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Cambodia

Project Title: Partnership for Gender Equity-Phase 3

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Project ID & Title: 00077135 Partnership for Gender Equity-Phase 3

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Total Budget: USD 4,965,100.00

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

Country Programme Outcome: 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)

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I. Executive summary

Progress under output 1: Gender-responsive policies, plans and budgets of key sectors developed and their implementation monitored

- **Support to MoWA on the development of the Cambodia Gender Assessment (CGA) and MoWA's Strategic Plan "Neary Rattanak IV" (NR4):** The 'Cambodia Gender Assessment 2014' report and the five-year Strategic Plan for gender Equality known as Neary Rattanak IV were successfully developed and launched by the Royal Government of Cambodia. The CGA is meant to inform stakeholders including policy makers and planners of the current status of women in Cambodia so that their policies, programmes and plans are gender-responsive. Neary Rattanak IV is meant to address key gender issues as found in the CGA. It includes key objectives and strategies to address women's needs and reduce gender gaps in Cambodia for the next four years.
- **National Policy on Gender Equality** has been drafted internally for further consultations and approval in 2015. This policy will be used as a framework to guide all gender-related activities within Cambodia.
- **Capacity development for effectiveness and sustainability:** Capacity development strategies for gender mainstreaming was incorporated into Neary Rattanak IV. This strategy is aimed to strengthen the capacity of MoWA and key line ministries in dealing with in-depth gender analysis and gender mainstreaming in national and sectoral policies, programmes and plans using Programme Based Approach (PBA).
- **Awareness-raising on gender:** In 2014, around 300 officials from different sectors across Cambodia (including 120 newly-recruited civil servants from line ministries) had their gender awareness heightened through training sessions provided by RSA and the Ministry of Civil Service. Their increased knowledge on gender is expected to make their decisions more gender-sensitive. In addition, around 400 students also had their awareness on gender issues raised through debates on various topics including women in decision making, climate change, domestic violence, education and women's economic empowerment.
- **Gender-responsive budgeting (GRB) initiative in line Ministries:** A total of 30 participants from key line ministries increased their capacity and knowledge on the GRB concepts, tools and methodologies. Furthermore, through the practical exercise on their Budget Strategic Plan (2013-2017), their target indicators have been revised to be more gender responsive and the participants would seek the support and approval on this with their senior management.
- **Support to Gender Mainstreaming Action Groups (GMAGs):** GMAGs members from all line Ministries and institutions gathered twice (mid-year and end-of-year) and shared their progress, challenges and way forward in implementing their Gender Mainstreaming Action Plan in their respective sector.
- **Integrating Gender Strategy/Indicators in National Policies:** Support was given to MoWA in engendering the National Strategic Development Plan (NSDP) 2014-2018. The NSDP was launched by the Royal Government of Cambodia in 2014 with gender dimensions being incorporated more comprehensively in priority actions across sectors. Support was also given to the Ministry of Information and the Ministry of Civil Service in updating their GMAGs.
- **Coordinate Supports to TWG-G Secretariat in Key Related Initiatives:** In 2014, various key gender-related issues were discussed in TWG-G meetings including women's economic empowerment (WEE), Gender-Based Violence (GBV), implementation of the Millennium Acceleration Framework (MAF), Cambodia Gender Assessment 2014, and MoWA Strategic Plan "Neary Rattanak IV". As a result, all stakeholders' had a chance to provide their inputs to improve the comprehensiveness, efficiency, and effectiveness of the above-mentioned tools for development.

Progress under output 2: Increased access to gender-sensitive business development services for women small business entrepreneurs

- **Engender the Government Private Sector Forum:** Through support from UNDP PGE project, seven Cambodia Women Entrepreneurs Association (CWEA)'s members are selected as women entrepreneur representatives to join seven Government-Private Sector Forum (G-PSF) Working Groups, and one of their requests for silk import without paying tax has been approved during G-PSF held on 03 March, 2014.

