

GADC Final Narrative Report

Max 12 pages not including Annexes

(Other templates can be used if in accordance with Diakonia’s reporting guidelines)

Stakeholder name	Gender and Development for Cambodia
Project title	Collective Action for Gender Equality (CAGE)
Contract period	2017- 2019
Reporting period	Three-Year Accumulative Report 2017-2019
Country of implementation	Cambodia
Actual funds (USD) 2017 – 2019	2017 = USD 8,653.51 2018 = USD 107,950.58 2019 = USD 109,087.33

Overall goals/objectives and project goals

This three-year accumulative report covered four goals:

1. More women exercise their rights to participate in decisions that affect their lives, having access to equal economic opportunities and engaging in political processes. This goal focused on empowering women to assume formal and informal leadership positions at sub-national and national levels, in both political life and through economic activities. Those potential female leaders have not only contributed to increased gender responsiveness in government plans and activities, but also to a more positive attitude towards women in politics and economics in communities.
2. The VAW/G and gender discrimination in the targeted areas are reduced, and social norms promote the practice of gender equality. This goal focused on reduce VAW/G and gender discrimination, which were the strong social barriers, affected to women life, in particularly; access and participate in political and economic activities. The intervention strengthened capacity to sub-national governments and servicer provider (include members of law enforcement, judicial officials, education officials, and health officials) and work with them to lobby for improve on better policing and procedural practices to support and respond to survivors. The VAW/G incidents occurred in targeted province were tracked to inform the reducing or increasing of incidents, which was the evident based advocacy. At the national level, GADC engaged with Working Group on GBV of TWG-G where was the effective platform to bring recommendation and issues of VAW/G to relevance stakeholders who were member of TWG-G. This also the policy discussion platform that allowed CSOs representative to participate.
3. Networks are enhanced for effective engagement with sub-national and national actors to improve gender responsive policies and plans and hold the state accountable for its commitments to gender equality. This goal strengthened the effectiveness of networks, working groups, and partners that GADC were working on advocacy works with relevant national and sub-national governments and across other CSOs networks to improve gender responsive policies and programs, as well as budget allocation for promote gender equality.
4. GADC profile is raised through effective management, accountability, and external communication. This goal is to ensure GADC’s reputation and recognition are be expended and trusted among government stakeholders, donors, development partners, CSO networks, and public. This include strengthening on internally reporting and data management, communication and fundraising strategic, staff capacity building, and research/ evident based documentation.

These goals contributed the overall goal “to promote gender equality through increased women’s leadership and decision-making, political participation and economic empowerment”.

1. Target area and target rights holders:

- A) **Advocacy and Networking program:** Target the whole country at the national, provincial, district and commune levels. The target groups are various women including women victims of land eviction, street vendors, garment workers, entertainment workers, domestic workers, women leaders at sub-national level, youth groups and women leader in public service.
- B) **Capacity Development program:** Target the whole country at the national, provincial, district and commune levels. The target groups are youth, students at universities, CSOs and the government stakeholder.
- C) **Community Outreach program:** To promote positive, healthy relationships between women and men on individual level in 3 target districts in 3 provinces namely Prey Veng, Kampong Chhnang and Pursat. It trains women and men to become resources for their communities, so that members of these communities are able to discuss sensitive issues, like addressing gambling or poverty, in a non-threatening environment.

D) **Cambodia Men Network (CMN):** Work to transform gender power and gender norm toward promote gender equality, women leadership, and end VAW/G among Cambodian men. They are husband of women leader, men in decision making position in sub-national level (province, district, and commune, youth and men in communities.

The project has reached total target right holders of:

2017	# of direct Beneficiaries	27111 (16,225 female)
	# of indirect Beneficiaries	81333 (48,675 female)
2018	# of direct Beneficiaries	8,699 people (5,545 female)
	# of indirect Beneficiaries	24,670 people (16,203 female)
2019	# of direct Beneficiaries	4,078 people (2,790 female)
	# of indirect Beneficiaries	12,234 people (8,370 female)
Total	# of direct Beneficiaries	39,888 people (24,560 female)
	# of indirect Beneficiaries	118,237 people (73,248 female)

Note: At least 25% of beneficiaries above are double counted as they engaged in various program activities.

Summary of major outcomes and impacts

(Analyse achievements according to the objectives/goals in the project proposal.)

<p>Outcome means initiatives or actions taken by the rights holders, duty bearers, as a result of the implemented activities.</p>	<ol style="list-style-type: none"> 1. Women are able to speak publicly in front of many people, highly valued and respected by their communities and leaders. Women have improved their working habits and non-violence communication with their colleagues and families, and developed new skills and knowledge on leadership and gender. Now, male leaders in the target areas recognize and support women roles and women’s participation in social and community development works. 2. A joint effort with members of GADNet, recommendations on a gender responsive budget was considered and incorporated into the Law on National Budget. As resulted, the target communes investment plans in 2019 have increased from 25%-50% annually depend on population size. 3. Recommendation on article 36 of the DV Law to increase budget allocation specifically for the effective implementation of the DV law becomes effective. The recommendation says "the national budget shall include a separate line item for funding the implementation of the DV law. Specifically, funding must be provided on an annual basis to provide therapy, medical support, vocational training, and financial support to survivors of domestic violence, anger management training and rehabilitation programs for perpetrators, education for the public on domestic violence, and training for officials and authorities on domestic violence". 4. As resulted of the Budget Working Group actions which GADC was part of in analysing the national budget line in the education sector, a statement was submitted to the Ministry of Education, Youth and Sport (MoEYS), Ministry of Economic and Finance (MoEF), and National Assembly (NA) to increase national budget allocation for education. According to the tracking on the national budget law for 2018, the education budget increased about 2.4% of the total national budget (from 12.3% in 2017 to 14.7% in 2018). Though the amount of the budget increased, it did not reach the recommended target. 5. Male government officials and core groups of men expressed their appreciation and support toward women’s leadership in their communities. Men acknowledged the men’s dialogue as a good exercise to understand the root causes of domestic violence and come up with solutions to stop violent acts. According to target police statistics by end of 2019, domestic violence and other forms of gender based violence have reduced remarkably. Follow up visited conducted by GADC to target areas, particularly to police posts and village chief found that physical violence in the family has dropped to zero percent but verbal abuse still exist in a lowest number. 6. With GADNet member’s effort, the Domestic Violence Law was amended to meet the CEDAW compliance framework. GADNet demanded for a change to article 7 from “sexual aggression includes violent sex, sexual harassment, and indecent exposures” to “Acts inflicting sexual harm include, but are not limited to non-consensual sex (including sex between married couples and partners), sexual molestation, sexual harassment, sexual exploitation, indecent exposures, forced marriage, force pregnancy, and child marriage.” Article 7 was amended because adding non-consensual sex acknowledges that rape is a form of domestic violence which can occur even within a marriage or established relationship while forced marriage is a particular problem for the LGBT community and child marriage is mostly a problem in indigenous and rural communities.
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	<p>7. The Commune Core Groups in nine GADC target communes played important roles in mobilizing of key community representatives to advocate for inclusion of gender perspectives and gender responsive budget in their Commune Investment Plans and Commune Development Plans. The Core Group are confident in raising their concerns and are monitoring the government’s performance via regular commune council meetings. The commune core groups have been working undefeated to influence the commune and district authority officials to improve on practice and performance of the commune councillor in developing CIP by actively consulting with its citizen and increasing the percentage of commune budget to address gender issues.</p> <p>8. CSO provincial network in 8 provinces has integrated gender perspective in the network’s strategies and implementations. They improved their engagement with CWCC to develop a joint action plan for addressing gender issues in any sectors. They engaged in policy discussions, mobilizing of networks and public to take advocacy actions and to bring strong voice for ending VAW at all level in Cambodia.</p>
<p>Impact means long-term change in individuals, communities, society, cultures, political or legal as a direct result of the project or programme.</p>	<ul style="list-style-type: none"> • 76 women (3 as members of National Assembly, 3 deputy provincial governors, 70 take up leadership position at sub-national level) and young generation in position of leadership and influence in community, business and government at the sub-national and national level. • 163 Commune Core Groups (90 women) that include female youth and female commune, female district and female provincial councilor and staff have increased confidence in political skills includes being able to lead the events, show public speaking skill and represent women to voice out about women leadership. • Target communes has increased gender sensitivity include increase of gender budget, inclusion of gender budgeting, employ gender equitable approach, use gender analyses, having gender policy and gender focal points. • 70% of 805 men create opportunities by shifting gender roles, sharing and sensitizing their male peers, change the system and process of work to accommodate women's needs for claiming decision making power. • All target commune, district, province, have a range of 25%-50% budget increased and allocated for gender-specified line and social budget (which normally include gender issue) are increase comparing to previous fiscal period or the process of budget planning and allocation has taking on gender perspective in need analyses and acquiring equitable measure for budget allocation.

