



**ANNUAL PROGRESS REPORT – 2011**

**United Nations Development Programme Cambodia**

**Project title: Partnership for Gender Equity-Phase 3**

**Report period: January 1, 2011 – December 31, 2011**

**Project ID:** 00077135

**Duration:** March 2011-December 2015

**Total resources required:** 4,965,100 USD

**Implementing Partners/Responsible parties:** Ministry of Women's Affairs

**Country Programme Outcome 6:** By 2015, gender-responsive policies, plans, budgets in key sectors lead to increased women's participation, access to economic opportunities and reduction of gender-based violence (GBV)

**Fund contributed by UNFPA:** 21,400.00 USD

**UNDP Gender Equality Fund:** 100,000 USD

***Table of Contents***

I. Executive Summary .....

II. Implementation progress .....

III. Project implementation challenges .....

    Updated project risks and actions .....

    Updated project issues and actions .....

IV. Financial status and utilization .....

## I. Executive summary

The Partnership for Gender Equity Project (Phase III) is a project implemented by the Ministry of Women's Affairs (MoWA) with support from UNDP since 2001. It aims to ensure that the gender-sensitive policies and plans for CMDG acceleration are actually implemented and make an impact on the status, rights and choices of Cambodian women. To that ends, UNDP seeks to 1) scale up support to key sectors such as environment and climate change, decentralization, gender-based budgeting in the Public Financial Management Reform Programme (PFM), Public Administration Reform, and labour, thereby contributing to recruit and retain more women in civil service at all levels; increase women's participation in decision making; include their voices and concerns in local development plans; increase women's access to decent work and economic opportunities; identify strategically 'smart' investments in sector budgets impacting on CMDG achievement; and to promote equal opportunity for men and women to access to and manage natural resources; 2) Increase access to gender-sensitive business development services for women small-business entrepreneurs providing them with technical and business skills (including adult women literacy; and scale up preventive and remedial responses to Gender-based Violence (GBV) through a feasibility study on one-stop service centres and scaling up the GBV Community Capacity Enhancement methodology.

Over the year 2011, the PGE project has made good progress and achievements. The overall achievements of the Project have contributed to the CPAP outputs and outcome in making gender-responsive policies, plans, budgets in key sectors which lead to increased women's participation, access to economic opportunities and reduction of gender-based violence (GBV). Progress and achievements are summarized as follows:

- **Engender the Public Administration and D&D Reforms:**
  - 200 senior and middle ranking officials of the Royal Government being trained at RSA received gender sensitive training and have increased their awareness on gender in various development sectors.
  - The GMAP of SSCS was printed and launched. MoWA/PGE assisted SSCS in organizing a consultative workshop to review the draft GMAP (second phase 2011-2013).
  - A global initiative of gender equality review in public administration is successfully completed. The project assisted in the process of developing a case study on gender equality and public administration in Cambodia, which is part of the 10 country study in the region.
  
- **Integrate gender strategy/indicators in national policies: NSDP Update MTR and Neary Rattanak 3 MTR**
  - PGE provided technical support to MoWA in reviewing the NSDP indicators in preparation for the Mid-Term Review of the NSDP Updated 2009-2013. PGE also supports the NSDP review itself to ensure that it is of good quality.
  - MoWA/PGE also worked closely with Ministry of Planning/NIS to review and integrate gender perspectives into the CSES 2012. As a result, gender-related questions were well integrated in questionnaire of the CSES 2012.
  
- **Neary Rattanak 3 Mid-Term Review (NR3 MTR):** data collection and interview process with various stakeholders completed. The draft findings of MTR, costing and

resource mapping are completed as of MoWA will organize a consultative workshop in early 2012 to review and eventually finalize and endorse the NR3 MTR report.

- **Coordinate support to TWG-G, and development of Programme Based Approach on Gender:**
  - Technical support has been provided to the Secretariat of TWG-Gender to organize the 34<sup>th</sup> and 35<sup>th</sup> TWG-G meeting in August and December 2011 respectively.
  - UNDP and JICA convened a meeting amongst key DPs in Gender Sector and TWG-G on 16th September, 2011 to update the progress made in the preparation of the PBA.
  - MoWA Senior Management Meeting met on June 27, 2011 to review, discuss and endorse the MoWA Capacity Assessment report. It was well appreciated and welcome by the senior management.
  
- **Key success in Resource Mobilization for MoWA's PBA Development on Gender**
  - One of the key successes of UNDP for PGE Project is to be able to secure funding commitment from SIDA in amount of USD 1.5 million to support MoWA on PBA development process. The funding will cover key PBA related activities in 2012 and 2013.
  - MoWA/PGE was also able to successfully mobilize funding support from CDC/CRDB in the development and finalization of PBA roadmap on gender in MoWA, amounted about USD 32,000.
  
- **Support GMAP development of OCM and MoSAVY:** the two above targets were successfully achieved. By now, 22 out of 27 government's ministries/ institutions have their own GMAPs. In December 2011, PGE, together with MoWA/UNFPA project, organized the GMAG Annual Meeting. The meeting reported challenges, achievements over the year in their respective ministries relative to gender mainstreaming.
  
- **High Level Dialogue on Gender Equality:** MoWA with UNDP/PGE successfully organized the **High Level Dialogue on Gender Equality** on 20 October 2011. The dialogue brought together about 70 participants, including ministries, development partners and Civil Society Organizations to identify key gender-related investments that can accelerate progress towards the CMDG3 on Promoting Gender Equality and Empowering Women, and lead to concrete improvements for women in Cambodia.
  
- **Support to the 4th East Asia (EA) Ministerial Conference in Cambodia:** the 4th EA Conference on Gender Equality and Women Empowerment was held on 17–18 November 2011, hosted by MoWA. PGE team, particularly Policy Advisor, provided substantial and extensive technical supports to MoWA in the preparation.
  
