spirit of "seniors-help-seniors" as the basis of OPAs to encourage more active and healthier seniors to help their less fortunate contemporaries.

6.3.6 Priority 6: Intergenerational Relations

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

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 misconception 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 focussing on older people's contributions 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 persons of all ages can participate.
- (iii) Organising presentations followed by discussions on intergenerational complementarities for younger adults and older persons.
- (iv) Organising training and supporting older persons on the use of communications (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.

6.3.7 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 elder abuse with close relatives, friends or their doctor.
- (iv) Sensitising the community of the importance of reporting any incidents of actual or even suspected elder abuse which come to their knowledge.
- (v) Authorising 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 specialised police units for the protection of the elderly and preventing violence against older persons.
- (ii) Sensitising the community to the concerns for the safety of older persons living on their own in their neighbourhoods.

6.3.8 Priority 8: Emergency Situations

Objective 8.1: To ensure rescue/rehabilitation efforts giving due attention to older persons.

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 relevant 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) Sensitising 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 centres have special facilities suited to meet the needs of older persons.
- (viii) Adding geriatric professionals in medical teams despatched to disaster locations.
- (ix) Enhancing public awareness to extend help to older persons in difficulty during emergencies.

Objective 8.2: To sensitise older persons to how to react in 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.

6.3.9 Priority 9: Preparing the 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 the 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 the 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 voluntary work for the elderly and in senior homes and organisations 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 ageing with dignity through formal and informal education on a continual basis.

Objective 9.2: To motivate younger persons 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) Sensitise younger people to the impacts of the inevitable changes that obviously result from retirement and ageing.

7. INSTITUTIONAL ARRANGEMENTS FOR IMPLEMENTATION OF THE POLICY

67. Setting up and putting in place an appropriate institutional mechanism for the effective implementation of the National Ageing Policy is imperative, aiming at translating these strategic objectives into actions along with the delivery of expected results. To achieve the aim stated above, this Policy is to be collaboratively implemented by concerned line ministries and agencies at both national and sub-national levels with broad participation from development partners, civil society organisations, and private sector in this challenging endeavour. The direct involvement of older persons through Old People's Association (OPAs) is fundamental to the efficient implementation of this Policy. The Ministry of Social Affairs, Veterans, and Youth Rehabilitation (MOSVY) will play a central role in co-ordinating the implementation of this policy with concerned line ministries and agencies through the mechanism of the Cambodian National Committee for the Elderly (CNCE).

7.1 THE CAMBODIAN NATIONAL COMMITTEE FOR THE ELDERLY

68. Given the inter-linkages of ageing-related issues, the implementation of the Policy is to be under the purview of "Cambodia National Committee for the Elderly" "as a high-level inter-agency mechanism of the RGC, which was established by Sub-decree No. 158 ANKR.BK dated 15 July 2011. This Committee is comprised of members from concerned line ministries and agencies and under the leadership of the Samdech Decho Prime Minister of the Kingdom of Cambodia as the Honorary Chairman and the Minister of MOSVY as the Chair Person. The Committee is housed in MOSVY and has a Secretariat as a core unit playing a co-ordinating role in the implementation and the monitoring and evaluation of the progress of this Policy. This Committee comprises representatives from 15 ministries and agencies:

1. Ministry of Social Affairs, Veterans, and Youth Rehabilitation
2. Ministry of Women's Affairs
3. Ministry of Interior
4. Office of the Council of Ministers
5. Ministry of Economy and Finance
6. Ministry of Labour and Vocational Training
7. Ministry of Health
8. Ministry of Religion and Cults
9. Ministry of Rural Development
10. Ministry of Education, Youth and Sports
11. Ministry of Planning
12. Ministry of Information
13. Ministry of Public Affairs
14. Cambodia Red Cross
15. National Committee for Organising National and International Festivals

69. Other ministries and agencies that are not the members of this Committee also have important roles to play in the implementation of this policy.

7.2 ROLES AND RESPONSIBILITIES OF LINE MINISTRIES AND AGENCIES AND OTHER INSTITUTIONS

70. Roles and responsibilities of line ministries and institutions and concerned agencies are spelled out as follows:

7.2.1 Ministry of Women's Affairs

- To cooperate with the MOSVY in monitoring and evaluating the progress of the National Ageing Policy implementation.
- To issue discriminatory law and advocacy for exclusion of discriminatory acts.
- To ensure that community development officers are equipped with relevant expertise.

7.2.2 Ministry of Interior

- To cooperate with the MOSVY in monitoring and evaluating the progress of the National Ageing Policy implementation.
- To enhance the effectiveness on the management of population identification and residence.

7.2.3 Council of Ministers

- To support all prioritized actions related to elderly issues proposed by the MOSVY and National Committee for the elderly.

7.2.4 Ministry of Economy and Finance

- To cooperate with the MOSVY in monitoring and evaluating the progress of the National Ageing Policy implementation.
- To mobilise domestic and external resources in order to diversify the economy aiming at ensuring better livelihood of the elderly.
- To coordinate with concerned line institutions aiming at fostering the implementation of the National Policy Framework on Social Protection.

7.2.5 Ministry of Labour and Vocational Training

- To cooperate with the MOSVY in monitoring and evaluating the progress of the National Ageing Policy implementation.
- To promote the welfare of the elderly and disadvantaged group and to ensure minimum wages.
- To foster the implementation of social security schemes for the individuals defined by the provisions of the labour law.