E) Results/Achievements analysis

(Analyse achievements according to the expected results set up in the approved LFA and work plans during the project period use Annex 1. Please focus on qualitative results and if possible stories to describe the achievements. The stories may be of both outcomes and impacts). Please complete Annex 3 – Highlight Stories/significant Change Stories.)

- In 2018, three women in targeted provinces who received capacity building from GADC were elected as member of national assembly.
- Based on the 2018 report of the Ministry of Interior, the number of women holds position at provincial level increased 4% nationwide, only one woman as the provincial governor since late 2017 while other were deputy governors. Notably, within GADC’s targeted provinces, the number of women deputy provincial governors remains the same as in 2017 (3 female deputy governors and 1 woman in each province). The number of woman provincial councillor decrease from 6 in 2017 to 5 in 2018 after CNRP was dissolved in early 2018 and the number of deputy district governor in GADC’s target areas slightly increased from 2 in 2017 to 4 in 2018. The number of woman district councillor increase from 8 in 2017 to 10 in 2018. One of them received capacity building from GADC.
- At commune level, based on NEC’s report released in 2017, there were 38 women (42.22%) out of 90 women candidates were elected in 9 targeted communes in 3 provinces. This number of women in leadership positions has increased from 13.31% in 2012 to 42.22% in 2017. After the dissolution of CNRP in 2017, 46 women (51.11%)¹ were automatically selected as the commune councillors (43 women were from CPP and 3 women were from the Cambodian League for Democracy). 5 out of 8 increased women in 2018 have received trainings from GADC and they are able to undertake the leadership roles and are being recognized by male counterpart in their political

¹ The final official list from each commune and Ministry of Interior released early 2018

parties. In addition, women in informal leadership also gain opportunity for taking role in leadership position in the formal structure (commune office) through internship with GADC's activity. At least 1 of 18 young woman interns at commune offices was selected as a commune councilor in 2018.

- GADC worked with 164 women from formal and informal structure including 12 women (2 at provincial, 1 at district, and 9 at commune level) who were newly selected after CNRP dissolved. In 2018, a total of 70 women take up formal leadership positions in formal structure of which 46 female commune councilors, 12 female district councilors, 7 female provincial councilors, and 5 women are from PDoWA, while 94 women are in formal leadership positions such as organized group, deputy village chief, and village committee members. The followings are results of an assessment on women's confidence in leadership:
 - 12% of 69 women rated level 6 "make decision". It means that 8 women (included 3 women at district level and 5 women at commune level) claimed that they can make decision.
 - 36% of 69 women rated level 5 "influence decision making". It means that 25 women (included 5 provincial women, 3 district women and 17 commune women) claimed that they use their voice to influence the decision making process at both household and work place. The female leaders claimed they are influential in decision making process at the commune level during their discussions with commune chief, members of commune councilors, and CCWC to address the women and children issues. The female leaders have confidence in convincing the commune chiefs and police officers to take appropriate actions on domestic violence cases, and engaged with health center's staff to prevent dengue, as raised by the community people, in their communities through awareness raising events and distribution of Abate medicine and spray to get rid of mosquitoes. Target school directors and commune chief have supplied more education materials for kindergarten school and the commune councilor have endorsed the commune budget (CIP budget) for recruiting the kindergarten teachers for remote areas. More budgets have been allocated by the district office for the commune council to support the CCWC meetings.
 - 40% of 69 women rated in level 3-4 "active participation". 28 women claimed active participation while 12 women rated level 3 "speak up" (1 woman from district level, and 11 women from commune level) and 16 women rated level 4 "Listened to" (3 women from district level, and 13 women from commune level). Nearly half of these women actively participated in performing their leadership roles by taking chance to speak up and use their voice and ideas in meetings and discussions. Their voice and opinions were recognized and respected in meeting with male counterparts.
 - 12% of 69 women who are new in holding leadership position rated level 1 and 2 "token participation", meaning that 8 women claimed token participation, only 2 women rated level 1 "allow to join others' rules" (2 women from commune level) and 6 women rated level 2 "attend meeting" (3 women from provincial level and 3 women from commune level). They lack of confidence and skills required to be in leadership roles because they never participate in the trainings of GADC. These women have limit knowledge and skills to identify and raise issues in meeting. They don't even understand the roles of CCWC.
- The Gender Café brought together of 275 women (105 youth and 3 disabled women) from both formal and informal structure to share and learn from one to another about leadership, personal experience, and challenge. The method was to build their confidence, leadership skill, and empower women to exercise their rights. The women in formal structure who reported that they actively monitoring and respond to sexual violence/ intimate partner rape happened at communities; for example, in 2018-2019, about five complaints cases of raped victims are under the monitoring and follow up through join the prevention action with commune councilor and police officers. The women in informal structure have confidence in applying of their personal leadership with families and at their community level. 19 of 57 women who are the garment workers, land's rights activists, domestic workers, and entertainment workers involved in the Gender Café claimed that they can exercise the rights to sex or sexual behaviors without discrimination, reporting eight marital rape case (8 cases have been intervened, 3 cases in Kg. Chhnang, 2 cases in Pursat and 3 cases in Prey Veng province) to local authorities, and bring the issues to discussion in gender café group. Moreover, they have confidence in analyzing of inappropriate behavior of local authorities where they address marital rape in a sense of discriminatory attitude and gender blind of public service in their community.
- 20 Gender Café facilitators in Phnom Penh from Land eviction, garment factory workers, domestic workers, and entertainment workers got training on DV law and continued dissemination it to 68 other females in their communities. As resulted, 85% of them reported to reduce violence in their family and realized that beating children is also called domestic violence and can get punishment according to law. 70% of them acknowledge their roles in reducing as well as reporting about DV cases.
- There are cases of men creating opportunities by shifting gender roles, sharing and sensitizing their male peers, change the system/process of work to accommodate women's needs for claiming decision making power have been reported. Some targeted males involved in CMN's intervention at sub-national level had increased knowledge and positive attitude towards change in supporting women and recognized women's role in political leadership; for

example, husbands of women leaders reported that they value their wives while she has led community's works and involve political as well as member commune councilor. Moreover, they have supported their wives through sharing ideas, knowledge, and household chores, which created more opportunities to his wife's works and involvement in political and/or social activities.