- **Gender Responsive Budgeting:** Consultations have been made with UNDP CO, PGE team, MoWA, and development partners for inputs. As a result, a Concept Note on *Gender Mainstreaming into the Public Financial Management Reform Programme: Gender Responsive Budgeting Initiative* in Cambodia has been developed and shared internally in

PGE and MoWA. TOR of the international and national consultants have been drafted and shared internally for comments.

Collaboration with the D&D reform has also been underway to harmonize the two GRB efforts at both national and sub-national levels.

- **Finalize and implement some components of the 3 year business plan of WDC in Kampong Speu:** the 3 year WDC business plan was reviewed and endorsed through supports from department of economic development prior to its implementation.

A consultative workshop on Women's Economic Empowerment: Challenges and Future Directions was organized for 13 Women's Development Centers (WDC) from 20 – 23 December, 2011.

A high level meeting was convened on the 20<sup>th</sup> October, 2011 to discuss on Women's Economic Development and Support to the Kampong Speu's Women's Development Centre. Following the above meeting and as preparation for the PGE 2012 activity implementation, strategic activities for the year 2012 have been developed and discussed with key stakeholders.

- **Coordinate the feasibility study of GBV one stop service center (OSSC):** OSSC Feasibility Study completed. As part of the feasibility study of OSSC, a programme formulation thereof has been developed. This will be reviewed and endorsed by MoWA senior management in early 2012. As a result of OSSC feasibility study process 4 documents including, the research protocol, the assessment of neighboring countries and the concept note of study tour, the feasibility study report and the programme formulation report were developed.

MoWA/PGE assisted MoWA in consultation with UNICEF regarding their financial commitment to the study tour of OSSC. Initially, UNICEF is interested in supporting the feasibility study of OSSC, and committed \$ 20,000 to OSSC study tour planned in March 2012. This is one of, yet, successful resource mobilization efforts. So it is with the UNFPA. MoWA/UNDP played a key role in a joint resource mobilization from early on.

## II. Implementation progress

### PROGRESS TOWARDS PROJECT OUTPUTS

Output 1: Gender-responsive policies, plans and budgets of key sectors developed and their implementation monitored		
Output Indicators	Baseline/Background (January/2011)	Current status/Remark (December/2011)
1. Gender responsive budgeting manual developed	<ul style="list-style-type: none"> <li>There is no Gender responsive budgeting manual.</li> </ul>	<ul style="list-style-type: none"> <li>A draft of <i>concept note on Gender Mainstreaming into the Public Financial Management Reform Programme: Gender Responsive Budgeting Initiative in Cambodia</i> developed and shared for comment with stakeholders.</li> <li>Draft TOR for international and international consultant developed.</li> </ul>
2. Strategic plan of 1 sector contains gender-specific targets with budget allocation	<ul style="list-style-type: none"> <li>One ministry/sector selected for the exercise.</li> </ul>	
3. 350 government staff and new students at RSA receive gender sensitive training	<ul style="list-style-type: none"> <li>The current trainees of RSA need training on gender.</li> </ul>	<ul style="list-style-type: none"> <li>Achieved.</li> </ul>
4. GMAP of OCM and MoSAVY finalized and launched	<ul style="list-style-type: none"> <li>First draft of GMAP of OCM ready for consultation with stakeholders.</li> </ul>	<ul style="list-style-type: none"> <li>Achieved. Consultative workshop on draft GMAP of OCM organized. DPM of OCM endorsed on the GMAP. The dissemination and launching of it is planned in 2012.</li> </ul>
	<ul style="list-style-type: none"> <li>Draft GMAP of MoSAVY was finalized.</li> </ul>	<ul style="list-style-type: none"> <li>Achieved.</li> </ul>
5. GMAP of SSCS (second phase) developed, printed, and disseminated.	<ul style="list-style-type: none"> <li>Draft GMAP of SSCS (Second phase 2011-2013) being developed</li> </ul>	<ul style="list-style-type: none"> <li>Achieved.</li> </ul>
6. Capacity Development Strategy of MoWA developed and approved	<ul style="list-style-type: none"> <li>MoWA Capacity Development Strategy (CDS) is not yet developed.</li> <li>Capacity Assessment of MoWA approved.</li> </ul>	<ul style="list-style-type: none"> <li>A series of discussion has been made to follow-up on the possibility of development of the CDS. The MoWA senior management reckoned that as CDS is an integral part of the PBA and Aid Effectiveness, particularly in supporting and contributing to the achievements of the Neary Rattanak (NR 3), it is strategically viable that the exercise thereof should be linked to the results of the NR3-Mid Term Review (MTR) as well as the preparation for PBA development process in MoWA which will start from 2012 and 2013.</li> <li>Achieved. MoWA Capacity Assessment was approved and endorsed by MoWA Senior Management Meeting in June 2011.</li> </ul>

7. Neary Rattanak III costed and donors mapped.	<ul style="list-style-type: none"> <li>• Neary Ratanak 3 plan not costed and donors not mapped.</li> </ul>	<ul style="list-style-type: none"> <li>• The data collection and interview process with various stakeholders completed, including key senior management and staff within MoWA, line ministries, DPs and civil society organizations. Meetings and consultation were organized as parts of data collection process.</li> </ul>
8. Gender analysis report of CSES finalized and published	<ul style="list-style-type: none"> <li>• Draft of the Gender Analysis Report of CSES 2009 completed in February 2011.</li> </ul>	<ul style="list-style-type: none"> <li>• Draft of the Gender Analysis Report completed.</li> </ul>
<b>Cumulative expenditure:</b>		..... USD

**Detailed Report:**

- **Engender the Public Administration and D&D Reforms**

PGE provided technical support to MoWA and RSA in integrating gender sessions into the RSA's training program. In 2011, about 200 senior and middle ranking officials of the Royal Government being trained at RSA received gender sensitive training and have increased their awareness on gender in various development sectors including . Gender and Health, Gender and Education, Gender and Economic Empowerment, Gender and Decision Making, and Gender and Legal Protection. The leadership of the RSA was changed in late 2011, requiring dialogue with the new director to continue to build on past achievements and to reassure RSA of the importance of making their training program gender-sensitive.

