



# diakonia

PEOPLE CHANGING THE WORLD



## SIX-MONTH NARRATIVE REPORT

<b>Name of organisation</b>	Gender and Development for Cambodia
<b>Project country</b>	Cambodia
<b>Reporting period</b>	01 January to 31 December 2016
<b>Total Beneficiaries</b>	Direct Beneficiaries: 3,388 people (2,162 females)
	Indirect Beneficiaries: 6130 people (4,247 females)
<b>Target area and target group of operation areas</b>	<ol style="list-style-type: none"> <li>1. Advocacy and Networking program: target the whole country at the national, provincial, district and commune levels. The target group are various women including women victims of land eviction, street vendors, garment workers, entertainment workers, women leaders at sub-national level, and women leader in public service.</li> <li>2. Capacity Development program: target the whole country at the national, provincial, district and commune levels. The target group are youth, student at universities and CSOs as well as the government.</li> <li>3. Community Outreach program in 3 provinces (Kampong Chhnang, Pursat and Prey Veng). The target groups are community people in 9 target communes (Rolea B'ier, Banteay Preal, Choeng Kreav, Prasneb, Me Tuek, Ta Lou, Boeng Khnar, Theay, and ROUNG DOMREI commune) particularly households experiencing violence against women.</li> </ol>

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## 1. INTRODUCTION

This annual report aims to elaborate the achievements and challenges of Gender and Development for Cambodia (GADC) for a period of one year from January to December 2016. Data used in this report were generated from a number of sources including pre-test and post-test assessments database, case management database, beneficiary database and reflection results with target beneficiaries. Case studies are attached to tell the successful story and/or best practices of the target beneficiaries. This annual report covers three main results: (i) the increasing of formal and informal leadership positions at the sub-national level and the improvement of influence of women in community and sub-national administrative decision making, (ii) accountability toward women's and girl's need by sub-national government and moral institution, and (iii) the national policies and frameworks are more gender responsive and budgeted for. This report starts by providing summary of each result areas, and then the analysis of outputs against the indicators. Then, deviation of activities is elaborated before project and organizational management challenges are discussed.

## 2. NARRATIVE SUMMARY OF PROGRESS

During this reporting period, key results of the 3-years log-frame (2016-2018) have been achieved as the following:

**For the result area 1**, the major achievement related to women in formal leadership position at the sub-national level was the improvement of their working performance, leadership capacity; report writing skill; and facilitation skills of the formal women leaders. They have brought issues that reflect to the need of women and girls to discuss at the council and/or commune meeting. More importantly, the male counterpart recognized the women's ability and knowledge when they raised up any ideas at the meeting. Another achievement is the preparation of potential women candidates for the upcoming commune election through building their leadership skills. In short, during this reporting period, we could achieve 1 out of the 4 indicators of result area 1; the indicator 2 'number of issues discussed and decided in the council meetings that are brought in by women and reflect the needs of women and girls'.

**For the result area 2**, the progress has been made on this result area. One of three outputs, output 2.3 'community core men group and core women group have the capability to facilitate community engagement in monitoring of government performance'. It is progress in a way that, community core groups have worked closely with villagers to raise awareness on gender responsive budget, roles of community in commune budget planning and development as well as collected their needs and brought it to commune authority. Some issues, have been consolidated in the Commune Invest Plan (CIP).

**For the result area 3**, which is related to national policies and frameworks, are more gender responsive is progressive. GADC continues to build network and linkages with other CSO network in and outside the countries. Within the country, GADC had involved the GADNet members and human right organization to advocate for women human rights through joint statements, meetings, Black Monday campaign to release the five Human Right Defenders (HRD), and visiting the five HRD at the prison. Through engagement to advocate for women human rights, especially the case of Ms. Sreymom was an excused case that the ruling party used to shut up the voice of NGOs and CSOs that exercise our rights and link to that issue, the Ministry of Justice released a statement to accused the NGOs and CSOs who are involving in this case. Eight people (5 ADHOC staff, Director of SILAKA, a member of National Election Committee and a staff of the UNCOHR) received letter from the Anti-Corruption Unit of Cambodia on April Monday 26, 2016 asking them to meet at the ACU on April 27 and 28, 2016. Later, four ADHOC staff and the member of NEC has arrested and put them in the prison up to today. This measurement from government against human right and women right NGO has resulted and effected some of our activity on strengthening networks and collaboration with the local authorities.

In order to effectively implement and achieve the set impacts and results set in the log-frame for 2016-2018, GADC will strengthen the following challenges:

- ❖ Continue strengthen communication and collaboration with provincial stakeholders including provincial and districts governors, commune council and political parties. GADC brings a clear message to them that GADC's perspective is to promote gender equality and women in leadership. GADC is working in partnership with the Government to ending violence against women and promoting gender equality.
- ❖ Keep building capacity and mentoring the Community Facilitators in the three targeted districts on gender perspective, policies and laws and facilitation skills to ensure that they are capable to apply their skills and knowledge effectively.
- ❖ Support Community Facilitators to build good relationship with the authority at sub-national level that aims to strengthen the cooperation between GADC and the local authorities in GADC target areas in order to reduce violence against women and girls.
- ❖ Strengthen the internal reflection on challenges and lessons-learned both projects and management to ensure that GADC strategy is moving smoothly and efficiency.
- ❖ Continue improving staff's reporting skills, data collection and analysis, and research and policy analysis through a practical guideline and coaching.
- ❖ Review the strategy of Cambodian's Men Network (CMN) and continues looking for fund to support CMN activities.
- ❖ Start the process to develop GADC strategic plan 2018-2023

### 3. OUTCOMES TRACKING NARRATIVE

**Result Area 1: Women in formal and informal leadership position at the sub-national level in targeted communities have increased and influence of women in community and sub-national administration decision making has improved.**

- + Percentage of women elected in commune elections (2017) has increased to 20% from 16.84% (2012 election).
- + **Number of issues discussed and decided in council meetings that are brought in by women, and reflect the needs of women and girls.**
- + Number of actions/initiatives toward gender equality taken by female leaders in the existing structure.
- + Number of actions/initiatives toward social accountability taken by women's organized groups.

For the major achievement of this result area was the improvement of their working performance, leadership capacity; report writing skill; and facilitation skills of the formal women leaders. They have brought issues that reflect women and girls need to discuss at the council and/or commune meeting. More importantly, they are now being more recognized by their male counterpart when raised up any ideas at the meeting. Another achievement is the preparation of potential women candidates for the upcoming commune election through building their leadership skills. In short, during this reporting period, we could achieve 1 out of the 4 indicators; the indicator 2 'number of issues discussed and decided in the council meetings that are brought in by women and reflect the needs of women and girls'.

**Output 1.1: Existing women leaders at all 3 sub-national levels are more capable and more confident (empowered) to perform their roles and responsibilities.**

- ✚ 70% of trained female leaders increase their level of confidence in relation to their roles and responsibilities.
- ✚ Percentage of issues raised by appointed and elected female leaders and discussed in meetings.

During this reporting period, there are four learning events were organized for the female leaders at the provincial, district and commune levels (two learning events for provincial and district level<sup>1</sup> and two learning events for commune level<sup>2</sup>). The learning events aimed at building confident and leadership skills of existing women leaders at provincial, district and commune level through sharing and reflecting on their leadership and facilitation experience, roles and responsibilities, and developing action plan for coaching and mentoring support. The learning events also the platform that linked with the capacity building on Gender Mainstreaming and Gender Responsive Budgeting. The increasing of understanding the role and responsibility provided a positive attitude change and empowered female leader at the sub-national administration for mainstreaming the gender perspective in planning, as well as advocate for allocation budgets for implementation gender activities in their respective districts and communes.