- Through the follow up of GRM training, 25 of 28 men who are spouse of women leaders reported they changed attitudes towards women political leaders and creating opportunities for women political leaders. For example, the men were shared household chore, earn income, share decision making in family, respect spouse's decision and voices, learning from each other, husband provide opportunity to wife involve in community work (stop jealousy), support daughters and son to access high education. Thus, the increasing family income with join decision making is supported women empowerment and leadership.
- The positively increase of response to incidents of VAW/G in targeted province was reported. About 29 serious cases were addressed by women leader at provincial and district levels through joint intervention and monitoring with commune level included the commune councilor and commune polices. Those were included 3 cases of rape and trafficking, 2 cases of sexual violence (intimate rape) that was happened to married couple and nearly married couple and other cases of child abuse by foster father, and 24 cases related domestic violence. However, the response of local authorities has been improved but impunity remain an issue in the reconciliation process of case of sexual violence (intimate rape) among married couple, newly married couple and case of child abuse by foster father. Therefore, GADC continually works with women leaders at provincial, district, and commune level to enforce the implementation of laws through strengthening the CWCC meeting. As result, the action points on preventing VAW/G in particular rape case developed and submitted to provincial governors.
- Campaigns include four OBR, three International Women Day, and three 16 Day White Ribbon Campaign (16-Day WRC), mobilized of 1175 people of which 643 are women and 560 youth. The key messages were to promote women rights and end VAW/G; particularly, call men for action against - VAW/G and promote gender equality. The messages had been spread to public and social media that included two local radio stations, Phnom Penh Post Newspaper covered OBR in 2017, three local Radio stations, Nice TV, Phnom Penh Post Newspaper and VOA radio covered the OBR in 2018 and OBR conducted in 2019 has been broadcasted via Facebook page of OBR global and covered by two local radio stations and Phnom Penh Post newspaper. The campaign had mobilized women activists from different sectors includes partners, networks, youth networks, MoWA, and MoEYS.
- 4,347 people (3,280 female) were reached through 207 village meetings which organized by commune women and men CGs. The participants were active in sharing and discussing about the CIP development process and shared findings from monitoring of commune budget. Some of the topics that were discussed in the village meeting included GRB, good governance and social accountability in which citizen roles as right holders and local authority as duty bearer and supplier of public services have been emphasized. An observation, only 5% of participants were aware of the national income from tax payment before the village meeting. 60% of participants reported they increased knowledge and awareness has significantly increased who are now aware of national income. About 40% of participants reported the first time they learned and discussed on the topic. In additional, CGs gathered and documented those issues to lobby for inclusion of citizen voice into CIP during the quarterly meeting with commune councilor. In addition, 1770 participants (1455 female) reviewed the knowledge on law on the prevention of domestic violence protection of victims through 79 village based which facilitated by Core Group, CWCC and Woman Interns.
- 143 male local authorities including 57 commune councils, 42 teachers, and 44 police officers were educated through 29 men's dialogue. Some of them increased their knowledge on issues and laws relate to VAW/G. For example, the inequality of power relation between men and women while men who have power over, and gender roles such as "household work is women's responsibility". A few teachers indicated they have increased capacity to analyze gender equality in education; for example, the recognition of girls education and parents perspective and social norm where barriers to girls education.
- A total of 17 statements (six-advocacy statements and recommendations-two from GADNet and three from joint statement with other, and one statement joint with ASEAN level n 2017 and in 2019, eleven statements (four from GADNet and four from joint statements and three from regional joint statements and international statement released which related to issues of gender-based violence, gender responsive budget allocation, policies/laws and freedom of expression had been released in 2018 for public consideration. During the reporting period, GADC achieved on three advocacy works such as:
 1. The UPR joint statement submitted to RGC to allocate a budget line for gender responsive budgeting to relevance ministries/agencies in the RGC national budget by 2020 about 5 percent of the total national budget. In addition, the suggestion on enforcing measures including regulations and policies to ensure local commune governments allocated 20 percent of their annual development budgets in order to support the administration

and activities of the Commune Committees for Women and Children. For example, Prosneb commune has increased its budget from 193,330,000 Riel in 2017 to 222, 530,000 in 2018.

2. The joint statement on CSOs call for outright rejection of draft amendments to the Constitution and Criminal Code, amid legislative assault on Cambodian peoples' rights and fundamental freedoms, and are clearly designed to further criminalize any individual or entity that dares to express legitimate dissent. The analysis of CSOs defined the new amendments has threaten the voice of citizens including women in general; especially, freedom of expression. Therefore, the statement highlighted the rejection on the draft amendments of Constitution focusing on five articles including 34, 42, 49, 53, and 118 that the National Assembly approved on 14 February 2018.
 3. The joint submission on suggestion to MoWA on MSES included 18 recommendations, GADC and GADNet members suggested and submitted to MoWA. 2 of 18 recommendations, number 15 and 20 are importantly highlighted to the ministry which focused on creation of mechanism on monitoring and evaluation of national budget with applying gender responsive lance, and also improving the reporting, monitoring and evaluation process including the analysis, data storing and availability of data online.
 4. The joint submission National Strategic Development Plan (NSDP) 2019-2023 consists of 11 recommendations of Gender Points through working with NGO-Forum network to make sure that Gender Issues and solutions are included in national policy documents.
 5. GADC was invited by MoWA in the name of representing GADNet to join first national workshop to develop the National Action Plan on Violence against Women (NAPVAW) III (2019-2023).
 6. The joint statement of the ASEAN Civil Society Conference / ASEAN Peoples' Forum (ACSC/APF) in 2018, GADC/GADNet among more than 200 participants representing civil society organizations (CSOs) in 11 Southeast Asian countries², issued the statement on the main theme of "Empowering Peoples' Solidarity against All Forms of Discrimination" in the Southeast Asia region. This statement was sent to ASEAN State members in the ASEAN submit one week after APF, and however, the ASEAN only spotted on the point of safety migration but have not taken any actions as recommended.
- Three targeted schools (Prey Sompov primary school, Jor primary school, Toul Leap primary school) in GADC's target areas have demonstrated increased awareness of gender issue, more sensitized and attentive to different needs for different pupils. The schools pay more attention to girls' and boys' needs for active and full participation in school and also identify the need of those with disability and struggle with poverty as the inter-section of gender issue faced by male and female pupils. The schools have shown paying more attention in the issue analyses for gender integration in the operational plan and budget plan. The schools invest more on the sanitation (toilet maintaining, soap, towel), which they identified during the assessment as the issue of female pupil to effective and equally participate and benefit from school. The school principle also revealed that they have heard about gender before and aware of their role in achieving gender equality in education but it was hard for them to apply this concept in their practical life as there was no guideline that could be used. The discussion about gender responsive budgeting in school has shed light on how they can address gender issue and integrates gender in a more practical sense. It is worth noticing that the schools are interested in having further work with GADC to continue building gender responsive budgeting to ensure gender responsiveness is integrated in school. Follow up visit in later stages to those schools found out that each school has budget allocated for building of toilets and hygienic materials for girls.
 - A strategy to influence and improve GRB and allocation at sub-national level; particularly, CIP/CDP budget has been defined and progressed. With GADC's contribution, CIP implementations have remarkably improved. A least 1 of 9 communes have reported that its preparation of the commune investment plan has improved in term of gender issues priority and budgeted in CIP. The process of collecting of concerns and needs among women, men and vulnerable people was improved to separate a group of women, children and the vulnerable people in the meeting. The data tracking indicates that in 2018, 6 out of 9 communes have increased budget allocation for Commune Women and Children Committee and one commune has an increased social budget in the Commune Investment Plan by 0.94% over the past year from 2.99% to 3.93% in 2017 and 2018.

The commune councilor has paid more attention on the practical part of gender mainstreaming into CIP. After the training and on-going discussion about GRB in commune meeting with CGs, the commune councilor has identified gender responsive budgeting as a practical way to be more responsive in gender issue in their commune. At the same time, they has recognized CGs as the focal group of people who assist them in identify gender issue as well as provide some of the input in the CIP hence commune budget plan. 2 communes in the target areas have reported of trying to financially support CGs representative to participate in commune meeting to provide their insight in regard

² Brunei Darussalam, Cambodia, Indonesia, Lao PDR, Malaysia, Myanmar, Philippines, Singapore, Thailand, Timor Leste, Vietnam and regional civil society groups

to gender issue. The commune councils in Boeng Khnar Commune, Bakan District, Pursat Province have integrated CGs representative as a member in Commune Committee for Women and Children Commune (CCWC).