The GMAP of State Secretariat of Civil Services (SSCS) was printed and launched. As part of the process, MoWA/PGE assisted SSCS in organizing a consultative workshop to review the draft GMAP (second phase 2011-2013). The first phase (2007-2010) already produced some good results in increasing knowledge of gender among civil servants and proportion of female civil servants. PGE also supported SSCS in printing the GMAP.

As a result of continued good and successful cooperation with SSCS, potential good entry point for gender mainstreaming in public administration, especially on the largely growing focus on sub-national levels of administration within the key national reform programs, is possible. A series of discussion has been made between GMAG of SSCS and with gender team of the NCDD-S for an initiative to create synergies between the IP3 and PGE to contribute to mainstreaming gender into the drafting process of the statute for civil service at the sub-national levels. This in overall will contribute to making civil service legislation at sub-national level gender responsive, with a long-term goal of increasing representation of female civil servants at this tier of administration. This statute is expected to see the light of day in 2013, rendering 2012 a potential milestone to mainstream gender into it. Activities are now included in the PGE 2012 annual plan.

Thanks to the effective supports from MoWA and PGE, a global initiative of gender equality review in public administration is successfully completed. The project assisted

in the process of developing a case study on gender equality and public administration in Cambodia initiated by the UNDP HQ, which is part of the study of 10 countries in the region. This case study explores the experiences of Cambodia in gender mainstreaming in the public administration. It also highlights challenges, lessons learned, and recommendations for future action. Findings from this case study are of significant importance for future policy development and planning in this area. MoWA Senior Management, particularly H.E Minister, discussed initial findings of the case; and it is being finalized at HQ.

- **Integrate gender strategy/indicators in national policies: NSDP Update MTR and Neary Rattanak 3 MTR**

PGE provided technical support to MoWA since the first quarter in reviewing the NSDP indicators in preparation for the Mid-Term Review of the NSDP Updated 2009-2013. As a result, some of the indicators were fine-tuned and re-arranged to be national indicators rather than fragmented sectoral ones, following instructions from the Ministry of Planning. PGE also supports the NSDP review itself to ensure that it is of good quality as it is a key national document in terms of the reporting part in gender section. Through support from PGE, MoWA provided inputs to Ministry of Planning on the NSDP Update MTR, contributing to well-defined gender indicators, i.e. data on wage employment (by sector and by sex).

**Neary Rattanak 3 Mid-Term Review (NR3 MTR)** is well underway. At the time of this reporting, data collection and interview process with various stakeholders completed, including key senior management and staff within MoWA, line ministries, DPs and civil society organizations. MoWA/PGE team involved extensively in the review process. There are two important parts of the process. Initially, the internal process was undertaken and led by MoWA. It involved a series of meetings with all MoWA departments to report on achievements, constraints as well as their respective future activities and directions. As a result, an internal MTR report reflecting the points thereof was developed. This well reflected MoWA's ownership and leadership over the review. The second process has been taken up by a team of UNDP consultant to review the NR3 broadly and strategically, including NR3 costing and resource mapping. It shall note that MoWA/PGE has worked closely with UNFPA team in MoWA in the review process, building up on a good and continued partnership with UN family in coordinated approach. The draft findings of MTR, costing and resource mapping are completed as of MoWA will organize a consultative workshop in early 2012 to review and eventually finalize and endorse the NR3 MTR report.

MoWA/PGE also worked closely with Ministry of Planning/NIS to review as well as integrate gender perspectives into the CSES 2012. As a result, gender-related questions were well integrated in questionnaire of the CSES 2012.

- **Coordinate support to TWG-G, and development of Programme Based Approach on Gender:**

Technical support has been provided to the Secretariat of TWG-Gender to fulfill its tasks in organizing the 34<sup>th</sup> and 35<sup>th</sup> TWG-G meeting in August and December 2011 respectively. Following the 34<sup>th</sup> Meeting, there was a series of consultative small group



meetings on JMIs reporting and land policy. Another extraordinary meeting of TWG-Gender was organized on the 5th September 2011 to endorse JMI report and gender responsive land policy. This progress report was required from Technical Working Groups as part of the preparations for the next CDCF meeting.

UNDP and JICA, in capacity as co-facilitators of the TWG-G, successfully convened a meeting amongst key development partners in Gender Sector and TWG-G on 16th September, 2011 to update the progress made in the preparation of the Programme Based Approach (PBA) in support of the implementation of the RGC Gender Equity Strategy, Neary Ratanak III, to identify possible entry points for Development Partners interventions in support of PBA for gender equity in sectors, and to discuss how to support MoWA and RGC in moving the PBA agenda forward.

MoWA Capacity Assessment Report provides a potential springboard to the development of future development exercise of the Capacity Development Strategy. MoWA Senior Management Meeting met on June 27, 2011 to review, discuss and endorse the report. It was well appreciated and welcome by the senior management.