A total of 60 females attended the events. According to the self-evaluation<sup>3</sup> result of provincial and district level participants, 13 out of 23 people (57%) felt 75% of their skills and knowledge is improved if compared to their knowledge before they received the training. Eight people (35%) rated their knowledge improved between 60% and 75%; one person (4%) felt she learned 50% and one person (4%) stated she has improved her knowledge on leadership more than 80%. For the commune level participants, almost all participants gained a significant knowledge about planning and facilitation skills. Aside from the learning events, coaching and mentoring was carried out at two levels; district<sup>4</sup> and commune<sup>5</sup> level. As our approach, the district participants provided coaching to commune participants, and GADC staff provided coaching to the district participants. This gave the district participants an opportunity to practice their coaching skills and learn more about the challenges at the commune level, and it gave GADC staff the opportunity to observe whether participants are able to integrate their learning on facilitation and leadership skills into their daily practice. The results of coaching and mentoring support showed an improvement of commune councilors and women core groups toward analyzing and raising issues; improving confidence in sharing new knowledge and insights with their colleagues; improving confidence in speaking up during meetings and report writing skills. Ms. Sous Visal, community core women group in Beoung Preah commune, Prey Veng province stated that *'after joining with women's civic engagement in politics and leadership project with GADC for a years, I am become a self-confident and realized that I am a brave woman. Whenever I join the learning events or training, I like to join the discussion and I represent my group discussion to*

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<sup>1</sup> The first learning event for provincial and district level on roles & responsibilities and personal leadership took place in Phnom Penh on 23-24<sup>th</sup> of February with 27 participants. The second event on facilitation skills took place in Phnom Penh on 24-25<sup>th</sup> of April, and was attended by 23 participants.

<sup>2</sup> The first learning event for commune level on roles & responsibilities and proposal writing took place in Phnom Penh on 25-26<sup>th</sup> of February and 31 participants joined the event. The second event on facilitation skills took place in Phnom Penh on 26-27<sup>th</sup> of April, and was attended by 33 participants.

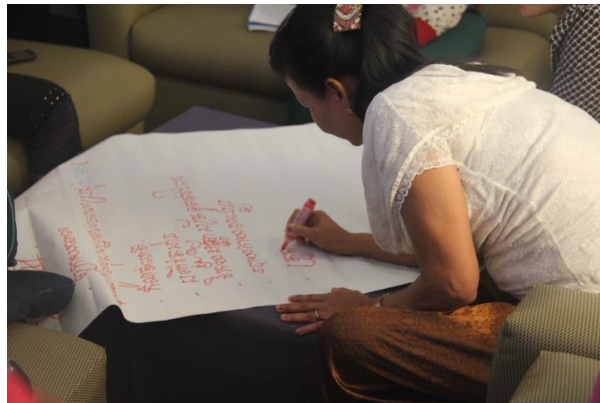
<sup>3</sup> Provincial and district level participants were asked to rank their level of learning on a scale of 1 to 100%, by literally marking their percentage of learning on a scale on the wall.

<sup>4</sup> District level provided coaching to the commune level on 6<sup>th</sup> -7<sup>th</sup> of April 2016. Three committee members provided coaching to 3 project members in each province, which means that in total nine commune participants received one coaching session each.

<sup>5</sup> GADC staff provided coaching to district level participants on 10<sup>th</sup> and 11<sup>th</sup> of May 2016 in Baphnom district, Prey Veng province and on 19<sup>th</sup> May 2016 in Rolea B'ier district, Kampong Chhnang province.

*share group results. In addition, after attending the project’s learning event on facilitation skills, I am able to prepare activity plan, lesson plan and especially apply a facilitating method effectively’.*<sup>6</sup>

Photo 3.1: During Second Learning event, Mrs. Visal was actively leading her group discussion on how to organize the training/forum



Through GADC experience in providing coaching services and technical support, especially on women’s leadership and gender mainstreaming, to various local NGOs, elected and appointed women at the sub-national level as well as experiences working with the Ministry of Interior (MoI), Ministry of Women’s Affairs (MoWA), sub-national administration institutions and other government partners to develop and improve the effective implementation of gender sensitive policies and interventions, therefore, GADC has been selected as the partner to provide Capacity Building and Consultative Workshops for Female Councilors in five provinces (Kampong Chhnang, Pursat, Battambang, Pailin, and Kampong Speu) which is under initiative training program of EU SPACE in its cooperation with NCDD-S and the Ministry of Women’s Affairs (MoWA). GADC is very keen in this capacity building initiative as it highly link to GADC area of focuses, approaches and results.

Three consultative workshops were provided to 83 participants who were the provincial and district female councilor of five provinces (Kampong Chhnang, Pursat, Battambang, Pailin, and Kampong Speu). Three parallel classes are running at the same time with divided all 83 participants into three groups. The participants of each group were mixed of 5 provinces of female councils of the provinces and districts. As a result, GADC found that female councilors have increased their confident in raising issues in the councils meeting, they understand their roles clearer and their responsibilities of being the council member, they increased knowledge about proposal writing, as well as learnt how to provide constructive feedback to each other.

For example, Her Excellency Tong Nary, member of the Provincial Councilors in Kampong Chhnang has shared her experience on her effective speech in the council meeting that convinces the council members pay attention. She said *“I was very happy when I was elected as a member of the provincial councilor in 2014; then I was worried when I was elected to be the chief of the Women and Children Consultative Committees. I am concerning, whether I am capable enough to do this work as it is my first time. Meanwhile, I got supported and encouragement from other women leaders. I tried my best to concentrate on the issue and discussion in the meeting, training and the workshop. I started to capture*



Photo 3.2: Photo of H.E Ton Nary, member of provincial councilor in Kampong Chhnang

<sup>6</sup> Case study 1: Ms. Sous Visal, community core women group in Beoung Preah commune, Prey Veng province.

*the laws and policies and I spent time to analyze them in connected to the issue of women and girls that I am working with. I joint the training on women in leadership that provided by GADC and it helped me to strengthen my confident. I realized that I am now is confident in speaking at the public places in front of a lot of people. More than that, I am able to link the issue of VAW into the laws and policies quite well. I also applied my knowledge to solve my daughter case of domestic violence smoothly. From those experiences my daughter is also empowered and she is confidence to be a widow woman with financial independent.*

H.E Tong Nary continued that “Even thought, I had gained the knowledge as mentioned; I think that it needs to be continuing strengthened and updated from time to time. I support the GADC project on women in leadership and I commit to expending my knowledge wider in order working to end VAW fctively.”

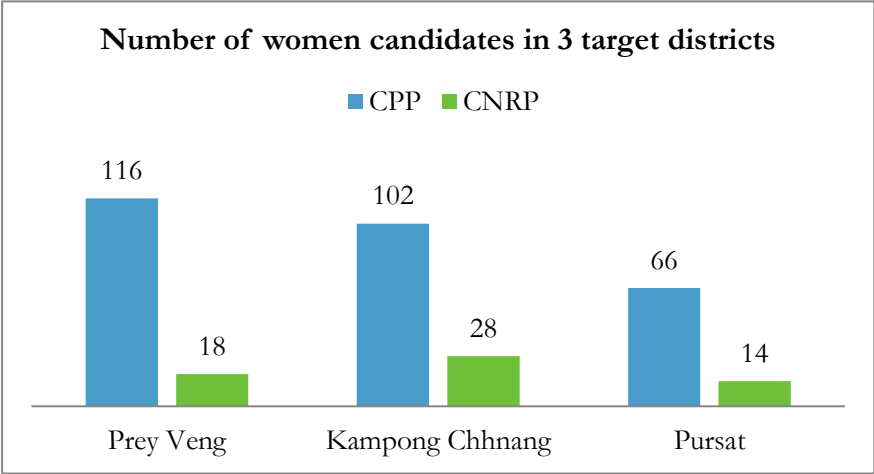
**Output 1.2: Potential female candidates in the targeted communities are prepared to enter the election.**

- ✚ Average 4% increase in female candidates in the election list compared to the last election’s lists (26%).
- ✚ 70% of trained participants are able to run election campaigns.

Cambodia government has announced that the commune election of the 4<sup>th</sup> mandate will be on Sunday, 04<sup>th</sup> June 2017. To contribute to this commune election, GADC during this reporting period has been working with two political parties that have seat at the parliament; Cambodian People Party (CPP) and Cambodian National Rescue Party (CNRP) in the three target districts (Rolea B’ier district, Kampong Chhnang province, Bakan district, Pursat province, and Baphnom district, Prey Veng province) to lobby them to increase number of seats for women candidate and building leadership skills of potential female candidates.