7.2.6 Ministry of Health

- To cooperate with the MOSVY in monitoring and evaluating the progress of the National Ageing Policy implementation.
- To initiate health care of the elderly through training of health personnel on geriatric care.
- To enhance community's awareness about their entitlements to access to services and create demand for services.

- To contemplate the possibility of introducing health insurance for the poor and the elderly together with ministries concerned and the Ministry of Planning.

7.2.7 Ministry of Cults and Religion

- To cooperate with the MOSVY in monitoring and evaluating the progress of the National Ageing Policy implementation.
- To encourage all religions to participate in socio-economic development and the temples and pagodas to become centres of ethical, moral, behavioural, religious, and cultural education and to become centres for orphans, youth and the elderly.

7.2.8 Ministry of Rural Development

- To cooperate with the MOSVY in monitoring and evaluating the progress of the National Ageing Policy implementation.
- To achieve 100% provision of safe drinking water and sanitation services in rural areas and to improve rural road in 2025 or by 2030.
- To organise vocational training programmes for vulnerable people and rural youth who finished schooling in order to equip them with specific professional skills with the aim of reducing out-migration of rural people.

7.2.9 Ministry of Education, Youth, and Sports

- To cooperate with the MOSVY in monitoring and evaluating the progress of the National Ageing Policy implementation.
- To integrate life-skills and environmental education either as part of education curricula or as extra-curricula programmes at secondary or tertiary levels in order to develop their knowledge.

7.2.10 Ministry of Planning

- To cooperate with the MOSVY in monitoring and evaluating the progress of the National Ageing Policy implementation.
- To participate in raising awareness and enhancing understanding of the National Ageing Policy and old age related issues.

7.2.11 Ministry of Information

- To cooperate with the MOSVY in monitoring and evaluating the progress of the National Ageing Policy implementation.
- To increase awareness population issues, policies, and programmes related to development through various channels of communication.
- To use radios and televisions that are popular forms of media for disseminating relevant socio-demographic messages.

7.2.12 Ministry of Civil Service

- To cooperate with the MOSVY in monitoring and evaluating the progress of the National Ageing Policy implementation.
- To disseminate information about the relationship between rapid population growth and jobs in the civil service sector to the ministry's employees and to

strengthen on-job trainings by incorporating the issues of population and development linkage.

7.2.13 Ministry of Land Management, Urban Planning and Construction

- To cooperate with the MOSVY in monitoring and evaluating the progress of the National Ageing Policy implementation.
- To keep track of trends of change in the demand for housing and to harmonize this demand with population trends.

7.2.14 Ministry of Industry and Handicraft

- To cooperate with the MOSVY in monitoring and evaluating the progress of the National Ageing Policy implementation.
- To expand the coverage of potable water supply in urban areas.

7.2.15 Ministry of Mines and Energy

- To cooperate with the MOSVY in monitoring and evaluating the progress of the National Ageing Policy implementation.
- To increase awareness about environmental impacts related to the supply of energies, like electricity and fuel for cooking.

7.2.16 Ministry of Foreign Affairs and International Cooperation

- To cooperate with the MOSVY in monitoring and evaluating the progress of the National Ageing Policy implementation.
- To liaise with other ministries and institutions on international population issues and to facilitate the mobilization of external resources.

7.2.17 Ministry of Agriculture, Forestry and Fisheries

- To cooperate with the MOSVY in monitoring and evaluating the progress of the National Ageing Policy implementation.
- To encourage farmers to diversify allied activities in agriculture based on locally available natural resources (such as food processing, horticulture, pisciculture, poultry, piggery, dairying, sericulture, etc) in order to increase their incomes.
- To establish zones for cash crop cultivation and encourage farmers for cultivation of cash crop.
- To ensure sustainability of the use, protection, and quality improvement of agricultural land resources for efficient production and sustainability of agricultural development.

7.2.18 Ministry of Water Resources and Meteorology

- To cooperate with the MOSVY in monitoring and evaluating the progress of the National Ageing Policy implementation.
- To ensure the availability of clean and safe water for all people through rain water harvesting and recharging of ground water resources.
- To educate farmers water user communities about the importance of water management and water use, as well as water conservation.

- To expand the coverage of infrastructure systems for flood protection and management and water-borne risks.

7.2.19 Ministry of Environment

- To cooperate with the MOSVY in monitoring and evaluating the progress of the National Ageing Policy implementation.
- To develop programmes to educate people on environmental deterioration and depletion of natural resources (e.g. forest resources) being directly affected by excessive population migration.

7.2.20 Ministry of Social Affairs, Veterans, and Youth Rehabilitation

- To cooperate with line ministries and other institutions in monitoring and evaluating the progress of the National Ageing Policy implementation.
- To mainstream, train and equip rural and urban health centres and hospitals with the services in relation to providing geriatric healthcare.
- To encourage NGOs and voluntary organizations to create and ensure a series of formal and informal opportunities that make the elderly economically self-reliant.
- To explore the potential tax benefits as an encouragement for children to look after their aged parents.
- To contemplate the possibility of providing social security schemes for the poor elderly and pension for widows and widowers.