- **Building Network of Women Entrepreneurs:** Seventy entrepreneurs (15 men) did not only gain business experiences, competences on business registration, and import and export in terms of procedures, documentation, costing and timing, but they also identify business partners through their participation in a forum on Women Entrepreneurs Promotion held in November, 2014.
- **Financial and Skills Training Mapping:** As a result of two mapping programs conducted by PGE, Women's Development Centres (WDCs) are aware financial service providers (microfinance institutions and NGOs) in terms of their financial policy, financial services/products and skills training programs provided by different institutions.
- **Improve collaboration between MoWA and MoLVT:** Unlike before, WDCs now receive job information from Job Centres regularly. Also, they have the capacity to check National Employment Agency (NEA)'s website for job information. What is more, WDCs are changing their monitoring and evaluation system by using three tools developed by PGE with MoWA counterparts.
- **TWG-G WEE subgroup:** Through three TWG-G WEE meetings and follow up activities, PGE has done a mapping about MAF stakeholders and their area of focus in MAF strategic interventions. MAF joint indicators which will be used to assess the level of MAF achievements were developed. PBA Partnership Principles on WEE has been drafted, discussed with all TWG-G WEE members, and revised according to their inputs.

Progress under output 3: Preventive and remedial responses to GBV scaled up

- **Follow-up Support on OSSC/NAPVAW, P4P, WHO & Preparation for Community Conversation Enhancement Initiatives (CCE):** The PGE team organized the final 4th reflection training and monitoring of 8th community conversations along with Provincial Department of Women's Affairs (PDoWA). The participants enhanced comprehensive understanding of domestic violence (DV) dramatically based on the post tests. This component of the project phased out in Q1 2014 as recommended by the PGE III MTR.

II. Implementation progress

PROGRESS TOWARDS PROJECT KEY DELIVERABLES/SUB-OUTPUT *(if the project has been designed with its different outputs from the CPAP's output, this section has to report on the progress results of project outputs)*

| KEY DELIVERABLE/SUB OUTPUT 1: Gender-responsive policies, plans and budgets of key sectors developed and their implementation monitored | | | | |
|--|---|---|---|--|
| Key Deliverable/Sub-Output Indicators | <i>Baseline (month/year)</i> | <i>Target (month/year)</i> | <i>Current status (month/year)</i> | |
| 1. No. of RSA civil servant trainees receiving training on gender equality by MoWA (2010: N/A, 2015: 1750 or 350 annually) | A total of 170 new trainees of RSA gained gender training annually. | 170 new trainees of RSA trained on gender. | Completed: The training has been completed with 177 new trainees of RSA trained and gained deeper understanding and knowledge on gender. | |
| 2. No. of sector plans with gender specific targets and budget allocation (2010: 0, 2015: 5) | Of the 7000-8000 new civil servants recruited annually, none of them have the opportunity to get orientation on gender in civil services. | 100 new civil servants are oriented on gender issues | Completed: 120 new civil servants are oriented on gender issues in Q1-2014. | |
| 3. Gender-sensitive curriculum of RSA developed (2010: No, 2015: Yes) | The Approach Paper on NSDP 2014-2018 with MoWA's inputs is in the process of approval by the Council of Ministers. | NSDP 2014-2018 is gender responsive | Completed: Final NSDP 2014-2018 was launched by the Prime Minister, in which most of the sectors highlight gender issues in their priority actions. | |
| 4. Capacity Development Strategy of MoWA developed (2010: No, 2015: Yes) | Youth roundtable discussion and debates to be organized on gender features for every year of 8 th March - IWD. | Youth roundtable discussed and debated by 40 students of eight universities and | Completed: 40 students of eight universities and 400 audiences' were debates on gender features during IWD of 8 th March. | |
| 5. PBA on gender equality and partnership agreement | | | | |