GADC team particularly the Executive Director and Advocacy team has organized meetings with provincial, district and commune officials of the three provinces (Kampong Chhnang, Pursat and Prey Veng) in order to strengthen relationship between sub-national government officials and GADC as well as to lobby them for increasing and placing women candidates in the top or second range of the candidate list. During the meetings, GADC also update the achievements and 3-years plan (2016-2018) as well as activities to support women in political leadership. As a result, the provincial and district governor in the 3 provinces have showed their strong interest and support to GADC’s activities. In October 2016, GADC received the 1<sup>st</sup> draft list of women candidates from both political parties of GADC target areas. The total of the 3 districts, there are 284 women candidates from CPP and 60 women candidates from CNRP. The specific number of each district is showed in figure 3.1 below.

Figure 3.1: Number of women candidates for CPP and CNRP



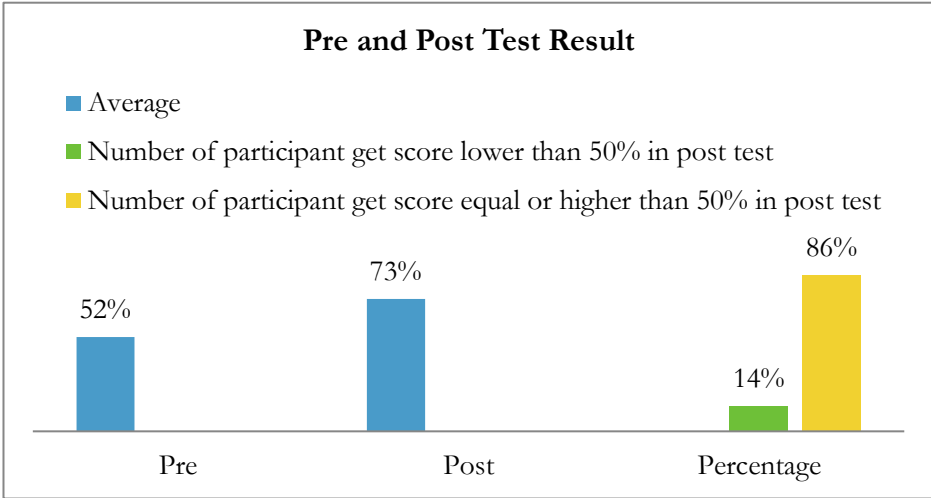
As soon as receiving the draft list of women candidates from the two major political parties (CPP and CNRP), GADC team has prepared for building leadership capacities of potential women candidates. The leadership training was taken place from November to December 2016 with a total of 310 women participants in which 257 women from CPP and 53 women from CNRP attended the 18 trainings in 3 target districts (see table 3.1). The training aimed to strengthen women’s capacity for public leadership through providing skills and knowledge to be an effective leader. The female participants attended the trainings are the district and commune councilors and villagers.

**Table 3.1: Number of participants and trainings**

Name of district/province	Date and Venue	# of trainings	# of participants	Remarks
Role B’ier district, Kampong Chhnang province	13-16 Dec 2016 Rolea B’ier district hall	6 trainings	96 women (19 CNRP)	14 youth
Bakan district, Pursat province	19-22 Dec 2016 Bakan district hall	6 trainings	98 women, 3 Muslim (17 CNRP)	27 youth
Baphnom district, Prey Veng province	28 Nov-01 Dec 2016 Baphnom district hall	6 trainings	116 women, 1 Lesbian (17 CNRP)	4 youth
<b>Total:</b>		<b>18 trainings</b>	<b>310 women (53 CNRP)</b>	<b>45 youth<sup>7</sup></b>

The common challenges of women to take a leadership role are: limited opporunity to participate in social and development work, limited knowledge and communication capacities, lack of confidence, lack of support from families and male counterpart. A reflection exercisce which faciltiated by GADC team to identify the root cause of this challenges with women participants was conducted and found that, the root cause of these challenges is the social norm and mindset of the family, community people, and colleagues around women and even some women participants also deeply attached with this mindset. Therefore, to change the mindset GADC in year 2017, has strategy to continue building the leadership and public speaking skills for potential women candidates for the commune election in June 2017. Moreover, GADC is also working with the women’s family, their counterpart and villagers through gender cafe, men dialogue and other mentoring activitives. Based on the results of pre-test and post-test evaluation, the average socre of pre-test is 52% and post-test is 73%. 86% of participants get score equal or higher score than 50% in post test and 14% get lower than 50% in post test (see figure 3.2).

Figure 3.2: Pre and post-test results



<sup>7</sup> The youth attended the trainings are age from 19-35 years old.



During voter registration campaign (September 01<sup>st</sup> to November 29<sup>th</sup>, 2016) for commune election 2017, among of 310 women participant attended the trainings; 27 women volunteered to be the voter registration observers, 3 women volunteered to be the security checked around the location of voter registration, and the rest shared information about the voter registration process to people within their community.

**Output 1.3: Women participating in organized groups in the targeted communities have increased knowledge on governance and frameworks and women’s rights and increased leadership skills.**

- ✚ Number of women participating in trainings increased level of knowledge on relevant policies and frameworks and leadership skills.
- ✚ **Number of actions taken** by organized groups (or members) within the community related to the local governance and women’s rights.

During the reporting period, the trainings and mentoring support have been provided to community gender café facilitators and members.

Training on law and legal procedure to protect women’s rights was provided to 19 gender café facilitators and they are from entertainment workers, domestic workers, the victims of land eviction and garment factory workers<sup>8</sup>. The training aimed to strengthen the gender café facilitators on the facilitation skills, laws/policies and legal procedure to protect women rights. The training ‘s topics were covered gender stereotype, domestic violence law, advantage and disadvantage of marriage certificate, sexual harassment, mechanism and legal procedure to protect women’s rights. The result of pre-test and post-test shown that 100% increased their knowledge and skills in which (26%) got high score (full 10 point), 64% got 6-9 point and 10% got 5-5.30 point.

Twelve (12) gender café sessions were organized and facilitated by the gender café facilitators of the four groups (land eviction victims, entertainment workers, domestic workers, and garment factory workers) to their members in which one group had 3 sessions. The discussion aims to provide the safe space for gender café members to express the issues that relate to their daily life, to learn and share the issues together and more importantly they discuss on strategy helping each other to solve the problem smoothly. They discuss about the laws, policies and the procedure for dealing. They do the mapping on the relevant stakeholders and the legal procedure that they would know how to deal it right away when the issues arrive to their life. In addition, five (5) times of mentoring and coaching were provided to the gender café facilitators to reflect on their facilitation knowledge and skills. Meanwhile, they discuss and develop their action plan for next gender café session.

Building up from the previous year afford of GADC activities on Gender and Livelihood and Good Governance Project, the gender café facilitators have gained more knowledge on gender roles, gender division of labors, legal procedure to protect women, and non-violence communication. The significant improvement is the gender café facilitators are the changes of their mindset that before they had been used to look down on and blamed very badly at any cases and/or their status, but not anymore. They are paying attention, especially, when they hear any cases happen to women and girls, they are trying to find more information and evidence that they can find the solution to support as they completely understand that the society had not yet valued women as men. The gender café members were able to express their needs, analyze and discuss on advantage and disadvantage of marriage certificate in relate to family and marriage law (DV Law), gender stereotype, non-violence communication and the legal procedure for protecting women and girls.

<sup>8</sup> The training was organized from 13-14 August 2016 at GADC office.

In June 2016, Ms. So Sophany, a member of gender café intervene a rape case of 10 years old girls at her community. She built the confidence for victim and the victim's family. So, they decided to report the case to the police in their Sangkat.

Ms. Sophany shared her intervention case to her gender café sisters that *"In June 2016 Mrs. K.C mother of 10 years old girl who was raped. First, Mrs. K.C noticed that her 10 years old daughter had used the bathroom quite a lot and she suspected what happened to my daughter. Then she asked her daughter right away that "why are you using the bathroom a lot?" Her daughter was scared and pail. Later, Mrs. K.C found out that her daughter was raped by a man of 65 years old who lived in the same village (Preak Bangkang village, Preak Ta Kov commune, Khsach Kandal district, Kandal province). Mrs. K.C brought the case of her daughter to discuss with Ms. Sophany. Mrs. K.C expressed that she is poor and do not feel comfortable to bring this case to the police at all.*



Ms. So Sophany during the gender café training

Ms. Sophany tried to discuss with Mrs. K.C. and she raise questions and ideas together with Mrs. K.C for the solution to stop rape in their community. The ideas and questions that they put together for discussion were:

- if we don't bring this case to the police the man will rape your girl again and he will rape another girls in the community, too
- if we don't report this case to the police now our voice will not be heard and so, our rights will not be protected by the law
- If we bring this case to the police the police may ask for money, but in order to make sure that the police will take action we need to tell the police that we will also report it to the NGOs (Human, Women Rights NGOs)
- So, the question is "do we intend to stop rape in our community?" - they decided to bring the case and report to the police".