7.2.21 Ministry of Culture and Fine Arts

- To cooperate with the MOSVY in monitoring and evaluating the progress of the National Ageing Policy implementation.
- To promote and encourage writings and theatrical and other performances that reflect contemporary societal reality, especially those related to family, youth, and the elderly.

7.2.22 Ministry of Justice

- To cooperate with the MOSVY in monitoring and evaluating the progress of the National Ageing Policy implementation.
- To facilitate the review of existing laws on matters pertaining to population, reproductive health, environment, gender discrimination, and the elderly.

7.2.23 Ministry of Public Works and Transport

- To cooperate with the MOSVY in monitoring and evaluating the progress of the National Ageing Policy implementation.
- To continue renovation and construction of national roads and provincial roads that connect remote areas to Phnom Penh in order for possible traffics in all seasons.

7.2.24 Ministry of Commerce

- To cooperate with the MOSVY in monitoring and evaluating the progress of the National Ageing Policy implementation.

- To establish manageable markets in order to ensure the market prices of products.
- To decrease the roles of market intermediaries in order to reduce production prices.

7.2.25 Ministry of Post and Telecommunication

- To cooperate with the MOSVY in monitoring and evaluating the progress of the National Ageing Policy implementation.
- To strengthen and expand the quality and efficient post services for facilitating people's needs for maintaining their connection through sending and receiving mailed packages, locally and internationally.
- To strengthen and expand the quality and efficient telecommunication services for facilitating people's needs in daily life, as well as in social, economic, cultural and educational development according to the steady progress in the information and communication technology (ICT), and to make these services affordable.
- To develop educational programmes about AIDS, substance abuse, road traffic accidents, life skills, or health care so that people can avoid risks related to these issues.
- To collaborate and coordinate the use of national emergency numbers for effective and sustainable rescue system.

7.2.26 Ministry of Tourism

- To cooperate with the MOSVY in monitoring and evaluating the progress of the National Ageing Policy implementation.
- To promote the development of tourism, a sector that relates people with people through creating tourist products, tourist cities, tourist resorts, and tourist services in order to create jobs, work opportunity, and income.

7.2.27 National Bank of Cambodia

- To cooperate with the MOSVY in monitoring and evaluating the progress of the National Ageing Policy implementation.
- Coordinate with concerned agencies in order to foster the delivery of financial services pertaining to elderly-related projects or programmes.

7.2.28 National Council for Social Protection

- Coordinate with MOSVY in order to monitor and evaluate the progress in implementing of the National Ageing Policy.
- Coordinate and foster the implementation of strategic plans to develop an integrated, consistent, efficient, sustainable and financially stable social security system.

7.2.29 National Committee for Organising National and International Festivals

- To cooperate with the MOSVY in monitoring and evaluating the progress of the National Ageing Policy implementation.

7.2.30 National Committee for Disaster Management

- To cooperate with the MOSVY in monitoring and evaluating the progress of the National Ageing Policy implementation.

7.2.31 Cambodian Red Cross

- To cooperate with the MOSVY in monitoring and evaluating the progress of the National Ageing Policy implementation.

7.2.32 Development Partners and Civil Society Organisations

- To provide counselling services, especially to the elderly, persons with disabilities and persons with special needs on entitlements to services.
- To complement the government effort in planning, financing, implementing, monitoring and evaluation of elderly-related programmes.
- To provide technical and financial support in designing population-based development programmes and projects at the local level.

7.3 SUB-NATIONAL INSTITUTIONAL ARRANGEMENTS

71. For effective decentralisation, the institutional arrangements at the national level can be replicated at the provincial levels. The Provincial Department of Social Welfare, Veterans and Youth Rehabilitation should be mandated to coordinate the implementation of this Policy by all stakeholders namely provincial sectoral departments, civil society, private sector, and OPAs. District Sectoral Offices and Commune Councils would be responsible for coordinating the implementation of activities at the district and commune levels involving various implementation partners.

7.4 MONITORING AND EVALUATION

72. The implementation in a systematic and cross-sectoral manner, which is instrumental in achieving the goals of this Policy, requires participation and coordination of concerned ministries and institutions at levels. In this spirit, the monitoring and evaluation of the implementation of this policy, which constitutes a fundamental instrument for providing information on progress made and way forward, is to be instituted focusing on:

- Outcomes and impacts to be delivered through the implementation of related programmes and project;
- Policy implementation process and activities;
- Participation of concerned ministries and institutions at all levels;
- Building capacity of concerned ministries and institutions;
- Efficiency of the use of inputs in particular budgets and times.

73. The monitoring and evaluation of the policy implementation, which will be spelled out in the action plan, is to be performed regularly and using appropriate institutional mechanism and structure. The Ministry of Social Affairs, Veterans, and Youth Rehabilitation and Ministry of Planning are to be engaged in monitoring and evaluating the implementation of this Policy.

7.5 WAY FORWARD

7.5.1 Data collection

74. The database for the study of population ageing and its impact has improved significantly during the past decade. However, there is still a need to continuously identify data gaps and take steps to fill them. There is inadequate data for population above the age of 75 years. While this may not have been needed until now in view of the low proportion of the older population, it will be needed as the number of this population increases for addressing issues emerging as a result of population ageing. Similarly, more information would be needed for a better understanding of certain issues. Information is needed to throw light on the issue of elder abuse in the family as it may be increasing below the surface potentially resulting from the growing pressures of care giving on the younger population. Needs for information and data will need to be monitored on a continuous basis and efforts made to fill the gaps. A specialised section/unit for Ageing Statistics should be established and strengthened within the National Institute of Statistics (NIS) of the Ministry of Planning for this purpose.

