

## CAMBODIA FACT SHEET

Diakonia is a force, a movement, a hope. We never stop, always evolve and fight tirelessly for a just, equal and sustainable future.



### Who We Are

For a world without violence, oppression and poverty.

A world where gender justice and peace are not just a possibility, but a reality. Where we together take responsibility for each other and for the earth. A future where patriarchal structures are a memory. Where ALL people are free. In many ways the world is a better place than when we started our work in 1966. But at the same time, we see worrying signs of the progress being under threat, growing resistance against gender equality, a backlash for democracy and a global climate crisis.

The worlds' challenges are complex.

As lasting change is our goal, we need to change the underlying norms, power relations and structures that hold people in violence, oppression and poverty. To do that we work closely together with the people affected. We analyse, adapt and adjust our methods depending on where we are and what we are changing.

We are not looking for quick fixes.

We know that for change to happen we need three parts:

- Knowledge
- Mobilization
- Action



The Diakonia country office for Cambodia is located in Phnom Penh.

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## How We Work

In Cambodia, Diakonia supports a variety of local and national non-governmental organizations working on human rights, democracy, gender equality, good governance, and social and economic justice.

To find smart solutions we need to really understand the problem and its roots. As lasting change is our goal, we need to change the underlying norms, power relations and structures that hold people in violence, oppression and poverty.

To do that we work closely together with the people affected. We analyse, adapt and adjust our methods depending on where we are and what we are changing.



But for this to transform into actual change people need to come together, grow together and mobilize. Only then is the third part possible.

Rights can be claimed, defended, expressed and advocated depending on each context.

## Our Global Strategy 2021-2025

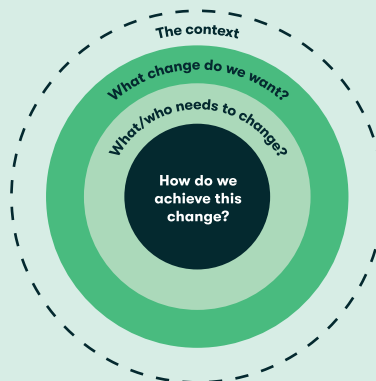
We have a **vision** of a just, equal and sustainable world.

Therefore our **mission** is to change unfair political, economic, social and cultural structures for the fulfillment of the right of all people to live a life in dignity.

To achieve this change we follow **Diakonia's Theory of Change**.

**Who we are and what we believe in**  
Solidarity, Justice, Courage,  
Commitment and Accountability

**Diakonia's roles**  
Funding partner, Ally  
and Voice for Change



**What we focus on**  
Democracy, Human rights,  
Gender justice

**How we work**  
Human Rights Based Approach  
and Diakonia's feminist principles

**What we work with:** Development cooperation / Bridging between development and humanitarian emergency / Humanitarian work / Policy, advocacy and mobilisation  
**What cuts across all our work – Diakonia's mainstreaming perspectives:** Gender / Conflict / Environment and climate change

### The diakonia journey towards 2025

#### Strategic movements

From thematic steering to context, processes and Theory of Change

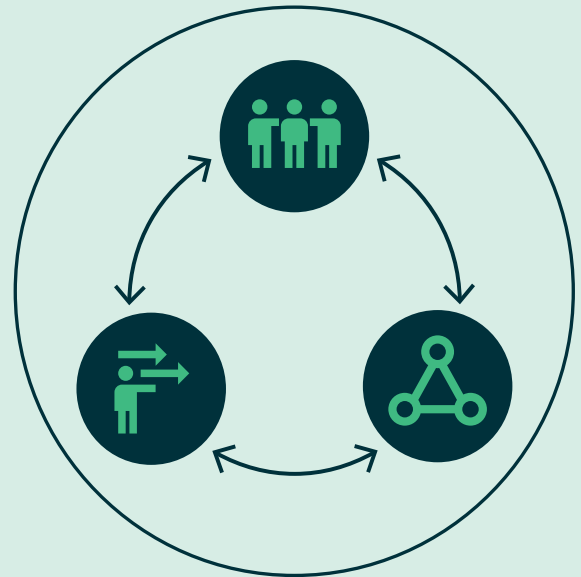
Towards operating based on feminist principles

Develop dynamic partnerships and include new change actors and forms of civil society engagement

Take an intentional and contextually defined role as co-creator, facilitator and catalyst in change

# OUR THEORY OF CHANGE

Diakonia's Theory of Change is at the core of all our work. We adapt the Theory of Change to each change process we engage in, and aspire to be adaptive, responsive and agile in complex and unpredictable contexts. The Theory of Change is made up of three building blocks. These are seen as parts of a whole, with all parts needed for change to be sustainable.