Ms. Sophany continued, *"Mrs. K.C and I went to the Sangkat and reported to the police. The police recorded the case and then they went to that man's house and arrested him right away. Now, the man is in the prison".<sup>9</sup>*

**Output 1.4: Critical analysis of contemporary situation, challenges and barriers related to women's civil and political participation, and women's rights in relevant sectors.**

✚ Experiences of women's pathway to leadership are **identified and documented**.

2002 was the first commune election in Cambodia and it opened space for women to exercise their leadership role in their communities. Even though, the number of women had increased for the commune election from one election to other (8% in 2002, 15% in 2007 and 18% in 2012), the number of women have not yet reached to the Cambodian Millennium Development Goals (CMDG) that set at least 25-30% of women in leadership at sub-national and national level.

Despite the effort of building the leadership skills for women and promoting gender equality, women are still facing discrimination against them, which is the big barrier for them to exercise their leadership role equally. For further support women leadership skills GADC had conducted the capacity needs assessment of the women leaders in the 3 target districts (Rolea B'ier, Bakan and

<sup>9</sup> Case study 3.3: Ms. So Sophany, a member of gender café intervene the rape case

Baphnom). The results of this needs assessment were used to develop the training manual and materials for effective leadership training to women and potential women leaders.

There are 14 topics that need to build on women leadership such as: 1) facilitation skills, 2) communication skills, 3) speaking to media, 4) advocacy, 5) forum organizing, 6) leadership, 7) strategic thinking, 8) project planning, 9) proposal writing, 10) reporting writing, 11) right based approach, 12) good governance, 13) roles and responsibilities of sub-national authorities, 14) budgeting and financial management. However, only 8 topics including: 1) non-violence communication and active listening, 2) facilitation skills, 3) public forum, 4) advocacy, 5) proposal writing, 6) democracy, 7) strategic thinking, and 8) leadership selected for first priority training for model 1 and the rest topics will be developed for model 2 and 3 in 2017.

**Result Area 2: Sub-national governments and moral institutions are more accountable to women’s and girls’ needs.**

- + The **budget** allocated to gender responsive issues by sub-national governments and institutions is **increased**.
- + Budget information and expenditures are **accessible** to the public, especially women.
- + Increased level of satisfaction with **public services among women** in the target areas.

The progress has been made on this result area is output 2.3 ‘community core groups are capable to facilitate community engagement in monitoring of government performance’. It is progress in a way that, community core groups have worked closely with villagers to raise awareness on gender responsive budget, roles of community in commune budget planning and development as well as collected their needs and brought it to commune council. Four issues raised by community people were consolidated in the Commune Investment Plan (CIP) such as: 1) giving space to villagers to involve in the CIP process, 2) make sure that budget for social issue is allocated in the CIP, 3) be accountable to the villagers on CIP and budget expenditure and 4) performance of duty bearers must consider to improve and improving all public services within the community.

**Output 2.1: Sub-national development plans in the target areas are more gender responsive, budgeted accordingly and implemented by the relevant government institutions.**

- + Percentage of participants increases their **gender budgeting knowledge**.
- + **Number of needs and/or issues** raised by community is responded by the government.

During the reporting period is likely to be a preparation stage toward this output. A baseline study on gender analysis of sub-national development in 3 target districts (Rolea B’ier, Bakan and Baphnom) was conducted. The reflection meeting among GADC team who involved in the baseline survey revealed that community people lack of participation in community development process; for example, engagement with commune development work, access information about commune investment plan and budgeting, lack of knowledge about national budget and taxation, and they felt unsafe or fear to discuss about politics and critic the performance of local authorities. The baseline report is analyzing by Oxfam.

**Output 2.2: Influential government officials in the target areas show more positive attitudes towards gender responsiveness.**

- + **70%** of target female leaders’ **male colleagues** have positive attitudes towards women’s leadership.
- + **Numbers of target female leaders’ male colleagues** have positive attitudes towards gender issues and/or women’s needs.

GADC team especially, Advocacy and Networking team and Executive Director have played an important role in building relationship with sub-national government officials such provincial governor, provincial councilors, district governor, district councils and commune councils in the 3 target provinces. Through this relationship building, we observed that the three (3) level of sub-national government showed their strong support to GADC program. They opened opportunity to their women colleagues to join the capacity building program and any activities with GADC. Here are some expressions from sub-national government officials:

- H.E Khoy Sokha, head of provincial councilors in Pursat province, and H.E Khat Chorn, member of the provincial council in Prey Veng province, said that, ‘We support GADC’s activities in the past and present. In order to achieve the project’s goals smoothly, we need to strengthen our cooperation by having regular meetings to update what we have done well and what challenges that we are facing. Therefore, meeting between GADC and local authority is good because we can discuss and get the solution on time. They expressed that they are happy and congratulation to GADC in expanding the project to new target communes.
- Mr. Tep Phearun, head of district governor at Baphnom district, Prey Veng Province declared his support on GADC’s activities and congratulated GADC for the success of new project and strategy for 2016-2018. He said that ‘It is a good sign that we will continue to work together, as you know that government cannot work alone, we need partners to work with to support and improve women capacity. I believe that GADC activities will help to improve the capacity and knowledge of women and vulnerable people’. Mr. Phearun committed to increase number of women in the commune election 2017.
- Ms. Khiev Sophoeun, Chief of Preahsneb commune, Rolea’ Bier district, Kampong Chhnang province declared that her supports for the GADC’s project, as it will help to build women candidate’s capacity for commune elections in 2017. She shared her experiences of being elected as commune chief in 2012. At that time she found the position of commune chief is a struggle, struggle as she was inexperienced and did not have any projects of NGOs to support women leaders in her commune. However, encouragement and support from other women leaders and members of commune councils has motivated her and she performed her roles effectively. She added that it is right time that GADC involved her in the leadership training, as she needs to improve her knowledge in leadership that she prepared herself for commune election in 2017.

**Output 2.3: Community core groups have the capability to facilitate community engagement in monitoring of government performance.**

- + **Number of issues** about public services performance raised through Implementation of Social Accountability Framework (I-SAF).
- + **Increase of issues raised** by women in village and commune meetings or forums.
- + Percentage of women in the community who feel that public services are more responsive to their needs.

During this reporting period, three (3) training on process of Commune Investment Plan (CIP) and gender responsive budget were provided to 60 participants (21 females) who are the existing core groups (CGs) and village leaders in Rolea B’ier, Boeung Khnar and ROUNG DOMREI commune<sup>10</sup>. The

<sup>10</sup> The three training events were provided to core groups and village leaders of the three target communes. In Rolea B’ier commune, Kampong Chhnang province the training was conducted on 5<sup>th</sup>-6<sup>th</sup> May 2016 with a total of 15 participants (5 females) while in Beng Khnar commune, Pursat province conducted on 3<sup>rd</sup> to 4<sup>th</sup> May 2016 with 19

training aimed to: (i) build capacity and skills of CGs and village leaders on gender sensitivity in the process of CIP and budget development and (ii) reflect on citizenship roles (men and women) in the process of CIP and budget development. Representative of district and commune councilors who are responsible for CIP development and budget were invited as resource person to share experience on CIP development process. Based on the reflection, participants realized that their role in CIP and budget development process is important and they realized that they have the rights to participate and give input on the CIP development process. They knew that CIP has not just focused on infrastructure, but community development would pay different attention on the needs of the community people, especially on VAW, and vulnerable group such as widow, minority, girls and disability people. In addition, most of participant expressed that they were happy with presentation and clarification from commune chief and commune representative on citizen roles and participation in commune development and disclosed commune budget.