7.5.2 Research

75. Evidence based research on population ageing and resulting issues should be encouraged to provide a deeper understanding of ageing-related issues. The research facilities of academic institutions should be promoted and supported to undertake quality policy research on population ageing.

7.5.3 Capacity Building

76. In addition to the training of social workers, geriatric specialists and caregivers that would be taken care of under the implementation of the relevant measures outlined in the Policy, there will be a need to build capacity in the formulation and monitoring of programmes and plans for implementing the Policy. There is also a need to strengthen capacity in the Ministry of Planning and the sectoral ministries for the effective use of data and other empirical evidence to support policy development, review and implementation. Development partners' support should be sought for the training of national experts both in-country and abroad at institutions such as Australian National University (ANU) and the International Institute on Ageing (INIA) in Malta.

7.5.4 Law on Older Persons

77. A law for the protection of the rights of older persons shall be enacted in order to guarantee older persons, among others, right to financial security, access to health services, protection against abuse and violence, and the elimination of age discrimination. Such laws have been enacted in other ASEAN countries, for example, Myanmar, Thailand and Viet Nam.

7.5.5 Action Plan

78. For the implementation of the National Ageing Policy, the Ministry of Social Affairs, Veteran and Youth and Rehabilitation (MOSVY) shall coordinate with the Ministry of Planning and other ministries and institutions concerned in the the formulation of a detailed Action Plan.

79. The Action Plan would start with the Strategies outlined in the Policy. Not all strategies can or have to be included in the First Plan. In this regard, each line ministry and

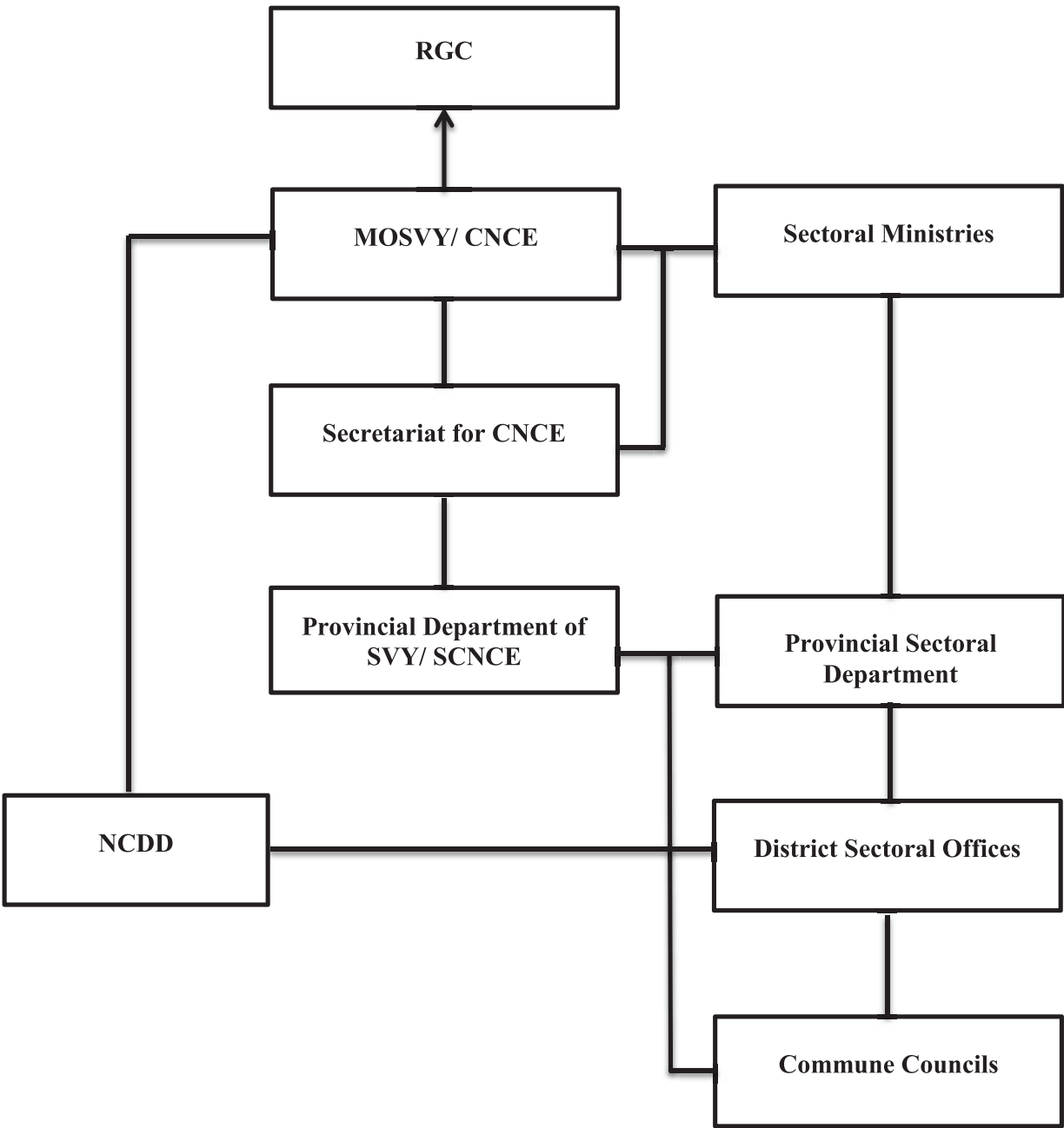
institution will need to prioritise relevant strategies and select those to be covered under the First Action Plan (2017-2020). For the each strategy, the Action Plan will identify:

- (i) Specific activities to be implemented;
- (ii) Responsible parties;
- (iii) Targets to be achieved;
- (iv) Time frame;
- (v) Costs of implementation; and
- (vi) Sources of funds required.