- The implementation of commune investment plan guideline and process has been more effective and show more compliant. This occurred particularly for Talo commune in Pursat province. Every year, commune council develops the Commune Investment Plan. In the preparation of the three-year rolling investment program reflects the priority projects and services at the beginning of each year. The issues and needs of the local people have been raised with the inclusion of gender analyses in the process of issue identification and prioritization. In the meantime, Rolar Bie'r Commune in Kampong Chhnang Province has increased budget allocation for social budget in Commune Investment Plan (CIP) by increase 0.94% over the past year from 2.99% in 2017 to 3.93% in 2018. The percentage of social budget increase is higher compare to other budget line; for example, services (0.78%), staffing (0.87%) while two budget line decrease; for example, admin (1.21%) and reserve fund (1.68%). The increasing of social budget at both national and sub-national level has contributed to address social issues to local people, especially women and vulnerable groups.
- GADNet has been performing many activities and advocating for women human rights and developments, especially in the term of policies and gender mainstreaming in public sectors of Cambodia. GADC is the secretariat of GADNet which its members has been from 29 members in 2017 to 33 members in 2018 and 42 members plus 12 partner organizations in 2019. GADNet members and the host of GADNet, the Steering committees of GADNet has discussed about the status of GADNet to reflection on needs and concerns about members and learn about other network's module like EISEI at DPA; GPP at CCC; CPWP at Silaka; and other networks at NGO Forums. The SC of GADNet suggested that GADNet should be one of GADC project and runs as an autonomous network. This way, GADNet does not need to worry about the legal registration as the political situation in Cambodia is not yet good at the moment. If GADNet wants to be a registered network, like NGO CEDAW or CHRAC, we can come back and talk about this in the next 4-5 years. The decision is still pending because GADNet steering committee is on the process of finalizing its 3 year strategic plans and advocacy strategic plan.
- GADNet members' level of understanding of GRB has significantly increased. The members have started to reflect on GRB as a threshold in their work to mainstream gender and influence changes. For example, ADD International organization in particular has identified GRB as a strategic point in influencing the inclusion of women with disability in public finance management. In addition, members of GADNet have been employing GRB in the analyses of DV law implementation review and have agreed that the lack of gender budgeting has placed the implementation of DV law in a rather set back manner. The need of allocating and managing national budget with gender perspective has been identified by the network as one of the contributing factor for effective law enforcement. Moreover, they have provided recommendations on the UPR statement which has clearly stated GRB is one the key driving forces to end violence against women both for prevention and intervention.
- GADC organized 29 Men Dialogues for 806 participants (one woman) throughout target areas. The trainees have passed on their knowledge and skills to 1285 people of which 253 women. As resulted, there is increase positive communication with local government officials where CMN created the space "Men's Dialogue" by involving a number of communes, districts, and provincial governors as network member and other number of NGOs networks. However, they were still limited to engage local government to work with NGOs network members at targeted provinces to support in women's leadership and economics. However, in the men's dialogues meeting, men's network as representatives of the commune and district levels showed their commitment to adapt and replicate the men's dialogue to other men and boys in their village, such as students and their children on gender concepts/ perspectives and VAW knowledge. For example, men talked to violent husband in a constructive way in their village about how to release stress by listening to music, play sport and talk to peers when needed. Men also find women who are potential to talk with wives and prevented wives from violent husbands by allowing them to stay with relatives and neighbors with support from other men to look after the children. This practice becomes popular among the community people and they know who to go to when they are in trouble. The Men's Dialogues has created the good collaboration with local authorities, who are gender sensitive to continually educate on gender concepts/ perspectives and women's and girls' rights for young generations when they have very important roles to transform gender norm and social harmful norm. In additional, men at district level committed to be facilitator for men's dialogues meeting to men group who are district governor and/or district officials, and commune councils, teachers, and police officers. They also reported the progress of men's dialogue.
- Commune women and men core groups as CBOs and agents of change, have indicated that they were empowered to engage in budget process, particularly, consultation with sub-national governments (commune councilors). They gain knowledge on GRB, national and sub-national budget process, roles of citizen in community development and budget. They become more active and involved in budget process, seeking information, and monitoring and

analyzing of gender perspective and responsiveness of budget allocation. Eight out of nine communes³ that have accepted the gender issues and needs requested by CGs representative and included them in the 2019 Commune Investment Plan. Core groups have also raised the issues of children dropout of school, lack of toilet in community, violence against women and girls, lack of health care centers, community gangster, immigration, sexual abuse and sexual reproductive health to the commune councilors during the quarterly meeting.

- More than 70% of Core Groups has reported that they are more aware of public finance and sub-national budget. There is a significant involvement of women core group in both for awareness raising activity for villagers and participating in commune meeting which account to approximately 75% of the women core group (increase knowledge and confidence). It is worth noticing that most of the time women core group voices in commune meeting effectively contribute to the work of CCWC. At least 2 communes (Me Teok and Talo commune in Pursat province) has committed financial support for Core Group especially women core group to participate in commune meeting. In the annual reflection meeting with local authority, one of the commune councilor has encouraged other commune councilors to consider support to CGs to participate in the commune meeting and to assist in issue identification and gender analyses.
- In 2018, GADC recruited M&E technical support consultant to develop M&E database for GADC by using Excel sheet. The consultant has reviewed documents and developed definition of indicators for GADC three-year program (2018-2020) and provided on job coaching to M&E officer for building skills on database documentation and using the guideline. As resulted, staff are able to perform program data collection, documentation and analyze the information for their reporting.
- Numbers of in-house training, meetings and discussions for GADC staffs have conducted in order to strengthen staff capacity on report writing and enabling them to capture the result and improving skills of project documentation by using M&E tools. We noticed that staff had gained their ability to develop the objectives of each output and indicators at the level of strategy outcome. This would show that staff is able to recorded the changes and key data information for their report. For example, the Activity Report and Outcome Harvesting template have been introduced and used for tracking immediate result and document of all expected and unexpected result. This means staff is familiar with the M&E tools and able to use the tools for capturing the result of the project. However, writing and analyst skills need to continue strengthening for a longer period.
- GADC's fundraising strategy plan was developed by the Program Director with technical support from the management team members and program managers. At the same time, GADC has identified two priorities during the period support from VBNK were advocacy and organizational development.
- During the reporting period, GADC has succeeded three proposals (1) the USAID Transition Award "Collective Action to Support Women's Rights Project 2018-2021, (2) IWDA "Economic Empowerment of Women in Small Scale Businesses Project 2018-2019 and (3) Financing for Development on Unpaid Care Work 2019-2020. It indicates that staff members improved their capacity in writing proposal. Staff members were actively participated in proposal development with support from ED, Program Director and Finance Manager.
- In 2019, GADC renewed and updated its Website by linking it with other communication tools such as Facebook, Twitter, and YouTube, which is the advocacy platforms to ensure that GADC's profile's is continued promoted. GADC reviewed a communication policy which was drafted in 2017 to ensure that GADC communication is widely reached.
- It is noticed that two male staff in Capacity Development Program has shown a greater knowledge on gender issues. A staff in TIGER project has shown his gender sensitivity in analyzing gender issue as well as better understanding on gender responsive budget. He facilitated men dialogue very well and was able to stimulate the discussion using gender responsive approach. He participated in the training provided by Diakonia on masculinity in Battambang. More work might need to follow up in regards to the integration of transformative masculinity for equitable behavior. Another male staff in F4D project has shown better analysis in gender issue and gender responsive budgeting particularly in the discussion of CIP. He demonstrated his capacity through leading of discussion on gender basic concept. He was also able to conduct the gender responsive budgeting training to commune councilor and school with a more critical insight of gender analyses. More importantly, he has been able to gently challenge the patriarchal double standard arose in the discussion during the training.
- Connecting to the 16 Day White Ribbon Campaign 2018 had given an idea to conduct Men Perspective Survey. The objectives of this survey are (1) to assess men's perspective on their roles and contribution in ending VAW/GBV (sexual harassment) and their challenging to engage in ending sexual harassment (2) to identify key challenge which men to meaningfully engage in ending violence against women, (3) to promote evidence-based campaign on engaging men in ending violence against women. The survey was designed simple method and is done via online/off

³ Talo Commune, Metoek Commune, Br-Snep commune, Banteay Preal Commune, Cheungokreav Commune, Rolear'ber Commune, Rong Domrey Commune and Teay Commune

line. The questionnaires are more on daily languages/statements of men and boy who communicate among their peer as our analyst. Those 16 statements were used with only men from age of 10 to 65 up and for 2,196 male respondents (2100 offline) from 5 provinces Pursat, Battambang, Kampong Cham, Prey Veng, Kampong Chhnang and Phnom Penh. In this period of the report, we are in the process of data entry and plan to finalize the survey finding by end of February 2019. Report of the research will be captured the main messages for advocacy purpose. Recommendation will be used for strategy to work with men and boys that aims to change their attitude.