Another, three (3) trainings on roles and responsibilities of community core groups were provided to 81 participants (50 females) of new community core women and men groups in six target communes of three provinces<sup>11</sup>. The training aimed to (i) introduce GADC's strategy and the current program, (ii) strengthen skills and knowledge for women and men core groups who are newly selected in target commune and (iii) to conduct the baseline assessment on the issue in the target areas (iv) to assess the knowledge of women and men core groups on policies/laws, facilitation skills and gender perspective; and affective approach of working with local authorities. According to the results of training evaluation about 90.36% of 81 participants are satisfied on learning atmosphere, 89.16% on content of training, and 97.59% on methods applied in the training.

GADC also worked with commune authorities in new target communes<sup>12</sup> to elect the community core women and men groups. The community core group to mobilize women and men in community to address violence against women and girls and promoting women empowerment. The selection of community core group was a participatory process, which the villagers, village chief and local authority participated in the election<sup>13</sup>. Although, local authority participated in this process but they are not the one who make the final decision. The election of Community Core Group was done by their community members. As a result, there are 81 core groups (46 community women core groups and 35 community men core groups) have been elected by 2,531 community people.

The community core group organized the village meeting to raise community awareness on roles and responsibilities of citizen and local authorities for community development. Participants of the village meeting had opportunities to raise their concerns and issues related to the sub-national government performance and quality of public services. Particularly, during the period of developing the CIP 2016-2017, the villagers had raised their concern on: 1) public health service in the community is getting worse because they have to pay higher cost to get the service and 2) spending a long time for birth registration, marriage registration, and citizenship identity cards which is effected to their time for earning daily income.

In this regards, GADC strategy is to strengthen the analysis capacity of villagers and enable them to raise their voices and integrated their need into the CIP. The community core groups play important

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participants, 7 females. Lastly, in Rong Domrei commune, Prey Veng province conducted on 9<sup>th</sup> to 10<sup>th</sup> May 2016 with 26 participants, 9 females.

<sup>11</sup> There are 81 participants included 50 women fully participated training course. There are 21 participant (16 women) from Prey Veng province, 24 participants (13 women) from Kampong Chhnang province, and 36 participants (21 women) from Pursat province.

<sup>12</sup> The six communes are Prasneb, Cheung Kreav, Banteay Preal commune of Rolea B'ier district, Kampong Chhnang province; Me Teuk and Ta Lou commune of Bakan district, Pursat province and They commune of Ba Phnum district, Prey Veng province)

<sup>13</sup> See annex #: Process of community core group election

role to capture all the villagers need and bring them to lobby with the local authority via the commune meeting to discuss on CIP. The achievement here is local authorities considered on the issues that were raised by the community core group and considered to improve. Therefore, the issues that had put in the CIP are: 1) giving space to villagers to involve in the CIP process, 2) make sure that budget for social issue is allocated in the CIP, 3) be accountable to the villagers on CIP and budget expenditure and 4) performance of duty bearers must consider to improve and improving all public services within the community.

Mr. Sours Sokha, a Core Men Group lives in Krous village, Rolea B'ier commune, Rolea B'ier district, Kampong Chhnang province expressed that *“I observed that commune chief in Rolea B'ier commune has changed his attitude toward recognizing the comments and/or feedback raised by community people at the village meeting. He paid much attention on women and children issues as well as paid more attention on the issues of disability people, poor widower. He also paid attention to the need of the Muslim (Cham) group that is living in his commune. He opened space for women and men to express their concerns issues. Last but not least, commune chief integrated the comments/feedback raised by core group and put them in the agenda of the commune meeting”*.<sup>14</sup>



Photo 3.2: Mr. Sours Sokha, facilitating the village meeting on roles and responsibilities of local authorities and citizen

GADC will continue supporting them (villagers and community core group) on monitoring and evaluation skills and ensure that they are able to advocate with their local authority for their improvement.

**Output 2.4: The service delivery of existing sub-national mechanisms addressing VAW in the target areas has improved.**

- ✚ Increase in number of interventions in VAW cases by the responsible local institutions.
- ✚ Number of VAW cases referred to a higher level.

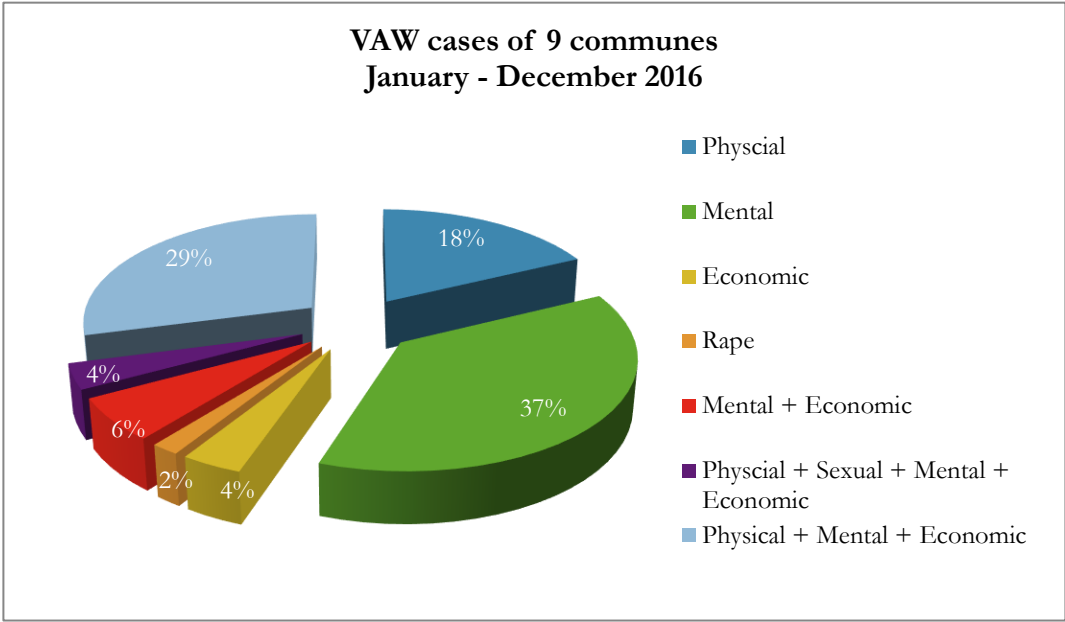
As for the GADC log-frame for 2016-2018, there are nine communes are targeted: Rolea B'ier, Prasneb, Chhoeung Kreav, and Banteay Preal commune of Rolea B'ier district, Kampong Chhnang province; Boeung Khnar, Me Teuk and Ta Lou commune of Bakan district, Pursat province; and Rong Domrei and Theyay commune, Baphnom district, Prey Veng province. From January to December 2016, of the nine communes, there are 347 VAW cases were recorded.<sup>15</sup> Of 347 VAW cases, 37% is mental violence, 29% is the combination of physical, mental and economic violence, 18% is physical violence and 6% is rape<sup>16</sup> (figure 3.3).

<sup>14</sup> Case study 3.2: Mr. Sours Sokha, community core men group in Rolea B'ier commune

<sup>15</sup> See annex #: DV cases from January to December 2016

<sup>16</sup> From Jan-Dec 2016, there are 347 VAW cases happened in the 9 communes of 3 target districts. 26 out of 347 cases happened in 3 existing communes (Rolea B'ier, Beng Khnar and Rong Domrei) and 321 cases happened in the 6 expanded communes. If we compared the number of VAW cases happened in the 3 existing communes between the reporting period of last year (January-Dec 2015) and this year reporting period (January-December 2016) we found that, the VAW cases has been decreased (from 39 cases to 26 cases). This figure has been indicated that the community people have better understood about gender relation, gender division of labor and impacts of VAW through the participation of GADC activities as well as dissemination activities of local authorities in the communes and district. The 321 cases of the six new communes is the baseline of VAW data for GADC to see the changes in the next year reporting period.