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|-------------------------------------|--|---|--|
| drafted (2010: No, 2015: Yes) | | 400 audiences' debates on gender features during IWD | |
| | GMAP of MoInfo requires update. | GMAP of MoInfo Updated, printed and launched | Complete: GMAP Update of MoInfo was printed and launched. |
| | GMAG members from 28 line ministries meet twice a year to monitor progress. | Mid-year and Annual GMAGs meetings to be organized with participation of GMAGs from 28 line ministries. | Completed: 28 line ministries of 100 participants attended GMAG mid-year meeting and annual meeting. 24 out of 28 LMs will get access to national and DPs budgets in 2015. |
| | GMAP of MoCS needs updating | Consultative meeting to update GMAP of MoCS to be organised | Completed: GMAP of MoCS was approved, printed and disseminated. |
| | Quarterly TWG-G subgroup meetings on WEE & GBV to be organized focuses on MAFF Action Plan, PBA, GBV TOR for three smaller-sub-groups. | Quarterly TWG-G subgroup meetings on WEE and GBV were organized | Completed: first quarter TWG-G subgroup meetings on WEE & GBV were organized address to MAFF Action Plan, PBA, GBV TOR for three smaller-sub-groups. |
| | The CGA needs to be updated. | CGA "A Fair Share for Women" Policy Briefs developed and launched. | Completed: CGA-Policy Briefs and Executive Summaries were published and officially launched. |
| | Neary Rattanak III (2009-2013) is coming to an end. | Neary Rattanak IV (2014-2018) developed. | Completed: Neary Rattanak IV published and launch officially by MoWA |
| | There is no Capacity Development Strategy for MoWA and GMAGs. | Number of capacity development interventions delivered for senior management of MoWA and its departments including five GMAGs | On-going: CDS has been incorporated into NR4 and initial implementation started with a study tour overseas for relevant officials and training on PBA. |
| | MoWA's Operations Systems need to be compiled as parts of efforts to enhance the effective use of national systems and user-friendly. | MoWA's Operations Systems reviewed and compiled as part of PBA work | On-going: MoWA has been learning from other sectors, and considered the Operations Manual of NCDD as a model for application. |
| | Specific gender targets are not well considered in sector plan and budget plan. | <ul style="list-style-type: none"> Capacity of selected officials from seven line ministries on GRB is strengthened. Budget Strategic Plan of seven line ministries is gender responsive. | Completed: five line ministries, implementing Programme Budgeting (PB), have been trained on GRB in Q2 2014. |
| Detailed Report by Activity: | | | |

Activity 1.4: Engender the Public Administration through Tailored Gender-Aware Trainings to Line Ministries' Civil Servants at Senior and Mid-Levels

- Gender-sensitization training at the Royal School Administration was conducted from 11th June to 13 August 2014 with four classes of 177 trainees who are government officials from the public administration across Cambodia. Four MoWA Master Trainers (H.E Ms. Keth Sam Ath, H.E Ms. Khim Siphath, Ms. Sakhoeun Savathdy and Ms. Nhean Sochetra) were assigned to deliver a total of 60 hours of training on gender-related topics most relevant to the public sector. The training used participatory approaches which saw active participation among trainee throughout the course. All the trainees sat the final examination and successfully completed the course with most of them scoring above average. The civil servants who have been trained are expected that their heightened knowledge on gender will help make their decisions more gender-sensitive.
- As part of mainstreaming gender into the public administration reform, PGE/UNPD and MoWA were supported the Ministry of Civil Service (then-State Secretariat of Civil Service) to conduct Gender Orientation Workshop for 120 new civil servants (60 females) from all line ministries on 17-18 February 2014 at Dara Airport Hotel. Results of post-training test show that more than 80 per-cent of the trainees gained new gender-related knowledge and their roles, responsibilities and entitlements in the Common Statute of Civil Servants.
- Two workshops, semester and annual, with GMAGs were held with the participation from all 28 line ministries (around 100 participants each). The workshops aim to discuss and share experiences on their success, challenges and solutions on gender mainstreaming. GMAGs were informed about the future directions of MoWA especially on PBA and CDS in which active involvement and collaboration from relevant GMAGs would be required. It is worth noting that 24 out of 28 GMAGs will receive the budget supports from the government and DPs in 2015.

Activity 2.3: Integrate Gender Strategy/Indicators in National Policies

- Strategic Development Plan (NSDP) 2014-2018 was officially launched on 18th September 2014 by the Prime Minister, in which most of the sectors highlight gender issues in their priority actions, and reflected the RGC's strong and irreversible determination to achieve the vision of the national development policy. With the NSDP 2014-2018, Cambodia will be able to further strengthen its competitiveness, its integration in the ASEAN economy by 2015 and to leave from a least developed country to an upper middle income country in 2030. In addition, the NSDP 2014-2018 needs a joint efforts with highly responsible spirit from all stakeholders and drawn up by the Ministry of Planning and approved by the cabinet ministers in May, then by the National Assembly in June to boost the economic development, reduce poverty, promote health sector and social development. To achieve these goals, Cambodia may need at least 109,017 billion Riel or US\$ 26.58 billion (US\$5.3 billion a year).
- Youth Roundtable Discussions and Debates on Gender Featured by 40 students from eight universities on issue related to gender equality and 08th March of the celebration of the International Women's Day has been organized and total audience of debates comprised by up to 400 students mainly focused on: 1) Important role of women in decision making within the household and society; 2) Climate change impact on women; 3) Importance of men involvement for preventing domestic violence, 4) Education of women and girls as a key area for development; and 5) Promotion of women's economic empowerment for women is essential to accelerate progress, and 6) Promoting education and vocational skills for women are the key areas for labor market demand and ASEAN Integration in 2015. As the results, all students were understood gender features women in decision making, climate change impact on women, preventing domestic violence, education and women's economic empowerment.
- GMAP 2014-2018 of the Ministry of Information has been updated and launched on 11 March 2014 at MoInfo with the participation of 150 from their middle to senior management of Ministry of Information and some relevant ministries. As the results, their awareness and understanding on gender issues and strategic actions have been raised after a series of presentations.
- GMAP 2014-2018 of the Ministry of Civil Service was updated and launched on 23 December 2014 with the participation of around 150 from their middle to senior management, head of Provincial Department of Civil Service, and some relevant ministries. Neary Rattanak IV and PBA approach have also been presented to inform the participants the future intervention and support from MOWA.