7.5.6 Monitoring and Evaluation Mechanism

80. The monitoring and evaluation of the progress of NAP implementation will be conducted using the existing mechanism as shown below.

Table 5: Institutional Structure



ANNEX: Matrix of Sectoral Responsibilities of Line Ministries and Institutions

Objectives	Strategies	Institutional Responsibilities
1. Ensuring financial security		
1.1 To enable older persons to remain in productive employment for as long as they are willing and able to do so.	1. Raising awareness of age-based employment discrimination among key stakeholders, including older persons' groups, labour unions, and employers' associations.	<ul style="list-style-type: none"> Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Labour and Vocational Training
	2. Promoting the instituting of a supportive legal framework for cases of age discrimination.	<ul style="list-style-type: none"> Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Labour and Vocational Training, Ministry of Interior, Ministry of Justice, Ministry of Women's affairs
	3. Sensitising employers to the experiences and positive potentials of older workers.	<ul style="list-style-type: none"> Ministry of Labour and Vocational Training, Ministry of Social Affairs, Veterans, and Youth Rehabilitation
	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.	<ul style="list-style-type: none"> Ministry of Labour and Vocational Training, Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Health, Ministry of Environment
	5. Examining the possibility of establishing incentive system for enterprises that employ older workers and employees as well as incentivising those enterprises to provide appropriate facilitation and working conditions.	<ul style="list-style-type: none"> Ministry of Economy and Finance, Ministry of Labour and Vocational Training, Ministry of Social Affairs, Veterans, and Youth Rehabilitation
	6. Enhancing the employability of older persons through retraining and lifelong education.	<ul style="list-style-type: none"> Ministry of Labour and Vocational Training

Objectives	Strategies	Institutional Responsibilities
1.2 To expand coverage of comprehensive protection and social welfare schemes.	7. Deliberating on the measures to be taken for facilitating the travelling of older workers taking reasonable fares for public transport use into consideration.	<ul style="list-style-type: none"> Ministry of Labour and Vocational Training, Ministry of Land Management, Urban Planning and Construction, Ministry of Public Work and Transport, Phnom Penh and Provincial Authorities
	8. Examining the potential access to financial services for older persons.	<ul style="list-style-type: none"> Ministry of Rural Development, National Bank of Cambodia and other Ministries and Institutions concerned
	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.	<ul style="list-style-type: none"> Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Labour and Vocational Training, Ministry of Economy and Finance, National Bank of Cambodia
	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.	<ul style="list-style-type: none"> Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Labour and Vocational Training, Ministry of Economy and Finance, Ministry of Commerce, Ministry of Industry and Handicraft
	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.	<ul style="list-style-type: none"> Ministry of Labour and Vocational Training, Ministry of Economy and Finance, Council for Agriculture and Rural Rehabilitation and Development, Ministry of Planning

Objectives	Strategies	Institutional Responsibilities
2. Health and Well-being		
2.1: To promote healthy ageing and expand preventive health care.	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.	<ul style="list-style-type: none"> Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Health, Ministry of Education, Youth, and Sport
	2. Arranging counselling services for older people at health centres.	<ul style="list-style-type: none"> Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Health
	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.	<ul style="list-style-type: none"> Ministry of Health
	4. Establishing surveillance systems across the country for monitoring isolated and/or vulnerable older people.	<ul style="list-style-type: none"> Ministry of Health
2.2. To establish a responsive health system that is accessible and ensures quality curative health services.	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 referral and follow-up.	<ul style="list-style-type: none"> Ministry of Health
	2. Equipping national hospitals to provide comprehensive health services for older people, including a number of screening, diagnosis and treatment.	<ul style="list-style-type: none"> Ministry of Health
	3. Placing a health professional trained in geriatrics in every health centre.	<ul style="list-style-type: none"> Ministry of Health
	4. Building adequate in-patient capacity in hospitals to meet the older persons needs for hospitalisation.	<ul style="list-style-type: none"> Ministry of Health