Figure 3.3: Percentage of each type of VAW cases of 9 communes



During this reporting period, GADC conducted participatory assessment on VAW cases in the six new communes. The assessment aimed to collect information on VAW cases, identify existing mechanisms in the target area to address VAW at sub-national level and identify gaps. A total of 210 participants participated in the assessment (83 females, 127 males) and they are the members of commune councilors, commune committee for women and children, police, health center, school representative, core groups, village leaders, women victims, and male perpetrators. The focus group discussion (FGD) was the methodology used for the assessment. FDG was done separately between women victims and male perpetrators, while the commune authorities and the other members of the committee was done in one FDG in each commune.

The result of assessment showed that, these new communes have very limited access information on violence against women, gender perspective and/or women’s rights because there were not many NGOs have worked in that areas. Although, there are laws/policies and mechanism for protecting women’s rights, the community people and the local authorities in that target areas still do not have any ideas about it and especially, they don’t know the legal procedure and roles of local authorities in this issue. They said that there is district and provincial women affairs, but they don’t know the roles of district and provincial women affairs. Moreover, the Commune Committee for Women and Children (CCWC) is not function well either. Villagers expressed that “we don’t know where should we seek for support and intervention when the violence cases happen in our village, so we just keep it silent as usual”

Aside from the assessment, GADC organized nine meetings with police justice, commune councilors, commune polices, CCWC, district women affairs, pagoda committees, village chiefs and community core groups. The aimed of the meeting is to share with them the result of the assessment in their communities and draw their attention that elimination of violence against women (EVAW) is their responsibility. They agreed with the issue of discussion and they commit to fulfill their role better, hence, they are happy that GADC implement the project in their community.

Three sharing workshops organized in three districts to share the results of the assessment and mapping the existing mechanism for dealing with VAW. A total of 136 participants (57 females, 17 males) attended the workshops. They are the community core groups, village chiefs, commune councilors, commune police, commune committee for women and children focal point, official of district women affairs, school representative, health center representative, district police and police

justice. The workshop aimed to: 1) share the key findings and seeking their input and feedback of the assessment, and 2) develop strategy and action plan for intervention cases of DV/VAW.

**Output 2.5: Buddhist temples in the targeted communes contribute to an effective response to VAW cases.**

- ✚ Number of VAW cases supported by Buddhist temples.
- ✚ Number of perpetrators of non-serious (physical and sexual violence) cases dealt with by Buddhist temples.

Referring to the lesson learned from the past experiences, engaging role of commune authorities and the pagoda to support the VAW/DV is needed. Therefore, during this period, GADC has liaised with Buddhist temples in the target districts to explore their attention on DV cases. Three meetings in three districts were conducted and participants of the meeting are monks, temple committees (layman), commune councils, village chiefs, commune polices, commune committee for women and children and district women affairs. The meetings aimed to seeking the support of Buddhist temples for DV prevention.

**Result Area 3: National policies and frameworks are more gender responsive and budgeted for.**

- ✚ Percentage of recommendations for improved gender responsiveness in policies and/or frameworks accepted.
- ✚ Number recommendations for gender specific budgeting.

GADC is coordinating 2 networks, Gender and Development Network (GADNet) and Cambodian Men's Network (CMN). GADNet and CMN coordinate with other networks at national level to advocate for ending violence against women and girl (VAWG). In 2016 GADNet and CMN organized meeting with the members and also joint meeting with other networks, NGO CEDAW, Election Reform Alien (ERA), Cambodian Human Rights Committee (CHRAC), Committee to promote Women in Politics (CPWP) etc... released statements to stop VAW. Black Monday campaign to release the five of Human Right Defenders (HRD) from prison, visiting them is an ongoing activity until the HRD are released from the prison. This political pressure from ruling party against human right and women right NGO have affected for mobilizing the movement of the networks.

**Output 3.1: Relevant policy frameworks (e.g. Environmental Code, NAPAW II, and I-SAF) are more responsive to women's needs including those at local level.**

- ✚ Number of gender recommendations for selected policies and frameworks.
- ✚ Percentage of gender recommendations for selected policies and frameworks accepted.

During this reporting period, GADC has produced recommendation, statement and papers in responding to relevant policy framework including cooperative social responsible and environmental impact assessment, and its impacts on women. These include:

- Joint Statement of the 10<sup>th</sup> National Advocacy Conference (NAC) and submitted to representative of Ministry of Environment.<sup>17</sup>
- Brief paper<sup>18</sup> on women in business: cooperative social responsible and Natural Resource Management (NRM) and its impact over women in line with CEDAW and ASEAN context.
- Joint statement of budget analysis report on budget allocation of National Budget Law.<sup>19</sup>

<sup>17</sup> Annex #: Joint Statement of NAC.

<sup>18</sup> Annex #: GADC Brief paper on NAC 30 NOV



- Endorsing on statement of solidarity with Cambodia Human Rights Defender (CHRD), called for justice for five CHRD in the Sreymom's Case.
- Joint statement of the national conference on 'integrating peace-building into the works of human rights in Cambodia'.

Moreover, GADC is active to endorse the statements to protect women human rights with other NGOs such as LICHADO, CCHR, COMFREL and CPWP.

**Output 3.2: GADC plays an active role to support the well-functioning of national networks, and government's mechanisms to advocate for women's issues linked to women in politics and VAW and their budget allocation.**

- + Number of **interventions** (recommendations, speeches, papers etc.) on selected women's issues and budgeting by GADC at network meetings or events.
- + Number of **issues** brought up at meetings or events.

GADC collaborated with Youth Coalition for Unity and Development (YCUD) and NGO-CEDAW organized a youth mock parliament as part of the 16 Days White Ribbon Campaign. The main purpose of youth mock parliament is to build their knowledge on the DV law, because GADNet and the NGO-CEDAW is advocating for DV Law amendment. Ten articles in five chapters of the DV law had been picked for the youth mock parliament discussion that included [a) chapter 1: The protection of violence against women and children, b) chapter 2: The scope of development, c) chapter 3: Jurisdiction and procedure, d) chapter 4: The protection measures and protecting victims and e) chapter 5: Judiciary] were brought for the youth parliament discussion.

Strengthening the CSOs network for inclusive development at sub-national level is funded by European Union via Volunteer Services Overseas (VSO). GADC, NGO Forum on Cambodia (NGOF) and Cambodia Cooperation Committee (CCC) are the implementing partners for this project. The capacity assessment for the CSOs network in 8 provinces<sup>20</sup> were conducted and aimed to identify gender gaps and the strategies to address the gaps. To ensure that the project is well coordinated with the Women and Children Consultative Committee (WCCC) at the provincial level is engaged in the strategic planning and the issues address are: data on domestic violence, trafficking, VAW and discrimination, and gender related issues in education, natural resource management, and public financial management. GADC also involved in establishing the CSOs Network and enabling the network member to integrate Gender Based Violence (GBV) in their advocacy strategy. The result of this network will be reported in next years.

GADC is a member of the Budget Working Group (BWG) which consists of six member organizations including NGO Forum on Cambodia (NGOF), Transparency International Cambodia (TIC), Analysis Policy Institution (API), Oxfam, Cambodia Resources Revenue Transparency (CRRT), and Save the Children Cambodia. The BWG is advocating for transparent on national budget system, public financial governance, monitors the national budget process, and provide input and recommendation to improve the public financial policy. As a core group member, GADC has participated in the monthly working group meeting, capacity building on public financial reform, meeting with parliamentarian and Ministry of Economic and Finance to provide inputs on the national budget law, contribute ideas in conducting research on program based budgeting, Public Financial Management mechanism and health budget analysis.

<sup>19</sup> Annex #: Brief statement-analysis-on-draft-budget-law

<sup>20</sup> Kampong Thom, Prey Veng, Svay Rieng, Siem Reap, Stung Treng, Ratanakiri, Mondulakiri, and Kratie

In connected to the regional advocacy, GADC joint the women group in South East Asia of 6 countries namely Cambodia, Lao, Myanmar, Vietnam and the Philippine. This group aims to advocate gender perspective in the Natural Resource Management (NRM) with implication to the Convention on Elimination of Discrimination Against Women (CEDAW) through the ASEAN channel. In order to reach the goals on integrating gender perspective into the NRM in the ASEAN, GADC had developed an action plan for Women's Economic Rights and Leadership (WEL) project in 2016-2017 to build capacity for CSOs who are working in this issues that enable them to advocate this issue in the ASEAN meeting.