Activity 4.1: Coordinate Supports to TWG-G Secretariat in Key Related Initiatives

- In 2014, the TWG-G secretariat, with technical support from PGE, organized a total of five TWG-G meetings

including 3 sub-group meetings. Main topics for discussion in the meetings included: women's economic empowerment (WEE), Gender-Based Violence (GBV), Implementation of the Millennium Acceleration Framework (MAF), Cambodia Gender Assessment 2014, and MoWA Strategic Plan "Neary Rattanak IV". As a result, stakeholders' commitment in the implementation of the Millennium Acceleration Action Plan and in the application of PBA in the WEE programme of MoWA was re-affirmed, the proposed TORs for three smaller sub-groups under GBV sub-group was discussed, comments on drafts Policy Briefs of the Cambodia Gender Assessment 2014 and Neary Rattanak IV were collected and reflected in the documents.

Activity 5: Support to MoWA on NR4 and CGA Development

- The Cambodia Gender Assessment and the Strategic Plan for Gender Equality and Women's Empowerment 2014-2018 (Neary Rattanak IV) were launched in December 2014 under the presidency of H.E. Mrs. **Men Sam An**, Deputy Prime Minister, Minister of National Assembly-Senate Relation and Inspection. The government with MoWA as facilitator pledged commitment for action across ministries to reduce gender inequalities.
- The 'Cambodia Gender Assessment 2014' report, "Leading the Way: Gender Equality and Women's Empowerment" was meant to inform on the current status of women in Cambodia and provide key data about gender in all sectors. In addition, the CGA development process provided learning opportunity for MoWA officials in analyzing gender situations across sectors.
- Neary Rattanak IV includes key objectives and strategies to address women's needs and reduce gender gaps in Cambodia for the next four years. It includes a comprehensive framework for strengthening institutional structures and capacities as well as specific measures to foster gender equality in six thematic programs: Economic Empowerment, Education, Health, Legal Protection, Decision Making and Politics, and Climate Change. Neary Rattanak IV will be implemented and monitored using "program-based approach", which consists of a working principle for maximizing coordination and effectiveness with support of the Ministry of Women's Affairs.
- Both the Neary Rattanak IV and the Cambodia Gender Assessment 2014 were developed by the Ministry of Women's Affairs in collaboration with line ministries, civil society organizations and development partners. This represents the first joint evidence based policy package for gender equality in Cambodia.

Activities 6.1 & 7: Strategic Management and Capacity Development Strategy for MoWA and for Up to Five GMAGs Developed, and Implementation Initiated; and Support MoWA on Strengthening Programme Based Approach (PBA) Framework (Common Management Arrangements)