- **Key success in Resource Mobilization for MoWA's PBA Development on Gender**

One of the key successes of UNDP for PGE Project during 2011 is to be able to secure funding commitment from SIDA in amount of USD 1.5 million to support MoWA on PBA development process. The funding will cover key PBA related activities in 2012 and 2013. This success is fully attributable to efforts from UNDP Country Office and the Governance Cluster team in getting the buy-in from SIDA, built up on UNDP's strong leadership role and partnership with MoWA (e.g. UNDP's capacity as Co-Facilitator of TWG-G) and its successes in supporting aid effectiveness within government agencies, e.g. UNDP's long-term supports to CDC/CRDB on a similar approach.

In 2011, MoWA/PGE was also able to successfully mobilize funding support from CDC/CRDB in the development and finalization of PBA roadmap on gender in MoWA, amounted about USD 32,000. This exercise will be undertaken in the first quarter of 2012.

- **Support GMAP development of OCM and MoSAVY and finalize Gender Analysis report of CSES 2009**

The two above targets were successfully achieved. PGE provided technical and financial support to the development of the Gender Mainstreaming Action Plan (GMAP) of the Ministry of Social Affairs, Veterans and Youth Rehabilitation (MoSAVY). The Action Plan was published and officially launched to promote gender equality in the social affairs sector with support from MoWA and UNDP/PGE.

PGE has supported the Office of the Council of Ministers (OCM) to develop Gender Mainstreaming Action Plan (GMAP). Consultative workshop was organized to get feedbacks from relevant stakeholders within OCM on the draft GMAP. The Deputy Prime Minister in charge of the OCM has finally endorsed the GMAP. It is the 14<sup>th</sup> GMAP supported by UNDP/ PGE as of 2011. By now, 22 out of 27 government's ministries/ institutions have their own GMAPs.

In December 2011, PGE, together with MoWA/UNFPA project, organized the GMAG Annual Meeting. The meeting reported challenges, achievements over the year in their respective ministries relative to gender mainstreaming.

- **High Level Dialogue on Gender Equality**

MoWA with UNDP/PGE provided extensive support in the preparation for the **High Level Dialogue on Gender Equality**, held on 20 October 2011. The dialogue brought together about seventy participants, including ministries, development partners and Civil Society Organizations (CSOs) to identify key gender-related investments that can accelerate progress towards the third Cambodian Millennium Development Goal (CMDG3) on Promoting Gender Equality and Empowering Women, and lead to concrete improvements for women in Cambodia. The dialogue focused specifically on the economic empowerment dimension of CMDG 3. The dialogue was moderated by MoWA and a Gender Specialist from UNDP's Asia-Pacific Regional Centre. Key speakers during the Dialogue emphasized that investing in women and girls will not only help Cambodia achieve its CMDG 3 targets, but can also help the country make further progress towards achieving all of its MDGs.

The meeting identified bottlenecks and explored opportunities for fast-tracking the achievement of gender equality targets based on the analyses by the Ministry of Labor and Vocational Training, Ministry of Education, Ministry of Women Affairs and International Labor Organization, and with inputs from other sectors of the Government and civil society organizations. The dialogue called for reaffirmed commitment and better coordination in pursuing this acceleration.

Another technical workshop is proposed and poised to take place in first quarter of 2012 to follow up on results and recommendations and help establish a plan for the acceleration of CMDGs.

- **Support to the 4th East Asia Ministerial Conference in Cambodia**

The 4th East Asia Ministerial Meeting on Gender Equality and Women Empowerment was held on 17–18 November 2011, hosted by the Ministry of Women's Affairs, presided over by H.E. Minister Ing Kantha Phavi, in Siem Reap, Cambodia. Twelve Asian countries, including observer countries, and representatives from UNDP and UN Women. PGE team, particularly Policy Advisor, provided substantial and extensive technical supports to MoWA in the preparation by engaging, supervising and coordinating the inputs of 1) Conference Technical Advisor to the Chair of Conference; 2) Green Economy Expert and 3) Conference Rapporteur. The Meeting represented an innovative initiative in pursuit of new solutions to emerging issues such as the linkages between the green economy and sustainable livelihoods. The focus on the need to increase resilience to ongoing and future economic and environmental crises while tapping in women's potential and empowering them was the focus of the Ministerial meeting. The subject was found of vital importance given the continuing economic stagnation and ever-increasing pressure on the climate and natural resources, both worldwide and in particular in the East Asia region.

The meeting was also a critical part of the continuing efforts of the region to face the multiple dimensions of the global crisis and its impacts on gender equality. Women, especially poor women, were already in a disadvantaged position before the global crisis hit. They play a pivotal role in the survival of households, especially at times of crisis. As such, they have untapped potential to participate in growth and to get themselves and their communities out of poverty. Their inclusion in strategies to build resilience, in recovery efforts and in the “greening” of global and national economies was debated and analyzed in the meeting.

The meeting resulted in a Joint Ministerial Communiqué endorsed by all delegations who called for reinvigorated commitments, strategic partnerships and solid actions to achieve the recommendations of the Siem Reap EA Meeting.

- **Gender Responsive Budgeting**

Progress has been made in preparation for Gender Responsive Budgeting (GRB) initiative in MoWA. Consultations have been made with UNDP CO, PGE team, MoWA, and development partners for inputs. As a result, a Concept Note on *Gender Mainstreaming into the Public Financial Management Reform Programme: Gender Responsive Budgeting Initiative* in Cambodia has been developed and shared internally in PGE and MoWA. The concept note details the current status of the Public Financial Management Reform Programme (PFM-RP), country’s experience on GRB, and the opportunity to harmonize this initiative with the ongoing D&D reform programme at sub-national levels. It is recommended that it should implement GRB under the framework of the PFM-RP as it is more strategic in terms of gender mainstreaming into the planning and budgeting. The concept note also highlights the immediate as well as the longer term expected outputs until 2015. Also, future approach for 2012 and 2013 and beyond has been recommended for PGE/MoWA.