Cambodia adopted the Cambodian Sustainable Development Goals (CSDGs) and Government has an obligation to develop the strategy to implement the SDGs. As the Secretariat of GADNet, GADC play an active role in the Technical Working Group on Gender (TWGG) to bring the voice of women into the SDGs strategy. GADC is considering on Goals 5, but GADC also must ensure that all Goals are gender sensitive; and GADC play this role through CCC and NGO Forum.

GADC in collaboration with International Women's Rights Action Watch of Asia Pacific (IWRAP) conducted 3-day workshop on Sustainable Development Goals (SDGs) in Cambodia. The workshop was building knowledge on SDGs and links the issues to the CEDAW principle as SDGs is a framework and we have to use the CEDAW principle to advocate for gender equality and ending discrimination against women. The workshop had brought the experts from India and Malaysia. A total of 36 participants (1 male) from 15 countries<sup>21</sup> and 9 NGOs in Cambodia<sup>22</sup> participated in the workshop.

As a result, Thailand and Cambodia agreed jointly develop the policy guideline to monitor SDGs in line with the CEDAW framework. GADC committed to develop a completed guideline in year 2017 with technical supported by IWRAP. In addition, all participants endorsed the statement of solidarity with Cambodia Human Rights Defender (CHRD), particularly called for justice for five CHRD in the Sreymom's Case (who is accused of having an affair with the Deputy Chair of the opposition party, Mr. Kim Sokha). The statement of solidarity was announced by the participants of forum at the CEDAW Session in Geneva (Nov 2016) through activity is named of "Black Monday in solidarity with human rights defenders in Cambodia".

GADC has joint with 8 Local NGOs<sup>23</sup> in organizing a National Conference on 'Integrating Peace-building into the works of human rights in Cambodia'<sup>24</sup>. The conference aimed to open space for Human Rights Defenders (HRD) to discuss and address human rights violation. Most importantly, GADC had brought the attention of the participant on the important role of women in the issue of their discussion such as forestry, environment, peace building, human women's rights, land grabbing and so on. Joint Statement<sup>25</sup> release after the National Conference which addressed key priority issues and call for Royal Government of Cambodia (RGC) take their accountable action to compliance with the Cambodia Constitutional by giving space for citizen, particularly HRDs, and cultural rights of indigenous people.

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<sup>21</sup> Turkey, Timor Leste, Thailand, Sri Lanka, Nigeria, Mali, Iraq, India, Fiji, Mexico, Philippines, Pakistan, Bangladesh, Malaysia and Cambodia

<sup>22</sup> Harpswell Foundation, Committee to Promote Women in Politics, Oxfam Cambodian, Cambodian Young Women's Network and Malaysia Embassy.

<sup>23</sup> COMFREL, GADC, FACT, CIYA, CCFC, CYN, CDPS/CPN, and ADHOC

<sup>24</sup> 88 participants (35 women), who from three countries: Cambodia, Lao, and Myanmar. Cambodia's participants were from 9 provinces including Kampong Chhnang, Kampong Speu, Pursat, Kampong Thom, Siem Reap, Preah Vihear, Tbong Khmom, Kratie, and Mondolkiri.

<sup>25</sup> Annex 6: Draft National Conference Statement \_Khmer

GADC has joined ASEAN Civil Society Conference/ASEAN People’s Forum (ACSC/APF) 2016 in Timor Leste in August 2016 with the theme of ‘Expanding peoples’ solidarity for a just and inclusive ASEAN community’. The discussion focused on Asian region economic cooperation among the ASEAN countries. Meanwhile, gender equality must be integrated into this issue because women have been involved in it and they are facing discrimination and violence very badly.

**4. DEVIATION OF ACTIVITIES**

<b>Not implemented Activities</b>	<b>Justifications</b>
Production of educational materials (poster, video) about women’s rights and governance policies and framework to be used at the village and commune dissemination activities.	This activity did not implement according to the plan due to the late approval of donor budget.
Training to men’s dialogue members on specific gender related issues [to support the men’s dialogue discussions with specific knowledge].	We continue provide capacity building to men on specific gender perspective through men’s dialogue and training. The trainings or dialogues for men as agents of change will be based on the result of the assessment on their gender perspective knowledge. The topic dialogue and training will be developed base on their need.
Internship for potential women candidates to work at commune office	<ul style="list-style-type: none"> <li>- This activity has not yet done due to the fact that the commune offices are engaged in the voter registration for the commune election in June 4, 2017.</li> <li>- This activity is not yet done because of time constrain and we commit to organize it before the commune election schedule.</li> </ul>
Public forum on women in politics and electoral process	
Facilitate knowledge sharing between elected women, e.g. through exchange visits	<ul style="list-style-type: none"> <li>- Due to the fact that commune election will be June 4, 2017 this activity needs to delay after the result of the commune election. So, GADC will apply it during the last 6 months of 2017.</li> <li>- According to present political situation there is a challenge in organizing any activity that involve the local authorities because (1) the government is quite strict with their staff to attending any NGO’s event, especially with the NGOs that are strongly advocate for Human/Women’s Rights; (2) it is the new GADC target area and that the local authority didn’t know GADC. Therefore, this activity was not able to conduct and commit to do it during the first 6 month of 2017. GADC believe that this activity will be able to do in 2017 because time working with them will make them feel comfortable and trust.</li> </ul>
Share findings and discuss VAW intervention issues with relevant stakeholders in a consultative workshop or roundtable discussion.	
Capacity building of sub-national administration staff/officials in Gender Mainstreaming and Budgeting in partnership with NCDD-S.	These activities did not implement according to the plan because the budget for these activities are planned to allocate from Oxfam funded project (Financial for Development Project). However, GADC and Oxfam has been delayed in signing the contract agreement in the 1st six months, also 2nd six months when 4 strategic partner did not have the common strategy and ideas to join effort in conducting the capacity Assessment and develop the curriculum.

Monitor the situation (progress) of the DV victims who stay in the pagoda, involving the relevant actors in the community (commune chief, village chief, commune council, CCWC, police, Core Group)	It is a new approach that GADC is trying to link to any structures and resources that exists in the community where GADC is working. GADC believe that those are the potential group working to ending VAW. So, it may take time for implementing it.
Consultative workshop on mainstreaming gender into policy with GADNet	The consultative workshop on mainstreaming gender into policy with GADNet could have been done as planned. However, it couldn't be made due to the reason that the government hasn't produced any policies in which we can engage.
Select 'male agents of change' (male gender advocates) in the targeted communities and train and support them to set up and lead a Men's Dialogue at the commune and district level.	We did not select male agents of change yet due to late for selecting women potentials. We had work with new communes for electing the community core women and men core groups.

## 5. CHALLENGES

### 5.1 Project management challenges

No.	Challenges	Solution
1	The delayed of signing a grant agreement with Oxfam on Fund for Development project (F4D) affected the implementation of activities of output 2.1 and 2.2, also affected to the performances of program staff when they would not implement their plan.	Capacity Development team accepted the customize services as the capacity building consultants to a few organization such as GIZ, Church World Service Cambodia (CWS-Cambodia), and Rural Friend Community Development (RFCD). Through these consultancy services, CDP team able to generate some fund to support GADC's operational cost. Also, the program staff are active to performance their capacity and roles.

2	GADC is working with 2 political parties that have seat at the parliament to provide capacity building on women leadership skills to women at sub-national level. Participants are invited based on the candidate list that shared by the political parties. The fact that, more participant from the ruling parties which make the participants from the opposition part do not feel confident enough to discuss the challenge that they are facing. On the other hand, women from the opposition party expressed that they don't have any hope that their name will be put on the candidate list during the election because they don't have any money to contribute to the political party during the election campaign while men do.	GADC team will training strategy by including non-violence communication and do no harm principle to ensure that all participants receive equal benefit from the training courses.
4	Commune councilors still have limited knowledge to fully implemented the CIP guideline	CDP team through F4D project will continue working and coaching them to strengthen their capacity on CIP, gender responsive budget, open commune budget information.
5	During this reporting period, there are many issues happen to the human rights defenders so the meeting to review CMN strategy also not possible.	CMN coordinator will organize a meeting with CMN members to review CMN strategy.
6	Limited budget to build capacity and strengthen relationship of CMN members.	Increase more budgets for member capacity building and sharing meeting. Build more relationship among member through e-mail and social networks. Increase number of member's meeting at least three or four time per year.