- Two Consultants (Ms. Annie Nut, CD Consultant and Henry Andersen, PBA Consultants) is hired and conducted a joint inception mission from 08th to 20th September 2014 mainly focused on consultative meetings with key relevant stakeholders within MoWA as well as key Development Partners (PDs). A review of documentation from previous work on PBA and Capacity Development Needs Assessment and Activities in MoWA was undertaken. In addition, a broad range of relevant documents for forthcoming review and assessment by the consultants was identified. The consultants each have clearly defined work tasks within a joint TOR. The continued work will therefore be conducted separately by the CD and the PBA Consultants – although strong emphasis will be put on close interaction and continuous sharing of findings and drafted documents. The proposed work-plan from October 2014 to February 2015 is presented in a joint format for both consultants (see the full Inception Report: Capacity Development for Gender Mainstreaming and PBA). In summary, capacity development for gender mainstreaming and operationalising CGA and NR4 across government was initiated.
- Supported 6-MoWA Delegates and UNDP-APR Policy Specialist to attend the 2014 KWDI-SSAGE: Senior-Level Gender Policy Workshop and Dialogues took place in Seoul from 29th September to 03rd October 2014 that provide a platform for South-South cooperation among the officials from the four partner countries: Cambodia, Indonesia, Myanmar and Vietnam from the senior-level government officials, parliamentarians and government-led association leaders involved in gender policy as well as one member of ASEAN Committee on Women (ACW) by sharing experiences, gaining mutual, regional perspectives and South-South learning on gender issues. As stated in the call for participation, three of the six participants are to take a role in the SSAGE program and divided roles among the participants following as: 15 minutes presentation on the ODA in gender sector at "Four Country Policy Dialogue (10/2, Thu) – responsible by H.E Ms. SAN Arun; 10 minutes discussant at the Joint Research Seminar (10/2, Thu) – responsible by H.E Ms. Khieu Serey Vuthea; and ACW members from each country as discussants at the "Regional Perspective" session (10/2, Thu) – responsible by H.E Ms. LONG Sophally. The outcomes: 1) Mutual and regional knowledge gained on gender policy issues in four countries; 2) Research findings and implications shared from the KWDI's joint research with the partner countries; and 3) South-South partnerships among government official established and strengthened.

Activity 8.1: Continue GRB Initiative in Line Ministries

- According to Prakas from Ministry of Economic and Finance (MoEF), starting from 2015 ten line ministries will implement full program budgeting (PB). PGE/MOWA will continue to provide GRB training to another seven line ministries, in addition to the three line ministries trained last year. In Q2-2014, GMAG members - technical officials from planning and budgeting department from additional five line ministries (MoH, MoEYS, MAFF, MoJ and MPWT), implementing Programme Budgeting (PB), a total of 30 participants have been trained on GRB from 25-26 June at Phnom Penh Hotel. Results of the post-test has shown the majority of the participants have increased their capacity and knowledge on the GRB concepts, tools and methodologies, and on the national budget cycle and planning. Furthermore, through the practical exercise on their Budget Strategic Plan (2013-2017), their target indicators have been revised to be more gender responsive and the participants would seek the support and approval on this with their senior management.

delivery exceeds plan

delivery *in line with* plan

delivery *below* plan

KEY DELIVERABLE/SUB OUTPUT 2: Increased access to gender-sensitive business development services for women small business entrepreneurs

| Key Deliverable/Sub-Output Indicators | Baseline (month/year) | Target (month/year) | Current status (month/year) |
|---|---|---|--|
| 1. No. of WDCs that are fully functional (2010: 0, 2015: 2) 2. No. of women trained on market oriented business and technical skills (2010: 50, 2015: 80048) | There is no enough representation of women entrepreneurs in the government /private sector forum. Thus, women entrepreneurs' voices and challenges are not heard and addressed. | Engender the Government Private Sector Forum by facilitating for the inclusion of the women's entrepreneurship voice/associations into the Forum | Completed: <ul style="list-style-type: none"> Seven CWEA members are joining 07 G-PSF Working Groups. Women entrepreneurs' concerns/requests were in the agenda of G-PSF held in March, 2014. |
| | No mapping has been carried out. | Financial service mapping and dissemination to 15 WDCs | Completed: Results of mapping program was shared with all WDCs. |
| | Statistics about vocational training providers collected by MLVT | WDCs are aware of different vocational training programs offered by NGOs, CSOs and the private sector, identify which agency to collaborate with. | Completed: WDCs are aware of vocational training providers in their area. |
| | WDCs' report is activity based, no monitoring and evaluation system in place | Reporting system, monitoring and evaluation of WDCs are developed | Completed: WDC Directors are using 3 tools to improve their monitoring and evaluation system. |
| | MoLVT's five job centers do not share job information with WDCs. | Develop mechanism for dissemination job information | Completed: WDCs received job information from MoLVT Job Centers regularly. |
| | MAF was developed in 2012 and launched in 2013. | MAF Action Plan is jointly implemented | On-going: <ul style="list-style-type: none"> MAF Action Plan is jointly implemented; MAF joint indicators developed. PBA Partnership Principles on WEE drafted, consulted and revised. |
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Detailed Report by Activity:

Activity 9: Engender the Government Private Sector-Forum by Facilitating for the Inclusion of the Women's Entrepreneurship Voice/Association into the Forum

- Before the G-PSF commenced in March 2014, PGE supported CWEA to organise a meeting with their members and non-member. Based on results of discussion, seven women have been nominated to join seven G-PSF working groups on: agriculture, SMEs, tourism, banking, transport and infrastructure, trading and skills training. The meeting selected only a few constraints to be put in the agenda of G-PSF. Apart from this, the meeting also discussed in details about possible solutions for each constraint that does not require support/intervention from line ministries to tackle.
- Seventy participants found a forum on Women Entrepreneurship Promotion held in November useful for their business as they do not only gain new knowledge about export and import but they also have formed business partners with each other. Besides this, the forum provided a lot of opportunities for participants to share their business experiences and strengthening their network.