TOR of the international and national consultants have been drafted and shared internally for comments. The expected deliveries in 2012 of the consultants’ team are the development of GRB manual and a cycle of training on concepts and practice of the formulation, implementation and monitoring of gender responsive budgets.

Collaboration with the D&D reform has also been underway to harmonize the two GRB efforts at both national and sub-national levels. MoWA counterparts have been extensively involved in the whole process of the concept note development, including the documents reviews and the consultations with stakeholders.

It shall be noted that there has been slow progress since March till September this year. PGE phase 3 project was approved in March, and the PGE Gender Mainstreaming and Budgeting Specialist assumed his position only in early September 2011. The project management reported this delay related matters to the Project Board Meeting on September 06, 2011, and secured acknowledgement and endorsement from the Board on the activities for the remaining months of the year.

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<b>OUTPUT 2: Increased access to gender-sensitive business development services for women small business entrepreneurs</b>		
<b>Output Indicators</b>	<b>Baseline/Background (January/2011)</b>	<b>Current status/Remark (June/2011)</b>
1. Quality of vocational and business services and operation of WDC improved	<ul style="list-style-type: none"> <li>MoWA/PGE has been supporting the WDC K.speu in improving its operations and business since 2010 so that it could deliver its mission effectively.</li> </ul>	<ul style="list-style-type: none"> <li>Discussions have been made to discuss approach in supporting the WDC in a more effective way and better directions which could bring greater impact to WDC and women beneficiaries.</li> </ul>
2. 3-year business, operation manual and funding proposal of WDC finalized and published	<ul style="list-style-type: none"> <li>Final draft of the 3-Year WDC Business Plan submitted in December 2010.</li> </ul>	<ul style="list-style-type: none"> <li>The 3 year WDC business plan was reviewed and endorsed through supports from department of economic development prior to its implementation.</li> </ul>
3. Business management and development services manual developed and used by WDC staff	<ul style="list-style-type: none"> <li>There is no business management and development service manual for WDC.</li> </ul>	<ul style="list-style-type: none"> <li>This initiative is still pending for implementation. (Please refer to detail below)</li> </ul>
4. Life skills manual developed and used by WDC staff	<ul style="list-style-type: none"> <li>There is no life skills manual for WDC.</li> </ul>	<ul style="list-style-type: none"> <li>This initiative is still pending for implementation. (Please refer to detail below)</li> </ul>
5. 100 women trained in market-oriented business and technical vocational skills	<ul style="list-style-type: none"> <li>Low number of women entrepreneurs has access to market-oriented business and technical vocational skills.</li> </ul>	<ul style="list-style-type: none"> <li>This initiative is still pending for implementation. (Please refer to detail below)</li> </ul>
<b>Cumulative expenditure:</b>	..... USD	
<b>Detailed Report:</b>		
<ul style="list-style-type: none"> <li><b>Finalize and implement some components of the 3 year business plan of WDC in Kampong Speu</b></li> </ul> <p>The 3 year WDC business plan was reviewed and endorsed through supports from department of economic development prior to its implementation.</p>		

A consultative workshop on Women’s Economic Empowerment: Challenges and Future Directions was organized for 13 Women’s Development Centers (WDC) from 20 – 23 December, 2011. This workshop aimed at building the capacity of these WDCs by providing WDC managers and staff with the opportunities to share experiences, discuss their critical challenges related to their training services, and identify practical solutions to overcome them. Based on results of discussion/reflection made during this workshop, 13 WDCs are committed to carry out the following activities:

- Develop network and collaboration with private companies, NGOs and other government agencies in their area,
- Conduct needs assessment in order to identify their target group’s needs before developing training program,
- Provide other services, not just skills training, to their target group to help them find a job or improve their income generation activities.

Overall, the progress of implementation of this component over the year 2011 has been lagging. PGE phase 3 project was approved in March, and it was not until late October 2011 the PGE Women’s Economic Development Specialist (WED) assumed her position (please refer to project risks and issues for further information). The project management reported this delay related matters to the Project Board Meeting on September 06, 2011, and sought guidance from the Board on the clear direction of MoWA/UNDP support to WDC.

As a follow-up to the above board meeting, a high level meeting was convened on the 20<sup>th</sup> October, 2011 to discuss on Women’s Economic Development and Support to the Kampong Speu’s Women’s Development Centre. Participants included H.E. Dr. Ing Kantha Phavi, Minister of MoWA, Ms. Elena Tischenko, Ms. Sophie Baranes, MoWA senior Management, UNDP and the PGE Team.

Following the above meeting and as preparation for the PGE 2012 activity implementation, through technical support from the recently recruited PGE Policy Advisor, strategic activities for the year 2012 have been developed and discussed with key stakeholders.

<input type="checkbox"/> delivery exceeds plan	<input type="checkbox"/> delivery in line with plan	<input checked="" type="checkbox"/> delivery below plan
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<i>Output 3 : Preventive and remedial responses to GBV scaled up</i>		
<b>Output Indicators</b>	<b>Baseline/Backgro und (January/2011)</b>	<b>Current status/Remark (December/2011)</b>
1. Feasibility study on OSSC completed and published.	<ul style="list-style-type: none"> <li>• Feasibility study has not yet been conducted.</li> </ul>	<ul style="list-style-type: none"> <li>• Achieved. MoWA Minister and relevant ministries, Civil Society Organizations and Development partners discussed the findings, the feasibility study report and the programme formulation report in 3 workshops, and support and understanding of the OSSC feasibility study process from wide range of</li> </ul>