Objectives	Strategies	Institutional Responsibilities
	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.	<ul style="list-style-type: none"> Ministry of Health
	6. Ensuring that all public hospitals have quality geriatric services.	<ul style="list-style-type: none"> Ministry of Health
	7. Ensuring the availability of essential medicines generally required for the treatment of diseases affecting older persons.	<ul style="list-style-type: none"> Ministry of Health
	1. Examining the instituting of home care and nursing for elderly requiring long-term care due to disability, dementia or terminal illnesses.	<ul style="list-style-type: none"> Ministry of Health, Ministry of Social Affairs, Veterans, and Youth Rehabilitation
2.3. To meet older persons' requirements of long-term care.	2. Providing training and incentives to family members required to look after elderly patients requiring long-term care.	<ul style="list-style-type: none"> Ministry of Health, Ministry of Social Affairs, Veterans, and Youth Rehabilitation
	3. Examining the establishing of care centres for the elderly requiring long-term care.	<ul style="list-style-type: none"> Ministry of Health, Ministry of Social Affairs, Veterans, and Youth Rehabilitation
	4. Improving access to facilities for medical examination and treatment of chronic diseases such as hypertension, diabetes, cerebrovascular diseases, cancers, dementia and Alzheimer.	<ul style="list-style-type: none"> Ministry of Health
	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.	<ul style="list-style-type: none"> Ministry of Health, Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Labour and Vocational Training, Ministry of Planning
2.4. To further address availability of adequate and trained health personnel.	2. Promoting education and training in health care and elderly care for health and social care professionals, volunteers and caregivers.	<ul style="list-style-type: none"> Ministry of Health, Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Labour and Vocational Training, Ministry of Planning

Objectives	Strategies	Institutional Responsibilities
	3. Inculcating a positive image of older persons and the concern and respect they deserve in health service providers.	<ul style="list-style-type: none"> Ministry of Health, Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Labour and Vocational Training, Ministry of Education, Youth, and Sport
	4. Increasing the number of professionally trained geriatric specialists.	<ul style="list-style-type: none"> Ministry of Health, Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Education, Youth, and Sport, Ministry of Women's Affairs
	5. Introducing a course on geriatric healthcare in all health professional qualifications.	<ul style="list-style-type: none"> Ministry of Health, Ministry of Social Affairs, Veterans, and Youth Rehabilitation, and Other Ministries and Institutions Concerned
	3. Living Arrangements	
	3.1 To promote ageing in place.	
	1. Providing basic training to family caregivers in elderly care, the knowledge and information about useful services, and handling emergency situations.	<ul style="list-style-type: none"> Ministry of Rural Development, Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Planning
	2. Counselling family caregivers to provide them relief from the psychological stress resulting from caregiving.	<ul style="list-style-type: none"> Ministry of Rural Development, Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Planning, and Other Ministries and Institutions Concerned
	3. Counselling family caregivers to provide them relief from the psychological stress resulting from caregiving.	<ul style="list-style-type: none"> Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Health
	4. Incentivising enterprises to provide facilitation to any employees that have at home elderly household member requiring cares.	<ul style="list-style-type: none"> Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Planning
	5. Encouraging community volunteers to assist the elderly in their day to day activities.	<ul style="list-style-type: none"> Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of

Objectives	Strategies	Institutional Responsibilities
3.2 To provide appropriate living arrangements for elderly with no family support.		Planning, Ministry of Education, Youth, and Sport
	6. Making access easier for the elderly to contact family members and emergency services in case of need.	<ul style="list-style-type: none"> Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Post and Telecommunication
	7. Instituting regulations to protect older persons from all forms of elder abuse – physical, verbal, financial and psychological.	<ul style="list-style-type: none"> Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Justice, Ministry of Planning
	1. Examining the establishing of community-based old-age centres as the provision of lodging for the elderly without support.	<ul style="list-style-type: none"> Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Planning
	2. Assisting and advising Pagodas to expand and improve their facilities for housing the vulnerable elderly.	<ul style="list-style-type: none"> Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Planning
	3. Examining the introduction of appropriate standards at the centres for the elderly living in the communities.	<ul style="list-style-type: none"> Ministry of Land Management, Urban Planning, and Construction, Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Labour and Vocational Training
	4. Making first aid available for the elderly at health centres and referral hospitals.	<ul style="list-style-type: none"> Ministry of Health, Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Planning
4: Enabling Environment		
4.1 To enable older persons to live independently if they can and wish to do so.	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.	<ul style="list-style-type: none"> Ministry of Land Management, Urban Planning, and Construction, Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Planning, Ministry of Information

Objectives	Strategies	Institutional Responsibilities
4.2 To facilitate the mobility of older persons.	2. Examining the fostering of basic services for the elderly at the areas where community-based old-age centres located.	<ul style="list-style-type: none"> Ministry of Rural Development, Ministry of Land Management, Urban Planning, and Construction, Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Planning, Other Ministries and Institutions Concerned
	3. Providing older persons with possible means of communication to call for reliable help or attract attention in case of need.	<ul style="list-style-type: none"> Ministry of Land Management, Urban Planning, and Construction, Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Planning
	1. Improving public transport facilities by integrating ways of addressing the needs of the elderly.	<ul style="list-style-type: none"> Ministry of Public Work, and Transport, Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Planning
	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.	<ul style="list-style-type: none"> Ministry of Rural Development, Ministry of Land Management, Urban Planning, and Construction, Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Planning, Other Ministries and Institutions Concerned
	3. Providing special lanes and barrier-free facilities for older people in public places such as markets and banks.	<ul style="list-style-type: none"> Ministry of Land Management, Urban Planning, and Construction, Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Public Work, and Transport
	4. Instituting regulations that require all public buildings being easily and safely accessible to elderly and disabled persons.	<ul style="list-style-type: none"> Ministry of Land Management, Urban Planning, and Construction, Ministry of Justice
	5. Raising public awareness on older persons through media.	<ul style="list-style-type: none"> Ministry of Information, Ministry of Social Affairs, Veterans, and Youth Rehabilitation