Activity 10.1: Identify and collaborate with LMs, private banks and NGOs that provide credit and financial institutions and MFIs at the national and provincial levels to obtain credit information to share with women at the WDCs.

- Through collaboration with Cambodia Microfinance Association (CMA), PGE has conducted mapping program about financial services provided by microfinance institutions, NGOs and line ministries and the results have been shared with all WDCs. At the present there are 38 microfinance institutions (MFI) and 6 Rural Credit Operators (RCO) registered with National Bank of Cambodia (NBC). Nearly half of these MFIs such as AMRET, AMK and Hathakasekor have branches in all 24 provinces and cities, and their financial products and services diversify based on market demands.

Activity 10.2: Conduct a mapping of training programmes which are being offered by NGOs, CSOs and the private sector and identify the areas in which WDC can collaborate with.

- PGE has completely carried out a mapping program about technical vocational training programmes which are being offered by NGOs, CSOs and the private sector using statistics from the Ministry of Labour and Vocational Training (MoLVT). At the present there are 255 skills training providers: 124 (49%) are private institutions, 75 (29%) NGOs and the rest government agencies. Even though there are a lot skills training providers, the total number of women participating in long-term skills training (for degree courses) is still very low compared with men.
- The majority of these skills training providers, especially private companies, hesitate to collaborate with WDCs because of their limited human resources and the government system. The most potential partners for WDCs to collaborate with are MoLVT Provincial Training Centers (PTCs). They offer similar skills courses in many provinces but their target group is different. In order to avoid overlapping and maximise the impact of their skills training programs, WDCs need to seriously consider working with PTCs.

Activity 10.3: Improve WDCs' reporting system, including M & E plan

- In order to help improve WDCs reporting system, including monitoring and evaluation plan, PGE has organised a workshop for all WDC Directors with their partners UN WOMEN, PYD and APHEDA to discuss about WDCs' current reporting, monitoring and evaluation system, and identify what changes they need to make in order for them to assess the level of success for their training services. Two MoLVT PTCs were invited to attend this workshop as guest speakers so that they could share their monitoring and evaluation tools/system. Based on agreements made during the workshop, WDCs are using three tools drafted by PGE with their MoWA counterparts to revise their M & E system. Since timing was limited, the workshop did not have time to discuss about WDC's reporting system as expected.

Activity 11: Improve collaboration between MOWA and NEA at the national level and improve collaboration between the WDCs and the Job Centres and Regional Training Centres (when completed) at provincial levels to gather information on the job market to share with women in the communities

- Based on results of a workshop held in June, 2014, all WDCs receive job information from MoLVT Job Centres regularly, or they can directly check National Employment Agency (NEA)'s website for job information and download it to share with their target group. During this workshop, NEA staff did not only give a presentation about NEA's website and explained to all WDC Director and MoWA staff how to use them, but they also agreed to provide some training for WDC trainers how to provide job application skills (job interview) for poor rural women. Their NGO partner, PYD, also agreed to help coordinate this activity in their target areas: Kratie, Rattanakiri, Mondolkiri and Stuntreng.

Activity 12: Support WEE Sub-Group to Initiate and Administer PBA on WEE and Coordinate MAF Implementation, Review Progress to Date and Next Steps on MAF Implementation with All Key Stakeholders