		<p>stake holders was achieved.</p> <ul style="list-style-type: none"> <li>The final drafts are sent to H.E Minister for endorsement.</li> </ul>
2. Study report knowledge and attitudes of VAW implementers completed and published	<ul style="list-style-type: none"> <li>Study report knowledge and attitudes of VAW implementers has not yet been conducted.</li> </ul>	<ul style="list-style-type: none"> <li>The study is on-going. Technical support has been provided to Partners for Prevention’s study “Political analysis on the implementation of the national action plan”.</li> </ul>
<b>Cumulative expenditure:</b>		..... USD
<b>Detailed Report:</b>		
<ul style="list-style-type: none"> <li><b>Coordinate the feasibility study of GBV One Stop Service Center</b></li> </ul> <p>The Feasibility Study on One Stop Service Center (OSSC) completed. Overall, the study process was fairly participatory. First, relevant ministries, civil society organizations and development partners met to discuss and provide feedback to the draft inception report (research protocol) developed by a team of consultant at first workshop. Over 100 relevant government authorities, development partners and civil society organizations were consulted during the interview/data collection process for effective research. Data collection was made in Prey Veng and Siem Reap Province and PGE team provided technical support to consultants for data collection due to limited time. A phone interview was also conducted with all 24 Provincial Department of Women’s Affairs for the mapping exercise with support from PGE team.</p> <p>As integral part of the feasibility study of OSSC, a programme formulation thereof has been developed. Prior to the final MoWA workshop (2<sup>nd</sup>), an internal consultation meeting was conducted. The meeting was successful and better understanding and support of the report from MoWA relevant authorities was achieved. A final consultative workshop (2<sup>nd</sup>) was organized on December 16<sup>th</sup>, 2011 under the chairpersonship of MoWA Minister with line ministries, DPs and civil society to discuss and get feedbacks on the draft concept of OSSC in Cambodia as well as draft OSSC Programme Formulation. This process encouraged MoWA’s ownership for the feasibility study and involvement of relevant MoWA’s authorities throughout the study. Also, the quality of the report was improved based on their comments and suggestions. The final draft of OSSC Programme Formulation was revised and completed based on all the comments from relevant stake holders by end of 2011. This will be reviewed and endorsed by MoWA senior management in early 2012.</p> <p>As a result of OSSC feasibility study process 4 documents including, the research protocol, the assessment of neighboring countries and the concept note of study tour, the feasibility study report and the programme formulation report were developed. PGE team provided great amount of comments and suggestions to each documents to improve the quality of documents. In addition, wide range of technical support was provided to consultants and MoWA including organizing 2 MoWA internal consultation meetings and 3 consultative workshops.</p>		

MoWA/PGE assisted MoWA in consultation with UNICEF regarding their financial commitment to the study tour of OSSC. Initially, UNICEF is interested in supporting the feasibility study of OSSC, and committed \$ 20,000 to OSSC study tour planned in March 2012. This is one of, yet, successful resource mobilization efforts. So it is with the UNFPA. MoWA/UNDP played a key role in a joint resource mobilization from early on. Prior to the feasibility study, MoWA Minister, together with UNDP, called for a meeting with key DPs in June 2011, including SIDA, UNFPA and UNICEF to discuss commitment to the feasibility study. As a result, UNFPA committed a shared funding to the study about USD 21,400. Likewise, MoWA/PGE was able to successfully secure commitment of funding to the study tour from GIZ. Initially, GIZ would fund up to 4 participants to partake the study tour.

It shall be noted that the timeframe for the feasibility study was very tight, starting in September and ending in December 2011 due to H.E. Minister's and UNDP's commitment to get it completed by the end of the year, requiring as well as involving intensive efforts for mobilization of support and coordination with key stakeholders within MoWA. Intensive efforts for mobilization of support and coordination with key stakeholders within MoWA were required throughout the OSSC process. Also, wide range of technical support to consultants was provided to accomplish assignment on time with great quality. Despite tight time frame the OSSC feasibility study process was completed on time with satisfactory quality and Minister of MoWA, relevant senior authorities of MoWA, relevant line ministries, development partners and civil society organizations are satisfied the quality of study. All the relevant stakeholders were included throughout the study and cooperation, support, and understanding of OSSC initiative was achieved. This would be essential to achieve successful OSSC concept in Cambodia.

- **Partner's for Prevention's research "Study report knowledge and attitudes of VAW implementers"**

UNDP provided technical support to Partners for Prevention's study "Political analysis on the implementation of the national action plan". PGE team attended 2 national working group meetings of the study and provided comments and suggestions. UNDP is requested to cooperate for dissemination of a research of Partner's for prevention and PGE will seek possibility of corporation in this regard in next year. Technical support and input to the research will continue in 2012.

- **Community Capacity Enhancement component**

One of the key challenges of this activity was that the financial commitment was not confirmed in 2011. However, in order to implement this activity effectively from next year, consultation for the activity with MoWA counterparts and Civil society organization which provide trainings on DV have been started. PGE has been providing technical support to MoWA counterparts to identify target provinces to implement this activity. The identification of target provinces has been conducted based on in-depth research on the current domestic violence situation in each province, concentration of services/activities provided by other development organizations and civil society organizations, and the level of awareness of DV among local government authorities

and villagers. In addition, the development of the concept note for this activity has been started.		
<input type="checkbox"/> delivery <i>exceeds</i> plan	<input checked="" type="checkbox"/> delivery <i>in line with</i> plan	<input type="checkbox"/> delivery <i>below</i> plan

**PROGRESS TOWARDS COUNTRY PROGRAMME (CPAP) OUTPUT**

- Based on the annual GMAG meeting held December 2011, with support from PGE and UNFPA, it was initially reported by GMAG members that about 36% of GMAGs have received national budget to implement gender activities in their ministry.
- The percentage of female civil servant was 34% in 2010. The update figure in 2012 was not yet made available during this reporting as SSCS is still in the process of collecting data from line ministries, and thus would need a few more weeks to finalize the data. Normally, the data would be made available before the CNCW annual congress and IWD.