## Knowledge

We believe that people change the world. People's drive and passion combined with knowledge of their rights and of the root causes of their lack of fulfilment is the trigger for change.



## Mobilisation

We believe that the destructive paradigms of patriarchy, unsustainable growth, exclusion and inequality are most effectively challenged when people come together, grow together and take collective action.

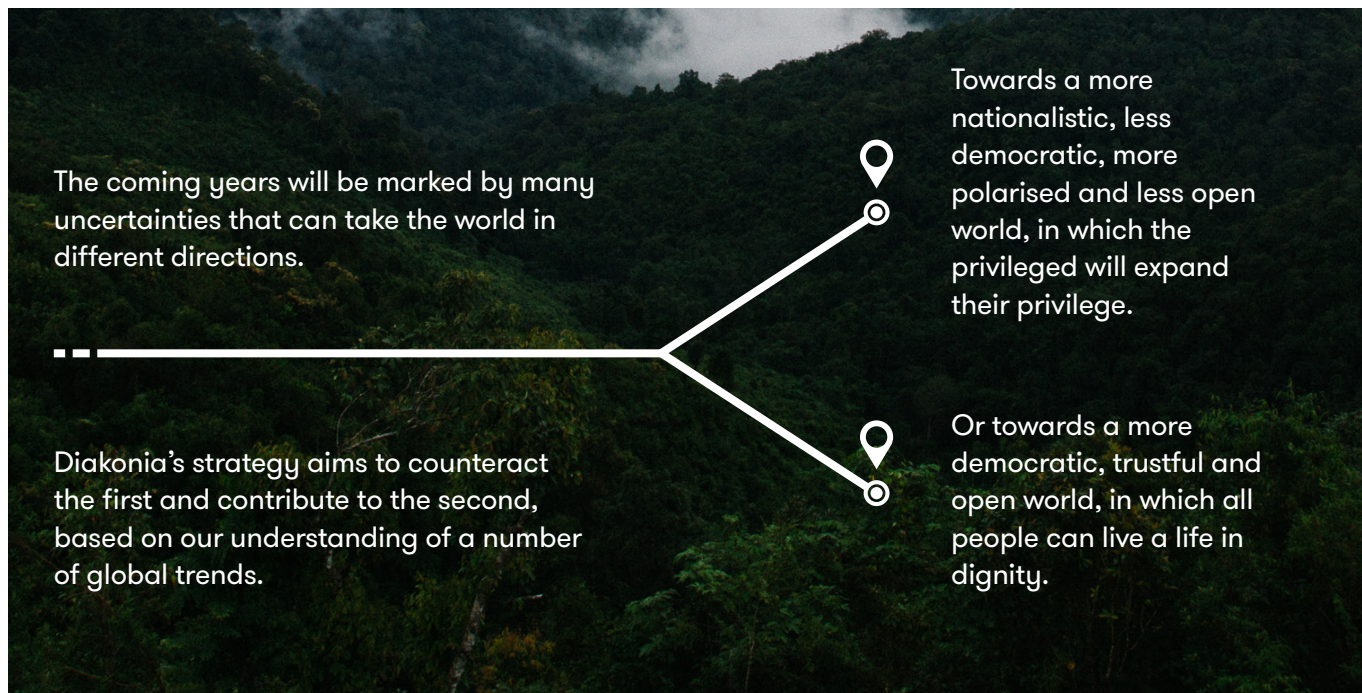


## Action

The third and final building block regards the nature of the action and towards whom it is directed. There is a large toolbox for pursuing rights. They can be claimed, defended, expressed and advocated as determined by each context, from the very local level to national or international level. The change we seek need to happen in the formal arena of structures, such as institutions and legislation, and the social norms in society.

**We are not looking for quick fixes. We know that for change to happen we need three parts: knowledge, mobilisation and action.**





## Where we focus

Our main strategy is to operate through country programmes, but also to develop our regional and global added value for regional and global programming. Based on our experiences and expertise, we believe that focusing on these three interlinked areas is the best way for us to contribute to eradicating poverty, inequality, oppression. All our work shall thus be rooted in these interlinked areas.



**Democracy**



**Human Rights**



**Gender Justice**