- GADC joined with GADNet and NGO-CEDAW and Reproductive Health Coalition Global wrote the CEDAW Shadow report to CEDAW committee for 74th CEDAW review covering GBV, Women Leadership, Gender Responsive Budgeting and Surrogacy. As one of the representative to defense Cambodia Shadow report, CEDAW committee urged the government on promoting women in leadership using temporary special measure such as quota system, allocating budget for gender issues solutions using gender responsive budgeting, amendment DV law and put all effort to ensure the end of gender stereotype appear from women code of conduct, and review the draft law on surrogacy to make sure it will not put the blame on women and take away benefits of children. With positive result, these recommendations were written to government responding to our suggestion.
- During the CEDAW shadow report, GADC produced the advocacy leaflet about recommendation on women in leadership, GBV and surrogacy for providing to members and CEDAW committee during lunch briefing with them.
- GADC was one of the 12 members of drafting committee during Asean People Forum (APF) in Bangkok. With this role, GADC actively mainstreamed gender into the process of drafting the APF statement as well as in the statement itself to make sure that all gender inclusive is included and considered.
- Neary Ratanak V and National Policy of Gender Equality were consulted with CSO hosted by MoWA. In this regards, GADC with a team of representatives from Cambodian CSOs working on gender issues collaborated to review these documents and provided input to MoWA by using CEDAW compliance framework and gender checklist to make sure that these policies are accountable and transparent to the real need on Gender development in Cambodia. Those comments are under the monitoring of CSO network and will be reviewed and consulted by MoWA with CSO in upcoming March 2020.
- GADC and GADNet members joined with over 300 Women's rights and feminist organizations, networks and movements from across the Pacific and the Asia regions, gathered at UN ESCAP in Bangkok in November, 2019 to call on our governments for accountable commitments made almost twenty-five years ago in the Beijing Declaration and Platform for Action to advance gender equality and the rights of women and girls and to push for a realization of our aspirations for a region that is defined by development, economic, social, gender and environmental justice. We issued the statement in solidarity to Asia Pacific government to recognize and address the climate crisis and its adverse gendered effects, Inclusive development, shared prosperity and decent work, poverty eradication, universal social protection and social services, including public care services, On average women's political representation in the Asia and Pacific regions is below the global average, the pushback on Sexual and Reproductive Health and Rights (SRHR), Positive Peace, Freedom from violence, stigma and stereotypes, Participation, accountability and gender responsible institutions, Climate Justice, environmental conservation, protection, rehabilitation, climate action and resilience building, and the investment should also be made on disaggregated data for monitoring and strengthening policies and programs.
- Among 42 members of GADNet, 75% already had separate gender policy and mainstream gender into their overall policies (such as financing, HR, fundraising strategy, etc). They are also in the process of building sexual harassment policies for their organization under the help of GADNet steering committee and GADNet members.
- GADNet has secured seat in the technical working group (TWG) at MoWA such as TWG-GBV, TWG-Leadership, and TWG-Economic, so we have space to provide input and negotiate with MoWA on some specific laws/policies on gender. GADNet is also recognized by MoWA as a big gender network in Cambodia who is the partner working with MoWA to reduce GBV and achieve gender equality. GADNet is also listed as one of the network to collect input from CSO network about Neary Ratanak and Gender Equality Policy to MoWA.
- In 2018, GADC, Save the Children International Cambodia and NGO-forum have conducted two joint researches. First research is about cost barrier for girls and boys to access addressing cost-barriers to schooling for primary and lower secondary learners who are poor, rural and remote households. The first draft report is being developed while one policy paper has already been developed and used for advocacy purpose. Second research is Men Perspective Survey on Sexual Violence which is still in progress.
- Action research on Good Practices has been done by GADC's staff. The good practices have feature gender café, Cambodian Men Network and Gender and Development Network as the good practice to promote gender equality. The research has been shared in EWAH Global Empowerment Program among participants from 15 countries (Cambodia, Korea, Uzbekistan, Iraq, Malaysia, Indonesia, Philippine, Myanmar, Vietnam, Philippine, Pakistan, Bangladesh, India, Mongolia and Nepal).
- The research on Public Perception on Women leadership conducted by GADC and its partners was recognized by MoWA as one of the important finding to increase women in leadership position and shall be used as advocacy

material. GADC was invited by MoWA to do the presentation on key finding during the meeting with TWG-leadership.

- A research on Men's Perspective on sexual violence against women and girls was conducted in target areas. Data collection was completed and data analyzing is in progress.

F) Analyse each mainstreaming area below. Did the project/programme have a positive and/or negative impact?

Gender perspective (analyse how the project impacted on women, men, boys & girls, LGBTI - use the *Diakonia Gender Mainstreaming tools* [link](#)):

- Gender equality is an important goal in itself; it is an issue of human rights and social justice. GADC has done efforts to promote greater equality between women and men can also contribute to the achievement of other social and economic objectives. It has been clear for years that women in many parts of the target communities make key contributions in areas of development such as social, politic and environment. Neglecting women in these areas has often led to less than optimal effects of development inputs, and at worst negative impacts. In other sector areas it is becoming increasingly clear that development goals will not be met unless the needs and priorities of all stakeholders are identified and addressed, for example in the economic or health sectors. Even in areas, where gender perspectives were normally considered irrelevant, such as trade, it is increasingly recognized that sound developments must be based on a clear assessment of the contributions of women as well as men and the potential impact of planned interventions on both women and men and on their productivity. There has been evidence that gender differences and inequalities directly and indirectly affect the impact of development strategies and achievements.

Conflict sensitivity (identify if there was violence or in other ways destructive conflict relevant to project/programme and if YES then do a **Do No Harm** analysis – see attached *Conflict Sensitivity Mainstreaming tools* [link](#)):

- GADC involves close scrutiny of the operational context in local communities and nationwide through regularly updating the conflict analysis, in order to avoid negative impacts and maximize positive impacts on the program implementation context. GADC collaborated with donors, local and international NGOs, and experts to learn how organizations and individuals learn, think about and how they apply Do No Harm and Conflict Sensitivity within their organizations. Sometime, GADC's staff struggled with practical implementation in dealing with hardliner local authorities, violent husband and men and armed people. This often takes us deep into working with organizations such as GADNet on broader organizational change strategies conducive for conflict-sensitive practice and flexible and adaptive program management approaches. At the community level while GADC targeted victims of domestic violence, GADC approached local authority like village chief and police, District Department of Women Affairs and CWCC in order that they can be our supporters in cases of our program activities being interrupted. GADC also engaged with peer or relatives of the violent men to help us in getting them in a separate session and they can be integrated into a large group for training when they indicated that they ready for it.

Environmental Impact (*What were the negative and positive environmental impacts of the program or project? How were negative impacts managed? How were the positive impacts maximised?*):

- GADC has been mainstreaming the environmental aspects among staff, beneficiaries and partners about Reduce, Reuse and Recycle (3R) for anything in the office and in the communities we work with as much as we can. For the electricity, we advise staff to turn if off when they out of the room and they can share room if it is not so crowded. Each floor is being monitored regularly by the staff before they leave the office and by the guard after office hour. GADC understands the cost saving and environmental friendly.
- Through the commune core groups who have been engaging partially and indirectly with other NGOs operating in the areas for getting the target beneficiaries get aware of Water and Sanitation at their home and the school (WaterAid) and with the Cambodian Climate Change program activity. GADC engaged with UN WOMEN to provide technical inputs on Participatory Action Research on Gender Based Vulnerabilities to Climate Change. In late 2019, GADC has been approached by WaterAid to build capacity of its staff on gender for their implementation of activities, especially to challenge social norm among WaterAid's staff and to refresh inclusive and gender believe and behavior among WaterAid's staff, ensuring they have understanding and behave towards inclusion and gender sensitive in works and personal.

G) Describe any Internal or External Risks both direct and indirect impacting on the project/programme?

Internal Risks:	Lack of funding in 2018-2019 has resulted a turnover of two key staff in CDP program whom GADC had put a lot of resources, time and energy in building those staff capacity gender concept, facilitation skills, Gender Action Learning System, women in leadership and advocacy.
External Risks:	Crackdown on the Opposition Party threatens to undermine a smooth project implementation. Mobilizing of community people was questioned, and organizing of community events or forum required permission from local authorities. Sometime, the participants felt uncomfortable to join the events as police and government agents have their presence on sites.

H) Describe any major deviations from the original plan and any need for adjustments?