<b>Outcome 6: By 2015, gender disparities in participation and economic growth reduced.</b>	
<b>Output Indicators</b>	<b>Current status/Remark (December/2011)</b>
Capacity Development Strategy of MoWA developed.	<ul style="list-style-type: none"> <li>• It was agreed by the project board that the findings and results of NR III MTR should provide a potential springboard and strategic link with the development of the Strategy thereof. As CDS is an integral part to the development and implementation of PBA, CDS shall reflect the NR III MTR and PBA roadmap. A process which will be completed by early 2012.</li> </ul>
No. of the Royal School of Administration civil servant trainees receiving training on gender equality by MoWA	<ul style="list-style-type: none"> <li>• Achieved. 200 trainees at RSA were familiarized with gender issues, including gender mainstreaming policies and strategies, gender in health, education, economic development, and legal protection.</li> </ul>
No. of sector plans with gender specific targets and budget allocation.	<ul style="list-style-type: none"> <li>• Progress has been made in the last quarter. Consultations have been made with UNDP CO, PGE management, including the PGE/UNDP Policy Advisor, MoWA, and development partners for inputs. As a result, a Concept Note on <b><i>Gender Mainstreaming into the Public Financial Management Reform Programme: Gender Responsive Budgeting Initiative in Cambodia</i></b> has been developed and shared internally within PGE and MoWA.</li> <li>• TORs of the international and national consultants have been drafted and shared internally for comments. The expected deliveries in 2012 of the consultants’ team are a GRB manual and a training cycle on the concept and</li> </ul>



	practice of engendering budgets.
No. of women trained on market oriented business and technical skills per centre per year	<ul style="list-style-type: none"> <li>• There is a slow progress in support and intervention to the WDC in Kampong Speu to continue and expand initiatives undertaken from 2010 due to the vacancy of PGEIII Economic Development Specialist and the need for clear direction and investment of PGE from UNDP and MoWA Senior Management.</li> <li>• Discussions made to explore different approaches and directions on women's economic development.</li> <li>• Plans for strategic activities in 2012 finalized.</li> </ul>
Feasibility study report on establishment of One Stop Service Centre	<ul style="list-style-type: none"> <li>• Achieved. MoWA Minister and relevant ministries met in a workshop to discuss the findings and final draft is available for endorsement from MoWA Senior Management.</li> </ul>
Overall comment on progress: the above output indicators are geared towards achieving the overall outcome of the CPAP in contributing to reducing gender disparities in participation and economic growth By 2015.	

### III. Project implementation challenges

#### a. Project risks and actions

1. **The temporary change of the project implementation modality:** the change of such during the initiation plan from NEX to DEX, effective from January 2011 to May 2011, caused some constraints to the implementing partner and the PGE in delivery some of its planned activities, mainly due to time taken for communication, budget approval and disbursement.
2. **Limited budget/resource in 2011:** lack of sufficient funding for PGEIII could have implication on effective planning as well as delivery of some expected outputs, including the Community Conversation Enhancement on GBV at community level, feasibility study on the one stop service center, and some other initiatives on economic development and preparation of PBA on Gender in MoWA. This could also constraint the project management in preparing the annual work plan and result in moving some of the activities to the next year and upon availability of funding.

**Actions taken:** efforts in resource mobilization have been undertaken, and have shown successes. The PGE Board (H.E Minister of MoWA and UNDP CO Deputy Country Director-Programme) met in May 2011 to discuss the project implementation issues and resource mobilization efforts. H.E Minister of MoWA indicated a strong intention to support this initiative and efforts. As part of the resource mobilization effort, H.E Minister of MoWA met with SIDA and UNFPA to discuss and confirm their possible joint funding to the PGE3's and MoWA's initiatives. UNDP and project management also met with these partners separately to explore funding supports from them. As a result, UNFPA jointly funds the consultancy cost of the feasibility study. UNICEF engaged and committed to support the feasibility study, particularly study tour. For SIDA, it has committed a significant amount of funding to MoWA (1.5 millions USD) through PGE3 in preparation for the PBA development on Gender in MoWA.

3. **Capacity Development Strategy (CDS) of MoWA:** it was agreed during the Board meeting in January 2011 and subsequent meetings with H.E Minster that the development of the Capacity Development Strategy of MoWA could start in the second half of 2011. This, however, was moved to the year 2012, as it is agreed by the project board that the findings and results of NR III MTR are necessary to provide a springboard and strategic link with the development of the strategy thereof. Furthermore, as PGE is also engaging a policy consultant to develop specific framework, scope and roadmap for the PBA on gender in MoWA, to which CDS is an integral part to the development and implementation of it, the CDS shall reflect the two thereof.
4. **Sectorial Gender budgeting:** the target indicator for 2011 is that one sector/ministry plan is analyzed from gender budgeting perspective with gender specific targets and budget allocation. Realistically, this could not be achieved this year as the Gender Budgeting Specialist has just come on board in September and the policy adviser in October. Also, more consultations were needed in order to strategically outline the concept note.

Action taken: The project management reported this delay related matters to the Project Board Meeting. It was agreed that for remaining months, activities to contribute to achievements the output include: 1) consultation with different partners including MEF, line ministries, key donors and CSOs to identify the current situation in terms of progress, challenge, existing support and interventions from other partners on GRB and in engendering the PFM Reform as well as to identify the sector for piloting of budget assessment for next year budget cycle; 2) development of a comprehensive concept note on the approach of UNDP's assistance to MoWA, MEF and one sector on GRB, including development of short and long-term capacity development strategy for the relevant government staff; and 3) development of TOR and initiating the recruitment process of the GRB expert to support this initiative, including development of GRB and budget assessment manual, capacity building of the relevant government staff, working with pilot sector on budget assessment.