Objectives	Strategies	Institutional Responsibilities
5. Older People's Associations (OPAs) and Active Ageing		
5.1 To support the establishment of Older People's Associations across the country.	1. Strengthening existing OPAs and expanding the network to sub-national levels.	<ul style="list-style-type: none"> Ministry of Interior, Ministry of Land Management, Urban Planning, and Construction, Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Planning
	2. Funding and facilitating the establishment of an OPA in every Commune/Sangkat.	<ul style="list-style-type: none"> Ministry of Economy and Finance, Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Planning
	3. Providing training to OPA members in establishing and operationalising OPAs.	<ul style="list-style-type: none"> Ministry of Economy and Finance, Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Planning
	4. Promoting linkages between NGOs and Government to form senior citizen networks in every area.	<ul style="list-style-type: none"> Ministry of Interior, Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Planning
	5. Encouraging relevant NGOs to assist OPAs in advising management committees of OPAs and organising their activities.	<ul style="list-style-type: none"> Ministry of Interior, Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Planning
	6. Establishing a mechanism whereby OPAs can interact on a regular basis and exchange experiences.	<ul style="list-style-type: none"> Ministry of Interior, Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Planning, Ministry of Information
5.2 To enhance the role of OPAs.	1. Supporting OPAs in building livelihood security by training them in income generating activities.	<ul style="list-style-type: none"> Ministry of Economy and Finance, Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Labour and Vocational Training
	2. Providing training to OPAs in basic healthcare and to enable them to establish and run homecare schemes thereby contributing to improving healthcare.	<ul style="list-style-type: none"> Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Planning, Ministry of Labour and Vocational Training

Objectives	Strategies	Institutional Responsibilities
	3. Promoting the spirit of “seniors-help-seniors” as the basis of OPAs to encourage more active and healthier seniors to help their less fortunate contemporaries.	<ul style="list-style-type: none"> Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Planning, Ministry of Labour and Vocational Training
6: Intergenerational Relations		
6.1 To expand opportunities for the participation of older persons in public life.	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.	<ul style="list-style-type: none"> Ministry of Interior, Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Other Ministries and Institutions Concerned
	2. Ensuring that older persons are involved in the design and implementation of policies that affect them, both at the national and local levels.	<ul style="list-style-type: none"> Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Other Ministries and Institutions Concerned
	3. Setting up a database of retired experts skills as an advisory tool for communities and administrations at all levels.	<ul style="list-style-type: none"> Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Public Function
	4. Facilitating the attendance of older persons in public events such as attending votes in all elections, cultural and religious activities etc.	<ul style="list-style-type: none"> Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Culture and Fine Arts, Ministry of Cults and Religion
6.2 To foster a positive attitude towards ageing and older persons.	1. Enhancing awareness that older persons are not a burden on the community but bring benefits to society.	<ul style="list-style-type: none"> Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Planning, Other Ministries and Institutions Concerned
	2. Reversing the misconception about the fact that older persons have no meaningful purpose in their remaining life except waiting for its end.	<ul style="list-style-type: none"> Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Planning, Other Ministries and Institutions Concerned
	3. Fostering the production of television/radio programmes and print media focussing on older people’s contributions and the role they play in communities.	<ul style="list-style-type: none"> Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Information, Ministry of Education, Youth

Objectives	Strategies	Institutional Responsibilities
6.3 To strengthen intergenerational linkages		and Sports, Other Ministries and Institutions Concerned
	1. Encouraging younger persons to volunteer to help older persons.	<ul style="list-style-type: none"> Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Education, Youth and Sports, Ministry of Planning, Other Ministries and Institutions Concerned
	2. Promoting the organisation of activities in which persons of all ages can participate.	<ul style="list-style-type: none"> Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Planning, Ministry of Education, Youth and Sports
	3. Organising presentations followed by discussions on intergenerational complementarities for younger adults and older persons.	<ul style="list-style-type: none"> Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Planning, Ministry of Education, Youth and Sports, Other Ministries and Institutions Concerned
	4. Organising training and supporting older persons on the use of communications (such as mobile phones, social media) to keep in touch with their adult offspring and other younger relatives.	<ul style="list-style-type: none"> Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Post and Telecommunication, Ministry of Information, Other Ministries and Institutions Concerned
	5. Incorporating courses on the importance of respecting and interacting with the elderly in the curricula of training institutions and schools.	<ul style="list-style-type: none"> Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Education, Youth and Sports, Other Ministries and Institutions Concerned
	6. Projecting the achievements of older persons through the media.	<ul style="list-style-type: none"> Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Information, Other Ministries and Institutions Concerned
	7. Honouring any exemplary performance by older persons, such as volunteerism or creative work, by giving awards or/and certificates of recognition.	<ul style="list-style-type: none"> Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Planning, Ministry of Information