N/A

I) Describe major deviations in the budget plan and disbursement

(Please use Diakonia FF <10%>)

N/A

J) What were the challenges and lessons learnt from the project and how will they affect future implementation? (Complete Annex 2 with Evaluation Details)

Challenges of the project:

- Delaying in organizing activities with formal women leaders in periods of national election campaign when the schedule of women leaders was not available. GADC and women leaders decided to revise the work plan and rescheduled the activities. GADC conducted informal meeting with women leaders individually at their either at their home and work place to get the job done. To do so, GADC was able to capture more of their challenges and ways to address it without censorship from the local government.
- Lack of involvement from GADNet members was a challenge in periods of political tension when they feel fear and concerns. To overcome it, GADC communicated directly to network members to encourage and provide them clear information about the network activities. For example, before, during and after the dissolution of CNRP, many elected women went hiding. GADNet tried to locate them in order that they can share their specific fear and concerns and find solution for it. A few of them turned up for short meetings but they were not secured enough to speak openly to the meeting. Same thing happened to a case of a woman who was accused of being mistress of Kem Sokha who was the president of CNRP, some leaders of GADNet members were harassed and summoned to testify at court.
- Engagement with MoWA TWGG has been difficult as the TWGG has not been active or influential. While MoWA was early to start working with MoEYS and MoEF on GRB assessment and developing the manual for GRB for the education sectors. GADC has been trying to find other floor to enable the discussion. This includes contacting for informal meetings and approaching development partner such as UN Women as well as external consultants who conducted assessment and development of manual. However, it is expected that GADC continues to actively join the TWGG meetings which has been the main channel for GADC to lobby for the focus of GRB and training with MoWA in the future.

Lessons learnt from the project:

- New strategy for engaging local authority “commune councillors” to be co-facilitating Youth dialogue: Men and women local authorities’ capacity is still limited to analyse social issues related to women/gender and opportunity, the implication of the recent political situation, restrictions of NGOs to work with the community people especially the youth at the grassroots level. To convey positive views of GADC’s work, COPs strong efforts to deal with local authorities and engage them to co-facilitate youth dialogue and provide a positive message to the participation with GADC’s activities among youth groups, and address the gap between local authorities and youth, as well as build a strong relation between GADC and authorities.
- Regular engagement with local authorities for building trust and confidentiality: CMN has been engaged with male governors at provincial and district levels to create a positive relation through men’s meeting at sub-national level, which is facilitated by NCDD. The meeting discussed about the roles of men to ending VAWG. It created a positive engagement and space for other program teams such as COP and ANP to work smoothly with the male provincial governors and male district governor. For example, the Bakan district governor appreciated CMN as a change agent for his community in reducing domestic violence rapidly and men are more supportive to victims of domestic violence, they come to intervene in time of their neighbor in domestic violence and report to police for actions. More women are courageous to lodge their complaint against their violent husbands.
- Capacity building based on needs: The capacity building workshop on gender responsive budgeting and development of commune investment plan to the commune council members was conducted on the right time before the commune budget plan preparation period. It helped the commune council members to develop their CIP very well, because when

they understand about the process of budget development and know how to collect ideas and needs from people, especially CIP addressed to gender equality better than before. Commune Women and Men Core Groups involved in the process of CIP development.

- Lobby and advocacy Platform is established at commune level: It is a good start that women and men, CGs and GADC's Community Facilitators have officially invited to participate in the monthly and quarterly meeting (roughly 25 meetings with commune councilors. A few months later we noticed that the CGs and GADC project staff had built good relationship with the commune council. This would build confidence of CGs and GADC staff for working with local authorities further at the target areas. Meanwhile, the engagement with 9 CC's meeting in GADC's 3 target provinces have taught us that the commune councilor didn't know about the CGs's role and didn't understand the GADC's project either. So, the CGs and GADC's staff attending the CC's meeting would share a lot of significant information to the commune councilor on our achievements.
- Integration of Outcome Harvesting Capacity to program staff: The outcomes harvesting training has built staff capacity in harvesting the project outcomes and analytical skills of SWOT. The staff members have learned and enable them to review their project progress and outcome areas by using the agreed M&E tools and templates.

K) Conclusion:

- GADC has implemented the activities as planned. The results areas (intermediate outcomes) were well achieved. A lot of effort has been made on strengthening staff's capacities on skills development such as facilitation skills, data collection, documentation, report writing, and the continuation of building the staff's capacity on gender analysis. Principles of the international and national policies relate to promoting gender equality are always considered and updated by the staff.
- GADC has achieved most of planned interventions and outcome indicators in each goal. There have been many significant changes in attitude and behavior on gender perspective, gender integration approach, gender responsive budget, and action to address VAW/G among targeted groups including sub-national government, women and men networks members, Commune Women and Men Core Groups, and with the community people.
- The influence of policy change has indicated that in some cases of the Commune Investment Plan (CIP), which improves on practice and performance of commune councilor, in developing CIP by actively consulting with its citizen and increasing the percentage of commune budget to 25%-50% for address gender issues.
- The strengthening of networks has improved through GADC's intervention in the reporting periods. GADNet more actively engaged in the policy discussions, mobilizing networks, mobilizing the public to take advocacy actions, and strengthening the role of SC. Also, GADC have strengthened the CSO provincial network in 8 provinces through integrate gender perspective in the network's strategies and implementations, improving the engagement between those networks with WCCC to join the action plan for addressing gender issues in any sectors.
- GADC's staff have increased their knowledge and skills to capture the result of the project and able to identify the strength and weakness. GADC has improved its staff on keys strategy and from formal to informal approaches to do advocacy and has built team spirit through regular meeting and in-house training.

Recommendations to Diakonia:

- Diakonia should help improved GADC's staff capacity in reporting skills and communicating of results.

Recommendations to Project:

- GADC needs improvement of its staff capacity in digital security; managing of advocacy risk, program quality and organizational sustainability.

Ros Sopheap, Executive Director

Name and position

Signature

31 January 2020

Date of submission

Program: Collective Action for Gender Equality (CAGE)

Annex 1: GADC’s Result Matrix 2017-2019

(By **Outcome** means initiatives or actions taken by the rights holders as a result of the implemented activities.)

(By **Impacts** means long-term change in individuals, communities, society, cultures, political or legal as a direct result of the project or programme.)

Goal/Objective	Indicators	Activities	Outcomes	Impacts
<p>Goal 1: More women exercise their rights to participate in decisions that affect their lives, having access to equal economic opportunities and engaging in political processes</p>	<ul style="list-style-type: none"> • Increased # of women holding political leadership positions at the national and sub-national levels in targeted province • # of agriculture programs that partnership with GADC integrate gender perspective into their strategy 			<ul style="list-style-type: none"> • Increase 76 women (3 as members of National Assembly, 3 deputy provincial governors, 70 take up leadership position at sub-national level) and young generation in position of leadership and influence in community, business and government at the sub-national and national level. • 163 Commune Core Groups (90 women), female youth and female commune, female district and female provincial councilor and staff have increased confidence in political skills includes being able to lead the events, show public speaking skill and represent women to voice out about women leadership. • Increase 70% of 805 men create opportunity by shifting gender roles, sharing and sensitizing their male peers, change the system/process of work to accommodate women's needs for claiming decision making power.
	<ul style="list-style-type: none"> • # of women with increased confidence in political skills • # of women capable of demonstrating leadership in their 	<ul style="list-style-type: none"> • Organized 6 TOT to 132 participants of which 119 are women’s leaders (62 youth) at sub-national level on 	<p>Women, especially potential young women, are developed as political leaders at both the national and sub-national levels</p>	

	<p>communities and workplaces</p> <ul style="list-style-type: none"> • # of women and youth reported to have gained opportunities to undertake leadership roles • # of women and youth reported to have gained opportunities to undertake leadership roles 	<p>leadership skills and technical knowledge/ skills relate to their role and responsibility</p> <ul style="list-style-type: none"> • 3 Capacity Building workshops conducted for 71 female organized group and young women (8 youth) to be a leader at commune level • 78 Gender café conducted for 275 potential women and women's leaders included who received leadership training • 17 statements have been put in media Campaign advocacy to promote women in leadership 	<p>and in formal and informal political spaces.</p>	
	<ul style="list-style-type: none"> • # of cases within national and sub-national governments and political parties that demonstrate increased gender sensitivity • # of policy dialogues held with the sub-national and national governments and political parties to encourage gender sensitivity and Gender Responsive Budgeting (GRB) in policy 	<ul style="list-style-type: none"> • Lobby political parties to encourage on promoting women in leadership position- 13.31% in 2012 to 42.22% in 2017 • Engage with 104 members (80% of them are women) of TWG-G through out roughly 12 meetings on the Women Leadership Group (WLG) to advocate for women's leadership national levels. Inputs were included in Neary Ratanak V and NAPVAW III 	<p>The national and sub-national governments', and political parties' policies are gender sensitive – involving gender responsive budgeting allocation to promote women's participation in politics</p>	
	<ul style="list-style-type: none"> • # of cases of men with changed attitudes towards female political leaders • # of cases of men creating opportunities for female political leaders • # of male colleagues increased 	<ul style="list-style-type: none"> • Men's dialogue with 806 people (with both husbands and counterpart of female politicians and leaders) to lobby for supporting women in politics • Organized 1 capacity building 	<p>Men create supportive environments to promote female leaders in political life at all levels.</p>	