## 5.2 Organization management challenges

No.	Challenges	Solution
1	Most of GADC staffs still not well understood about GADC log-frames 2016-2018.	<ul style="list-style-type: none"> <li>- Commit to strengthen this challenge and each program manager tried to discuss and explain with their team members.</li> <li>- A brief presentation on GADC log-frame 2016-2018 was produced and presented to all staffs during the staff retreat.</li> <li>- GADC log-frame was translated in Khmer</li> <li>- M&amp;E Officer continue working with all program staff to ensure that they are able to apply the tool smoothly</li> </ul>
2	To ensure that all activities are smoothly implemented, all staffs need to expand their roles and responsibility.	<ul style="list-style-type: none"> <li>- Each staff has been reviewed their Job Description (JD) and discuss with their line manager. Continue strengthen knowledge of GADC staff on GADC policy and apply</li> </ul>

		it accordingly.
3	Staffs capacity in writing a good and quality report is still a challenge.	<ul style="list-style-type: none"> <li>- Each team has received a mentoring support in writing report as well as a guiding on the key information need to be asked and collected from participants during each activity implementation from Gender Advisor.</li> <li>- Each team need to submit their field note to their responsible manager as soon as they back from the field.</li> </ul>
4	Issues of advance payment and advance settlement have some negative impact on program implementation and create certain level of frustration. Staffs feel that they need to have some flexibility on these issues to ensure that they can focus more effectively on the program.	<ul style="list-style-type: none"> <li>- The finance policy should be amended to ease the tension in compliance.</li> <li>- Finance team need to support the program team; where applicable go down to the field with program team.</li> <li>- To avoid the late settlement, the program team need to prepare their expenses documents at the field, where possible.</li> </ul>
7	In the past few months, the human right organizations including GADC have been warned by government because our supports for the protection of women rights. This issue effected to staff feeling, security and their confidence in working and promoting for human/women right organization or being an activists.	<ul style="list-style-type: none"> <li>- Seek for advice and support from International Development Partners and donors.</li> <li>- Continued motivate staffs to perform their roles and project activities.</li> </ul>

## 6. GOOD PRACTICES/LESSONS LEARNT

During this reporting period, we have captured some of the good practices as follow:

- ❖ To maximize learning during the events, GADC used a specific approach in which participants were asked to actually facilitate (parts of) the events, following the notion that the best way to learn about a topic is practice it. Participants learned from preparing their sessions, and explaining issues and techniques to each other. By facilitating sessions, they were able to practice their skills in a safe environment, where they can learn from their mistakes.
- ❖ To strengthen the achievement smoother GADC decide to recruit the Community Facilitator (CF) one of each community. The roles of CF are (1) Build close relationship with the local authority, village chief, villagers and the Core Group in GADC target areas; (2) To capture well the geography and the issues within the community that aim to deal with the issue on time; (3) Building and supporting capacity to Core Group on gender perspective and any relevant laws and enabling the core group to intervene to the issues smoothly. Moreover, CF play important role to build good cooperation with the local authority to fight for ending VAW.
- ❖ The discussions during the events showed a specific challenge that the Commune/District Committee for Women and Children face. The participants gained more knowledge and skills to raise issues and facilitate meetings, but due to the systems at the commune level, there is no budget for them to actually implement (non-infrastructure) activities. Having a separate budget line to conduct dissemination activities and village meetings would help the

Commune/District Committee for Women and Children to perform their tasks more efficiently and increase community awareness on women and children issues. Since GADC is working closely with local authority and CCWC we will convince the decision for social budget allocation in the CIP. GADC will continue this approach.

- ❖ Within the Strengthening CSOs Network Project we indicate some lesson learnt such as: Time spent on good preparation of activities (example: the development of the assessment tool and the report format) and specifically finding effective ways to cooperate between partners will increase the quality of the activity; To ensure good cooperation and implementation of the activities it is important that the implementing partners meet to discuss upcoming topics when they occur, instead of waiting for the monthly PMT meeting to address these topics; and observing group activities (launching, workshop) for network member organisations, showed that if the invitation of participants is left over to the network committee, it is less likely that there is a high level of diversity in the groups. To ensure diversity within participants it is important to provide specific criteria (number of young/elderly people, balance between men/women, etc.) to the network committee.
- ❖ The involvement of partners staff, particularly project implementation staff, participated the baseline survey of the Fund for Development (F4D project) which is led by Oxfam Head Quarter provided many benefits to GADC staff in learning a new methodology “World Citizen Panel” and understand more about the principal or focus areas of project (F4D).
- ❖ WEL Project: Engagement with regional network, particularly IWRAW-AP provided a valued in implementation advocacy works at the national level; for example, organize Global South Women Forum on SDGs, National Advocacy Conference, and Nation Conference on HR.

## 7. PROJECT PARTNERS AND COORDINATION

GADC continues to build partnership with NGOs network and national, regional and international level, government institution, academia and sub-national government in the target provinces as well as continue play an active roles as the member of working group and supporting the campaign and activities to support human/women right in Cambodia.

### 7.1 Ministry level

During this reporting period, GADC continue strengthen cooperation with line government ministries advocating to promoting gender equality. GADC is continued playing active role as the representative of GADNet in the TWGG by keep attending the meeting and capture all the issue to reflect them into GADC strategy according to any policy review.

### 7.2 Commune level

For 20167 GADC had expanded to six new communes (Prasneb, Cheung Kreav, Banteay Preal commune of Rolea B’ier district, Kampong Chhnang province; Me Teuk and Ta Lou commune of Bakan district, Pursat province; and Theyay commune of Baphnom district, Prey Veng province). Therefore, building good cooperation with all stakeholders is needed. GADC continue to build relationship with the commune authorities, village authorities and core groups in the target communes through exchange information, organizing public awareness raising and capacity building activities. For example during this reporting period, commune authorities, village authorities and core group token a lead role in organizing the public forum to celebrate 2016 International Women Day.

### 7.3 NGOs and networks

Through the project on ‘Strengthen CSO network for inclusive development’ funded by EU, GADC is one of the implementing partner among the other three NGOs namely Volunteer Services Oversea (VSO), Cooperation Committee for Cambodia (CCCC), and NGO Forum on Cambodia (NGOF). It is a good strategic model because each implementing partners have different expertise and we have different knowledge and skills. So, this is good way of learning and sharing the strong and weakness points which each organization could strengthen and learn it. Moreover, GADC role is not only building knowledge to the beneficiaries group of the project at sub-national level, but also build knowledge on gender perspective for the three implementing partners. The gender specialist on this project is sitting at GADC and team up for a strong gender focal point that play role to intergrade gender perspective in the program smoothly. On one hand, GADC had learned from the three implementing partners on national resource management, forestry, good governance and people mobilization at sub-national level. This is good opportunity for GADC to learn about the CSOs network on their success and challenges, too.

Some expertizes within those NGOs contribute to build GADC capacity with specify sectors; for example, advocacy, knowledge managements, organizational development, also on gender mainstreaming in the CSO networks by VSO’s gender advisor. In addition, the Fund for Development (F4D) project established another network to work on public financial management (PFM) with three organizations such as Transparency International (TI), NGOF, and Star Kampuchea (STAR). Moreover, GADC continues to be an active member of National Budget Working Group (BWG) and other network activities through joining the statement to support human right defenders, black Monday campaign and signing on petition to support the women movement at regional and international network members.

### 7.4 Academic institution

GADC is keeping collaboration with the Royal University of Phnom Penh (RUPP), particularly Department of Geography for building gender perspective to lecturers/professors and students through the campaign activities and workshop. So far, the RUPP students involve in our activities such as One Billion Raising (OBR)<sup>26</sup> and 16 day white ribbon campaign. Through these activities, the woman’s rights activist students had disseminated their knowledge on violence and women issues to more than 200 students included 60% of women through public meeting, dialogue via Facebook for changing gender norm, especially gender role and responsibility of women and girl in Cambodia society.

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<sup>26</sup> One billion rising is a main activity among biggest events to prevent gender based violence and violence against women and girls in Cambodia. We had many activists from different institutes and individuals.