Objectives	Strategies	Institutional Responsibilities
7. Elder Abuse and Violence		
7.1 To curtail and prevent incidents of elder abuse.	1. Instituting regulations to protect older persons against elder abuse.	<ul style="list-style-type: none"> Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Justice, Ministry of Interior
	2. Equipping older persons with knowledge of what constitutes elder abuse and their rights of protection against it.	<ul style="list-style-type: none"> Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Justice
	3. Encouraging older persons to report elder abuse or discuss incidents of elder abuse with close relatives, friends or their doctor.	<ul style="list-style-type: none"> Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Justice, Ministry of Interior
	4. Sensitising the community of the importance of reporting any incidents of actual or even suspected elder abuse which come to their knowledge.	<ul style="list-style-type: none"> Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Justice
	5. Authorising medical personnel to probe into and, if necessary, report to relevant authorities on any elder abuse suffered by their older patients.	<ul style="list-style-type: none"> Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Health, Ministry of Planning
7.2 To protect older persons from falling victim to violence and crime.	1. Strengthening the capacity of specialised police units for the protection of the elderly and preventing violence against older persons.	<ul style="list-style-type: none"> Ministry of Interior, Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Other Ministries and Institutions Concerned
	2. Sensitising the community to the concerns for the safety of older persons living on their own in their neighbourhoods.	<ul style="list-style-type: none"> Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Planning
8: Emergency Situations		
8.1: To ensure rescue/rehabilitation efforts giving due attention to older persons.	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.	<ul style="list-style-type: none"> Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Planning, Ministry of Information, Other Ministries and Institutions Concerned
	2. Encouraging older persons to participate in the preparation of disaster risk reduction plans at all levels to have an insight into	<ul style="list-style-type: none"> Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of

Objectives	Strategies	Institutional Responsibilities
	relevant ageing-issues.	Planning, Other Ministries and Institutions Concerned
	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.	<ul style="list-style-type: none"> Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Planning, Ministry of Economy and Finance
	4. Sensitising rescue/rehabilitation workers to the issues faced by older persons.	<ul style="list-style-type: none"> Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Planning, Ministry of Information, Other Ministries and Institutions Concerned
	5. Affording extra protection to older women from physical, mental, sexual and financial exploitation and abuse in emergency situations.	<ul style="list-style-type: none"> Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Planning, Ministry of Information, Other Ministries and Institutions Concerned
	6. Adapting rescue/rehabilitation programmes to be age-friendly.	<ul style="list-style-type: none"> Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Planning, Other Ministries and Institutions Concerned
	7. Ensuring that evacuation centres have special facilities suited to meet the needs of older persons.	<ul style="list-style-type: none"> Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Planning, Other Ministries and Institutions Concerned
	8. Adding geriatric professionals in medical teams despatched to disaster locations.	<ul style="list-style-type: none"> Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Planning, Ministry of Health
	9. Enhancing public awareness to extend help to older persons in difficulty during emergencies.	<ul style="list-style-type: none"> Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Planning, Ministry of Information, Other Ministries and Institutions Concerned

Objectives	Strategies	Institutional Responsibilities
8.2: To sensitize older persons to how to react in emergencies.	1. Providing guidance and training to older persons on how to cope with natural disasters and other emergencies such as internal conflicts and displacements.	<ul style="list-style-type: none"> Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Planning, Other Ministries and Institutions Concerned
	2. Producing and disseminating manuals for older persons outlining precautions and actions to be taken in case of various types of emergencies.	<ul style="list-style-type: none"> Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Planning, Other Ministries and Institutions Concerned
	3. 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.	<ul style="list-style-type: none"> Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Planning, Other Ministries and Institutions Concerned
	4. Briefing older persons on how to draw attention when facing excessive danger in emergency situations.	<ul style="list-style-type: none"> Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Planning, Other Ministries and Institutions Concerned
9: Preparing the Younger Population		
9.1: To provide an environment in which younger people can better prepare for ageing	1. Extending coverage of financial protection mechanism for the preparation for the 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 the maximum reduction of the falling into poverty in old age.	<ul style="list-style-type: none"> Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Planning, Ministry of Labour and Vocational Training, Ministry of Economy and Finance
	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.	<ul style="list-style-type: none"> Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Planning, Ministry of Information, Ministry of Education, Youth, and Sport, Other Ministries and Institutions Concerned

Objectives	Strategies	Institutional Responsibilities
9.2: To motivate younger persons to prepare themselves for healthy and active ageing.	3. Providing health insurance schemes to working age persons, which provide coverage in old age as well.	<ul style="list-style-type: none"> Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Planning, Ministry of Labour and Vocational Training, Other Ministries and Institutions Concerned
	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.	<ul style="list-style-type: none"> Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Planning, Ministry of Education, Youth, and Sport, Other Ministries and Institutions Concerned
	5. Providing younger persons with opportunities to do voluntary work for the elderly and in senior homes and organisations to have first-hand information on how to tackle problems they would most likely face in old age.	<ul style="list-style-type: none"> Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Planning, Other Ministries and Institutions Concerned
	6. Enhancing public awareness on the importance of ageing with dignity through formal and informal education on a continual basis.	<ul style="list-style-type: none"> Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Planning, Other Ministries and Institutions Concerned
	1. Incorporating courses on healthy life style and health-seeking behaviours and attitude in school curriculum.	<ul style="list-style-type: none"> Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Planning, Ministry of Education, Youth and Sport
	2. Showing respect and taking care of elderly parents and relatives to demonstrate by example to their children the importance of these duties.	<ul style="list-style-type: none"> Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Planning, Ministry of Education, Youth and Sport
	3. Encouraging younger people to undergo regular medical check-ups.	<ul style="list-style-type: none"> Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Planning, Ministry of Education, Youth and Sport
	4. Sensitise younger people to the impacts of the inevitable changes that obviously result from retirement and ageing.	<ul style="list-style-type: none"> Ministry of Social Affairs, Veterans, and Youth Rehabilitation, Ministry of Planning, Ministry of Education, Youth and Sport



Ministry of Planning