	<p>knowledge toward women's leadership and gender equality</p>	<p>on TOT "GALS" to 48 selected CWCC members and Men Network of which 50% are women.</p>		
	<ul style="list-style-type: none"> • 24 women with increased economic skills (management, budgeting, vocational skills, etc.) and demonstrating economic leadership • # of women promoted to leadership positions in businesses and enterprises • At least 13 women with a greater ability to make economic decisions. 	<ul style="list-style-type: none"> • Developed capacity building of 24 couples on financial management and business modelling • Training on understanding and implementing Gender Action Learning System (GALS) approach to 24 couples who are targeted • Organized 78 Gender Café with 275 selected women leader in business/enterprise to address gender issues and challenge within families and groups. 	<p>Women, especially young women, are strengthened in managing and developing economic resources - including ownership of properties and taking on leadership positions as owners of businesses or enterprises</p>	
	<ul style="list-style-type: none"> • # of policy changes focusing on gender sensitivity within businesses and enterprises • # of advocacy activities conducted with the sub-national and national governments and private, financial institutions encouraging female economic activity 	<ul style="list-style-type: none"> • Engage with MoWA, MAFF, and DPs, by connecting women who are member of organized group on recommendations for amending of the DV Law • Dialogue meeting to introduce issue from the research to 50 women to inform the Finance Insinuations (FIs) on gender gap 	<p>National and sub-national governments and private financial institutions' policies are gender sensitive to promote women's participation in economic activities and entrepreneurship and subsequently, to allow access to economic resources and services</p>	
	<ul style="list-style-type: none"> • # of cases of men with changed attitudes towards women in economics • # of cases of men creating opportunities for female economic leaders • # of targeted men changed roles 	<ul style="list-style-type: none"> • 25 men's dialogues conducted with 806 (1 woman) husbands and partners of female entrepreneurs to increase their supports • Hold 9 quarterly men's dialogues, 3 per year with 215 	<ul style="list-style-type: none"> • Men create supportive environments to promote female leaders in economic life at all levels. 	

	and involved in assisting with household chores	members of the Cambodia Men's Network		
Goal 2: VAW/G and gender discrimination in the targeted areas are reduced, and social norms promote the practice of gender equality.	<ul style="list-style-type: none"> • % of VAW/G incidents happening decreased • # of victims of VAW/G report an improvement in well-being and harmony within the families after receiving services from relevant institutions (health, finance, law, vocational training) • # of case adaptations or revisions of policies/ guidelines/ procedures for reducing VAW/G 			<ul style="list-style-type: none"> • Target communes has increased gender sensitivity include increase of gender budget, inclusion of gender budgeting, employ gender equitable approach, use gender analyses, having gender policy and gender focal points.
	<ul style="list-style-type: none"> • # of case appropriately responses are increased by local authorities to incidents of VAW/G (i.e. by implementing the law). • # of case reported on improvement of local authorities fulfilling their duties by supporting vulnerable women and girls' needs especially to end VAW/G and discrimination 	<ul style="list-style-type: none"> • Supported 14 WCCC, PDoWA and CWCC meetings, 341 participants of which 188 are women at communities to get information or cases on VAW/G • Conducted 1 capacity building for 25 female and 4 male Commune Councillors include CWCC to build knowledge and skill on planning and budgeting specify gender responsive budgeting to address VAW/G within CIP and CDP • Develop and train Teacher Education Centre (TEC) staff, teachers, school leaders and school supportive committee members on apply Action Guide for creating gender-responsive schools include the prevention of SRGBV • Developed several the capacity buildings of 	Policies and procedural practices (including DV Law and NAPWAV) are enforced by sub-national and national governments	

		<p>decentralized government structures on gender-responsive budgeting and planning</p> <ul style="list-style-type: none"> Organized several lobbying and advocacy events through small groups and individuals on prevention of SRGBV with TWG-G and government stakeholder at national and sub-national include MoWA and MoEYS 		
	<ul style="list-style-type: none"> Community member (included men, women, and youth) are increased knowledge about women's rights and VAW/G is criminalizing act # of community members increased to report on the positive performance of service providers responding to VAW/G cases 	<ul style="list-style-type: none"> Organize 10 Campaigns (4 One Billion Rising-OBR, 3 International Women Day-IWD, three 16 days-White Ribbon Campaign-WRC). 1175 people participated (643 women, 560 youth) Core group facilitated several village meetings to raise awareness on gender issues, citizens' roles, and budget monitoring and allocation of commune 20 dialogue meetings conducted for 915 men to positively change men's and boy's behaviours toward address and reduce gender issues and VAW/G 	<ul style="list-style-type: none"> Community members (including women, men, and youth) have an increased awareness of women's rights and relevant laws on VAW/G and gender equality; and are actively involved in ending gender discrimination and VAW/G 	
	<ul style="list-style-type: none"> # of case male authorities from local, sub-national, and national levels reported they are recognized by their communities as being more accountable in implementing policies addressing women's issues # of male authorities increased to 	<ul style="list-style-type: none"> Engage with NCDD to introduce the national curriculum on Gender Experiential Learning and promoting social inclusion and gender equality Build local trainers for 	<ul style="list-style-type: none"> Men, particularly influential sub-national and national government officials, members of law enforcement, judicial officials, education officials, and health officials, learn better policing and procedural 	

	<p>report that they are better performance of existing policies and procedural practices regarding VAW/G</p> <ul style="list-style-type: none"> • # of male authorities increased knowledge on laws and issues regarding VAW/G 	<p>Cambodian Men's Networks (CMN) on facilitation of Men's Dialogue Guideline to strengthen facilitation at the village, commune and district level</p> <ul style="list-style-type: none"> • Conduct capacity building for local government's stakeholders on gender perspectives, DV Law and other policies, economic empowerment, and women leadership • Round Table Discussion on women leadership, violence against women 	<p>practices to support and respond to survivors.</p>	
<p>Goal 3: Networks are enhanced for effective engagement with sub-national and national actors to improve gender responsive policies and plans and hold the state accountable for its commitments to gender equality.</p>	<ul style="list-style-type: none"> • # of accepted recommendations for improving gender responsiveness in policies and/or frameworks, for promoting women's leadership in politics and economics, and for addressing VAW • National and sub-national budget information and expenditures are made accessible to the public, especially women • Budget allocation at the commune level is increased to address women's issues 			<ul style="list-style-type: none"> • All target commune, district, province, have 25%-50% budget increased and allocated for gender-specified line and social budget (which normally include gender issue) are increase comparing to previous fiscal period or the process of budget planning and allocation has taking on gender perspective in need analyses and acquiring equitable measure for budget allocation.
	<ul style="list-style-type: none"> • # of joint actions from all actors/networks within and between all levels supporting women's empowerment and improving gender budget and policies. • # of meetings that raises issues presented in research findings with policy makers and government 	<ul style="list-style-type: none"> • Engage with Networks at national level through Technical Working Group on Gender- TWG-G for lobby on gender equality and gender responsive policies and budget plans to promote women's leadership in political and economic spheres, as well as 	<ul style="list-style-type: none"> • Networks (GADNet, CMN, Budget Working Group-BWG, and Implementing partner-IPs) are activity engaged with relevant national government ministries to contribute to gender equality and gender responsive policies and budget plans that promote women's 	