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| <ul style="list-style-type: none"> In 2014 PGE has organised three quarterly TWG-G WEE subgroup meetings with JICA as co-facilitator and PBA Secretariat. Based on the results of these meetings and follow up activities, PGE has completely finished mapping program about MAF stakeholders and their areas of focus in MAF interventions/activities. Apart from this, MAF joint indicators have been jointly developed to assess the level of MAF achievements. A few MoWA senior staff coordinating TWG-G GBV subgroup also participated in the last meeting so that they can learn from this group regarding to MAF joint implementation and how the two groups can collaborate together in the future. PBA Partnership Principles on WEE has been drafted, consulted with all TWG-G WEE subgroup and revised based on comments provided during the last meeting. Even though the PBA key concepts seem new for them, TWG-G WEE members were able to provide a lot of comments during this meeting. It was agreed that all stakeholders will discuss PBA Partnership Principles further with their senior staff before they can be finalised. | | |
| <input type="checkbox"/> Delivery exceeds plan | <input checked="" type="checkbox"/> Delivery in line with plan | <input type="checkbox"/> Delivery below plan |

| KEY DELIVERABLE/SUB OUTPUT 3: Preventive and remedial responses to GBV scaled up | | | |
|--|---|--|--|
| Key Deliverable/Sub-Output Indicators | Baseline (month/year) | Target (month/year) | Current status (month/year) |
| 1. Feasibility study report on establishment of One Stop Service Center (2010: No, 2015: Yes) | <ul style="list-style-type: none"> The OSSC recommendations are now incorporated into the NAPVAW. Distinctive elements of CCE model for Prevention was also included in the NAPVAW | Based on the specialist inputs provided the quality of relevant studies and implementation of the NAPVAW particularly OSSC parts improved. | The PGE team contributed to increase quality of the study by providing specific inputs to the preparation for WHO GBV prevalence study along with other UN partners. |
| 2. Proportion of population in 100 target villages who are aware that GBV is wrong and criminal act (2011: TBD by the baseline survey, 2015: 100%) | <ul style="list-style-type: none"> Seventy selected village chiefs, CCE volunteers, CCWC gender focal points and related police officers have undergone a majority of CCE processes, also monitoring of all community conversations was conducted. | 60 Selected village chiefs, CCE volunteers CCWC members completed the whole CCE remaining activities | Accomplished <ul style="list-style-type: none"> 70 village chiefs, CCE volunteers, CCWC members completed the whole CCE remaining activities. Through 8th community conversations along with PDowa, the participants enhanced comprehensive understanding of DV based on the post tests. The CCE networks were successfully created and the sustainability plans developed. PGE team conducted the follow up activities of CCE in Anglong Veng district to assess the current situation of CCE activity, practical solutions were provided to their sustainability plans. |
| 3. No. of village and commune chiefs, CWCC members, CSO representatives receiving TOT on GBV CCE skills and methodology (2010: 0, 2015: 300) | | | |

PROGRESS TOWARDS PROJECT/COUNTRY PROGRAMME (CPAP) OUTPUT

| OUTPUT: | | | |
|--|---|---|---|
| Output 6.1. Gender-responsive policies, plans and budgets of key sectors developed and their implementation monitored | | | |
| Output 6.2. Increased access to gender-sensitive business development services for small business women entrepreneurs | | | |
| Output 6.3. Preventive and remedial responses to GBV scaled up | | | |
| Output Indicators | Baseline (month/year) | Target (month/year) | Current status (month/year) |
| No. of the Royal School of Administration civil servant trainees receiving training on gender equality by MOWA; No. of new civil | <ul style="list-style-type: none"> * About 170 civil servants in RSA received the training in 2013 * Gender training curriculum for RSA was | <ul style="list-style-type: none"> - An additional 177 new trainees of RSA trained on gender in 2014. - The curriculum used for the training at RSA in 2014 | <ul style="list-style-type: none"> - completed - Achieved |

