



**EQUITY IN
ACTION:
ADVANCING
GENDER
EQUALITY AND
DISABILITY
INCLUSION**

Despite significant development gains, Cambodia continues to face entrenched inequalities that disproportionately affect girls, women, persons with disabilities, and other marginalized groups. Nearly one in four people aged five and above lives with a disability, yet half of children with disabilities are out of primary or lower secondary school—compared with just one in fourteen children without disabilities.¹ Persons with disabilities also remain largely excluded from public employment, comprising only 2% of staff across government ministries and institutions.²



These disparities are compounded where disability intersects with gender, age, rural residence, and low educational attainment. Gender-based violence remains widespread, particularly among women in rural areas, women with disabilities, and ethnic minority women. In response, World Vision undertakes GEDSI risk assessments and designs intentional, inclusive programmes that address root causes of exclusion and discrimination, delivering sustainable and transformative development outcomes.

¹ UNICEF Innocenti Global Office of Research and Foresight. (2024). *Paving the pathway: Inclusive education for children with disabilities in Cambodia (Report)*. UNICEF. <https://www.unicef.org/innocenti/reports/inclusive-education-children-disabilities-cambodia>
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Our Impact in 2025

In 2025, 31,905 people (2,375 women) were reached through World Vision's Gender Equality and Disability Inclusion (GEDSI) with the following results:



In 96% of households, women are actively engaged in decision making



55% of youth, and 48% of adults, support gender equitable attitudes



99.19% of children, particularly those from marginalized groups, have access to birth registration services.



17 inclusive sanitation facilities were constructed in schools and health centers



29,530 community members participated in behavior change sessions on child protection and gender norms/roles



2,375 women engaged in income generating activities



86% of women of reproductive age (15-49 years) who desire either to have no (additional) children or to postpone the next child, are currently using a modern method of contraception

Empowering Girls as Community Advocates

"Some households in my community lack awareness about child abuse and consider using violence in disciplining children normal," said 19-year-old Yaru, a youth leader and advocate. **"That is why young people like me must speak up for children who cannot raise their voices."**

Yaru serves as a Youth Club leader with World Vision International Cambodia, promoting youth participation, positive parenting, and raising awareness about the impact of violence on children. Her dedication has also taken her to the United Nations High Commissioner for Human Rights in New York, where she shared her experiences advocating for child protection.

Through her work, Yaru has learned the importance of sharing knowledge and empowering others. Collaborating with community partners, she helps transform social norms, promote children's rights, and create spaces for young people—especially girls—to actively participate in decision-making.

Inspired by the motto, "Don't be someone who never loses; be someone who never gives up," Yaru attributes her growth and confidence to the opportunities provided by World Vision Cambodia. Her story highlights how supporting girls' leadership strengthens communities and drives transformative change.



Our Approaches

To strengthen child protection systems and enable meaningful child and adolescent participation in decision-making, World Vision:



Integrated Approach

World Vision takes an integrated approach across its programmes, promoting male engagement, intergenerational collaboration, and gender-inclusive financial literacy, while supporting inclusive education, child health, disability-friendly spaces, and WASH initiatives. Gender Inclusive Financial Trainings as part of economic empowerment interventions strengthen marginalized families, and partnerships with organizations of persons with disabilities and ethnic communities ensure culturally responsive and accessible programmes. Broader outreach, including birth registration campaigns, targets the most vulnerable children, making interventions holistic, inclusive, and sustainable.



Promotes positive parenting

World Vision invests in strengthening capacity across all levels to ensure effective GEDSI-focused implementation. A cohort of twelve GEDSI Champions has been selected and trained to support and guide organizational initiatives, while in-person training sessions build the skills of staff, community leaders, and local partners. Complementing these efforts, online self-paced GEDSI training provides accessible learning opportunities for staff, reinforcing knowledge and promoting consistent, inclusive practices across programmes.



Targeted Approach

World Vision engages in a number of projects that specifically target inclusion and empowerment of marginalized groups. From 2022-2024, WVI-C implemented a Project focused on disability inclusion among faith communities, specifically addressing harmful beliefs around disability. In 2025, WVI-C started a new Project, together with WV Vietnam and WV Laos, called Building Climate-Adaptive Solutions through Inclusive Market Networks (BASIN). The Project specifically targets Women's Economic Empowerment (WEE), together with green growth strategies and improved access to finance to build more inclusive markets.



Promoting Inclusive Policies and Systems

World Vision actively promotes inclusive policies and systems by engaging in key policy platforms and working groups across ministries such as Ministry of Women as Affairs (MOWA), Ministry of Social Affairs, Veterans and Youth (MoSVY), Ministry of Education, Youth and Sport (MoEYS), and the Disability Action Council (DAC). The organization conducts annual GEDSI data analysis, participates in GEDSI networks, and supports the celebration of international observances, including Human Rights Day and Persons with Disabilities Day. In addition, World Vision leads 16 Days of Activism campaigns, both internally and externally, to advance gender equality, inclusion, and awareness at the community and policy levels.

Our Partnerships and Strategic Alignment

Cambodia has made notable progress in addressing exclusion through national frameworks such as the Pentagonal Strategy – Phase I (2023–2028), which emphasizes equity, inclusive education, and social protection, alongside commitments to international conventions including CEDAW and the UN Convention on the Rights of Persons with Disabilities (UNCRPD).

World Vision supports the implementation of key national policies, including the National Disability Strategic Plan and the Action Plan to Prevent Violence Against Women, and works closely with relevant ministries—including MoWA, MoEYS, and MoSVY—alongside civil society organizations, NGOs, and UN agencies. Cambodia has further demonstrated its commitment to ending violence against women and girls through the Fourth National Action Plan to Prevent Violence Against Women (2024–2030), which strengthens prevention, protection, and multisectoral response efforts.



Advancing Inclusion: Youth Leadership and Strategic Partnerships

In 2026, World Vision will strengthen inclusion by empowering youth and building key partnerships to drive lasting change. Specifically, we will:

MOBILIZE ADOLESCENTS AND YOUTH



·champion inclusive practices in their communities, supporting youth-led initiatives that challenge harmful social norms.



FORGE STRATEGIC PARTNERSHIPS

·With the Disability Action Council, Cambodia Disabled People's Organization (CDPO), and Gender and Development in Cambodia (GADC) to expand inclusion nationwide.





World Vision is an international partnership of Christians whose mission is to follow our Lord and Saviour Jesus Christ in working with the poor and oppressed to promote human transformation, seek justice, and bear witness to the good news of the Kingdom of God.



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