	<p>officers at all level</p> <ul style="list-style-type: none"> • # of case budgets allocated to gender issues by sub-national governments and institutions is increased 	<p>address VAW</p> <ul style="list-style-type: none"> • Advocated through NGO Budget Working Group on Gender Responsive Budgeting (GRB) at national level with relevance stakeholder MoWA, MoEYS, MoEF, and National Assembly (NA), NCDD, and sub-national government actors for at least 8 times for 60 people. • Support to organizing the capacity building with MoWA to 25 TWG-G member at least 9 times (3 times per year) • Public awareness through media communication platform on GRB and citizen role's budget development process at sub-national and national through GADC's Facebook, Comfrel, YRDP radio.. • Engaged Network to join-organizing the National Advocacy Forum- at least (with NGOF and other network) to bring women's economic and leadership perspective in national policies • Engagement and capacity building to with/to the relevant stakeholder use evidence-based researches to increase GRB in Primary School Budget and in CIP and CDP programs • Organized national meetings – 	<p>leadership in political and economic spheres, as well as address VAW</p>	
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		<p>brought key individuals of WCCC, provincial CSO networks together with GADNet to discuss issues and advocacy approaches</p> <ul style="list-style-type: none"> • Conducted several capacity building through mentoring and coaching on gender perspective and gender empowerment into social accountability process, particularly, Implementation of Social Accountability Framework (I-SAF) to 3 primary service providers include Commune Councillors; Health Center Staff; and Primary School Teachers 		
	<ul style="list-style-type: none"> • # of case on increasing positive collaboration and communication between government networks and NGOs networks to support women's leadership in politics and economics and to end VAW/G • # of core-member of GADNet increased in actively engaging with stakeholders to influence policy change • # of network member reported increased knowledge and apply grained skills into their workplace or demonstrated better capacity in analyzing gender issues and taking action that leads to the change of harmful social norms • # of statements/ recommendations delivered to relevant government institutions to take proper action 	<ul style="list-style-type: none"> • 11 regularly ad hoc meeting, 2 quarterly meeting and 1 annual meeting conducted among 185 (132 female, 103 youth) Steering Committee (SC) and GANet and CMN members to review on strategy plan and operational plan • Connected with several network members of GADNet and CMN to build an influential movement at the regional and international level • Organized 3 CEDAW Compliance Framework (CCF) Workshop with Network 90 members of which 80% are women of IPs, and women 	<ul style="list-style-type: none"> • National Networks (including GADNet, CMN, BWG, and Implementing partner-IPs) are strengthened, united, and capable of engaging with government stakeholders to promote women's leadership in politics and economics and to end VAW/G 	

	against VAW/G	<p>leader of CBOs</p> <ul style="list-style-type: none"> Capacity building Training conducted for 7 times for 138 of which 81 are youth, 106 women) attendees on gender perspective and GRB to Network member and NGOs/CBOs partner 		
	<ul style="list-style-type: none"> # of case on increasing positive collaboration and communication among the sub-national network and CBOs to support women's leadership in politics and economics, and to end VAW/G # of network and CBOs member reported increased knowledge and apply gained skills into their workplace 	<ul style="list-style-type: none"> Conducted 3 annual retreats for 45 female Commune Core Group and 35 women leaders of SHGs/ACs other FOs/ business to enhance advocacy skills Capacity building on gender perspective and gender empowerment into social accountability to Community Accountability Facilitators (CAF) 	<ul style="list-style-type: none"> Sub-national networks and Community-Based Organization (CBOs) are strengthened, united, and capable of engaging with government stakeholders to promote women's leadership in politics and economics, and to end VAW/G 	
Goal 4: GADC profile is raised through effective management, accountability, and external communication	<ul style="list-style-type: none"> Stronger performance of management activities within GADC GADC's reputation is promoted using interactions with the public, donors, and NGOs Annual budget is increased 			Staff enjoys their work as a team, accountable to program management and to donors.
	<ul style="list-style-type: none"> Creation of a data management system # of staff improved capacity in reporting, monitoring, and documenting project results 	<ul style="list-style-type: none"> Strengthened 11 female and 1 male staff capacity on M&E system and reporting Capacity building for M&E staff on results-based management, data analysis, and report writing for 2 times for 11 female and 1 male staff 	<ul style="list-style-type: none"> Reporting and data management are gender sensitive and transparency 	
	<ul style="list-style-type: none"> Communication and fundraising strategies are developed and implemented 	<ul style="list-style-type: none"> Developed 1 funding strategic plan and strengthen staff capacity on liaison effectively communication with 	<ul style="list-style-type: none"> Communication and fund-raising strategies are developed and implemented to promote GADC's profile and 	

	<ul style="list-style-type: none"> • # of staff reported increasing capacity in funding proposals • # of GADC's intervention and services increased to reach out and expand 	<p>difference stakeholder</p> <ul style="list-style-type: none"> • Developed 1 action plan for 5C-pilot to strengthen the organizational development. 25 Staff (5 men) have improved their knowledge on team work/building, reflecting on project management adopted from IWDA. • Organized 2 Annual staff retreat where 29 staff (5 men) reflected teamwork and ways for future work. 	<p>secure sustainable funding. GADC's program and project activities funded by new donors like Oxfam, NPA, WSI, USAID and IWDA.</p>	
	<ul style="list-style-type: none"> • # of evidence-based studies published for advocacy use • # of strategies dealing with issues will be developed and shared with all relevant stakeholders and networks to exercise and take action • # of staff improve capacity on gender analysis and mainstreaming, facilitating and organizing community training 	<ul style="list-style-type: none"> • 7 Staff capacity development sessions for 26 staff (5 men) included gender awareness and sensitivity, art based facilitation skills and gender responsive facilitation, and knowledge on international and national law or policy related to gender equality and women's rights • Conducted 3 researches-evident studies on sexual violence, women's pathway to leadership, cost-barriers to schooling for secondary school girls and boys, and Men's Perspective (incomplete) • Conducted 1 mid-term reviews and end line project/program evaluation 	<ul style="list-style-type: none"> • Capacity building and evidence-based documentation on gender responsive budgeting, gender equality, and leadership empowerment are improved and strengthened 	

Annex 2 – Independent Evaluations

Name of the project	Title of the document	Period Covered by Evaluation? d/m/y to d/m/y	Ordered/ co-ordered by	Can the document be published on the Diakonia website for distribution?
Women's Action for Voice and Empowerment (WAVE)	WAVE Mid-Term Reflection	From 2016-2018 WAVE is a 5-year (2016-2020)	IWDA WAVE MTR Management Team Bronwyn Tilbury Tracy McDiarmid Lisa Vettori Amanda Scothern	Ned to check?
Women's Action for Voice and Empowerment (WAVE)	Public Perceptions of Women's Leadership at Commune Councils in Cambodia	2018-2019	<i>IWDA WAVE Management Team</i> Authors: Norm Sina, Sok Serey and Sabina Lawreniuk	Yes

Annex 3 –Stories of Change *(Please provide 2 stories of changes from the lasts year with maximum analyses 2 pages)*

Story one: *(please see attachment 1)*

1. **Project name:** Economic Empowerment for Women in Small Scale Businesses
2. **Story title/description:** Learning to find a balance
3. **Rights holder's name:** Ms. Vannin
4. **Rights holder information:** Brief description/information about the rights holder (age, family, location, livelihood)
5. **Problem/challenge:** Describe the problems/challenges the rights holder was facing before the intervention. Provide situation context information if needed.
6. **Intervention/respond by partner:** Describe the specific information/activities/support the rights holder received/participated connected to the problem/challenge above.
7. **Result/outcome/change:** Describe positive changes in the rights holder's life because of the intervention.
8. **Quotes:** Please include at least 3 quotes from the rights holder related to the problem, intervention, change.
9. **Photos:** Please collect 3-5 pictures of the rights holder for the story. Please attach these separately.

Story two: *(please see attachment 2)*

1. **Project name:** Economic Empowerment for Women in Small Scale Businesses
2. **Story title/description:** Making us a happier family
3. **Rights holder's name:** Sreymao
4. **Rights holder information:** Brief description/information about the rights holder (age, family, location, livelihood)
5. **Problem/challenge:** Describe the problems/challenges the rights holder was facing before the intervention. Provide situation context information if needed.
6. **Intervention/respond by partner:** Describe the specific information/activities/support the rights holder received/participated connected to the problem/challenge above.
7. **Result/outcome/change:** Describe positive changes in the rights holder's life because of the intervention.
8. **Quotes:** Please include at least 3 quotes from the rights holder related to the problem, intervention, change.
9. **Photos:** Please collect 3-5 pictures of the rights holder for the story. Please attach these separately.