5. **Support to WDC:** like in the case of gender budgeting initiative, there has been a delay in support and intervention to the WDC in Kampong Speu to continue and expand initiatives undertaken from 2010, including to improve quality of vocational and business services and operations of WDC; develop business management and development services manual for WDC staff; and train women in market-oriented business and technical vocational skills. This was mainly due to the vacancy of PGEIII Economic Development Specialist. Equally important, clear direction and scope of support as well as investment approach is required which could result in greater impact to WDC and in women's economic development.

**Action taken:** a number of discussions were organized to discuss approach in supporting the WDC. Furthermore, the project management reported the delay related matters to the Project Board Meeting on September 06, 2011, and sought guidance from the Board on the clear direction of MoWA/UNDP support to WDC. As a follow-up, a high level meeting was convened on the 20<sup>th</sup> October, 2011 to discuss on Women's Economic Development and Support to the Kampong Speu's Women's Development Centre. Following the above meeting and as preparation for the PGE 2012 activity

implementation, strategic activities for the year 2012 have been developed and discussed with key stakeholders.

#### b. Project issues and actions

1. **Insufficient human resource:** PGEIII faced potential constraints due to the lack of staff and delay in recruitment of project staff. As of July 2011, there were only three technical staff: Project Manager, Gender and Governance Officer and the Technical Assistant. The recruitment of management specialist, economic empowerment specialist and gender budgeting specialist and the administration assistant as well as the policy adviser took time. The UNV-affiliated PGE GBV Specialist joined the project in mid-June. The gender budgeting specialist and the Economic development specialist joined PGE in September and October 2011 respectively and the policy adviser in October. This situation increased the heavy workload for the few staff who were in place from early 2011 and made it very difficult to start a full-fledged activity implementation as set out in the Programme Document.

**Action taken:** follow-up efforts were made with the country office to support and move forward the recruitment process. In addition, team meetings were also organized to prioritize workload among the project team.

2. **Preparation and approval process of PGE AWP 2011 and second quarterly workplan:** this took considerable time, causing some constraints on delivery of some activities and coordination with implementing and coordinating partners. It shall be emphasized that the PGE Project Document (Phase 3: 2011-2015) was approved by MoWA and UNDP in early March 2011. PGE AWP 2011 was approved by MoWA and UNDP in May 2011, and the second quarterly workplan was approved in early June 2011- already in the last month of the quarter. The delay resulted from technical issues in opening of a new bank account and structural changes in preparing and approving the AWP and quarter workplan from the UNDP CO.

3. **PGEIII Counterparts:** coordination of the nomination and subsequent approval of MoWA counterparts to support PGE3 was a time-consuming and evolving process, involving strategic and thorough approach in dealing with different expectations and matching the right qualified counterparts, but a good exercise to get the right people for the right tasks.

#### IV. Financial Status and Utilization for January to December 2011.

ACTIVITY	Approved budget	Expenditures US\$	Balance US\$	Delivery
<b>Activity1.1:</b> Deliver gender sensitive training to students at RSA	2,000.00	1,083.00	917.00	54.15%
<b>Activity1.3:</b> Integrate gender in the D&D action plan, policies and procedure and support the implementation of SSCS GMAP	28,000.00	26,142.34	1,857.66	93.37%

<b>Activity2.1:</b> Identify and integrate gender indicators in key CMDGs, NSDP Update mid-term review and contribute to NRIII MTR	31,000.00	26,797.14	4,202.86	86.44%
<b>Activity2.2:</b> Organize High Level Policy Dialogue on Gender Equality and contribute to East Asia Ministerial Meeting on Gender Equality	30,700.00	27,157.22	3,542.78	88.46%
<b>Activity3.1:</b> Support MoWA to lead the TWG-G	28,500.00	34,140.10	(5,640.10)	119.79%
<b>Activity 3.2:</b> Coordinate development process of PBA (MoWA's CD strategy, costing of NR III and donor mapping)	11,200.00	415.50	10,784.50	3.71%
<b>Activity4:</b> Support GMAP development (OCM and MoSAVY) and finalize Gender Analysis report of CSES 2009	15,000.00	13,314.56	1,685.44	88.76%
<b>Activity5.1:</b> Develop gender sensitive budgeting programme and build capacity of MoWA, MEF and key PFM working groups for integration of gender in PFM	90,000.00	135.50	89,864.50	0.15%
<b>Activity5.2:</b> Develop sector gender and budget analysis tools and train pilot ministry and MEF on gender and budget analysis	10,000.00	9,627.20	372.80	96.27%
<b>Activity6:</b> Consult with partners for commissioning a study on situation of adult women illiteracy and establishment of women friendly business environment	1,000.00	0.00	1,000.00	0.00%
<b>Activity7.1:</b> Develop curriculum on business development services and life skills and train WDC staff	1,000.00	0.00	1,000.00	0.00%
<b>Activity7.2:</b> Train 100 women in technical and business services skills	14,100.00	12,662.10	1,437.90	89.80%
<b>Activity8:</b> Coordinate the study of knowledge and attitude of VAW implementer and the development of GBV one stop service centre	31,000.00	12,719.05	18,280.95	41.03%
<b>Activity8.1:</b> Feasibility study on One Stop Service Center	21,400.00	21,400.00	0.00	100.00%
<b>Activity9:</b> Consultation with DPs and stakeholders for identification of partner and the resource mobilization for the implementation of Community Conversation Enhancement	1,500.00	0.00	1,500.00	0.00%
<b>Activity10:</b> Programme support staff and operation	205,000.00	175,356.32	29,643.68	85.54%
<b>Total</b>	<b>521,400.00</b>	<b>360,950.03</b>	<b>160,449.97</b>	<b>69.23%</b>