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| servants receive orientation on gender issues in civil services; % of female civil servants. | developed in 2013. * 98 new civil servants received orientation on gender issues in civil service in 2013. * In 2013, 36% of civil servants are female. | - In 2014, an additional 120 new civil servants got oriented on gender issues in the civil service. - % Female civil servants increased to 37% in 2014. | - Achieved - Achieved |
| No. of sector plans with gender specific targets and budget allocation; | In 2013, 36% of line ministries received national budgets to more or less implement their GMAPs | In 2014, 50% of line ministries will receive national budgets to more or less implement their GMAPs | Achieved: 86% of LMs received national and DPs budgets for GMAP implementation |
| Capacity development strategy (CDS) and plans of MOWA and 5 GMAGs developed; | Capacity assessment report for MoWA but not extended to GMAGs. Lack of CD track records | In 2014, CDS to be integrated into the NR4 for implementation, covering the CD for MoWA and key GMAGs. | Achieved |
| No. of sector plans with gender specific targets and budget allocation; | in 2013, the Budget Strategic Plan (BSP) 2014-2018 have been integrated with gender specific targets | In 2014, more LMs to integrate gender specific targets in their BSP | Achieved: 10 LMs implementing program budgeting have included some gender specific targets into their BSP. |
| No. of Women Development Centres that are fully functional (refer to the quarter report for the change of indicator) | Women's Development Centers provide only a few traditional skills training, not other services. They do not collaborate with any stakeholders | - WDCs are aware of different vocational training programs and financial services; - They identify some tools to improve their reporting, monitoring and evaluation system. - WDCs share job information with their target group. | In collaboration with a few partners, a few WDCs are able to provide demand-based skills training and other services to their target group. |
| No. of women trained on market oriented business and technical skills per centre per year | The number of women participating in skills training provided by LM, NGOs and private sector is much lower than men. | MAF is jointly implemented (one of MAF activities is provision of skills training) | 99,806 people (44,712 women) receiving skills training. |
| Feasibility study report on establishment of One Stop Service Centre; No. of community representatives that received Training of Trainers on Gender-Based Violence Community Capacity Enhancement skills. | There is no feasibility study on One Stop Service Center. * No. of village and commune chiefs, CWCC members, CSO representatives receiving ToT on CCE skills. * % of population in 100 target villages who are aware that GBV is a criminal act. | 60 Selected village chiefs, CCE volunteers CCWC members completed the whole CCE remaining activities | 70 village chiefs, CCE volunteers, CCWC members finished the whole CCE activities. |

- 1. % of GMAGs accessing national budget to implement activities:** The percentage of GMAGs accessing national and DPs' budgets has increased from 36% in 2011 to 86% (24 out of 28 ministries) in 2014.
- 2. % of civil servants who are female:** The percentage of female civil servant has increased gradually from 34% in 2010 to 37% in 2014.

3. % of Cambodians aware that violence against women is a wrong and a criminal act¹

Unfortunately, the survey to get the information on the proportion of Cambodians who are aware of violence against women as a wrong and criminal act has not been conducted yet. As the findings of studies by relevant ministries, DPs and UN agencies confirm, it is essential to enhance people's (men and women) comprehensive understanding on violence against women before attitudinal and behavior changes can occur. For example, before attitudinal changes towards VAW, it is essential to identify and raise awareness about deep root causes of VAW rather than just increasing the level of awareness of VAW as a wrong and criminal act to [tackle the issues of] VAW effectively.

In Quarter 1, 2014 PGE completed CCE remaining activities before PGE Output 3 was phased out at the end of March. By then, CCE had been conducted in a total of 30 villages. The results of the pre- and post-training assessments showed a significant increase in the level of people's understandings of domestic violence.

4. Ratio of literate females to males 25-44 years

The percentage of female and male literacy aged 15 and above was 65.9% and 82% respectively in 2009, but it increased to 74.4% for females, 87.7% for males in 2013. These figures changed if compared with different areas, i.e. it is higher in Phnom Penh (90.1% for women, 97.1% for men) and lower in rural area (70.6% for women, 84.8% for men). The literacy rate from 6 years and older was also highest in Phnom Penh with around 88 percent of women and 93 percent of men. The rate among men was higher than among women in all geographical domains. (source: CSES 2013).

As mentioned above MAF has been jointly implemented by LM, DP, NGOs and private companies. In 2014, MAF stakeholders provided skills training for 99,806 people (44,712 women). With support and collaboration from PGE and some partners, WDCs have improved their monitoring and evaluation system and expanded their services.

PROGRESS TOWARDS SP OUTPUT

| OUTPUT: (state the SP output in full) | | | |
|--|---|---|--|
| Output 4.1 Country led measures accelerated to advance women's economic empowerment | | | |
| Output Indicators | Baseline (month/year) | Target (month/year) | Current status (month/year) |
| ● Extent to which policies are being implemented to promote women's economic empowerment | Baseline 2013: MAF included the women economic empowerment – Rating Scale (2 = Very partially debate) | Milestone 2014: MAF reflected in Neary Ratanak IV of MoWA SP 2014-2018 implemented – focused on CD and PBA – Rating Scale (3 = Partially) | <ul style="list-style-type: none"> - MAF has been used as basis to develop Neary Ratanak IV of MoWA 2014-2018, and draft pf MoWA's Operational Strategy on WEE. - MoWA's PBA initiative on WEE starts off with joint implementation of MAF Action Plan by LMs, DPs, NGOs and PS. - CD on PBA related to WEE is being provided to MoWA and key stakeholders. |
| <p>MAF is reflected in MoWA's both strategic plans focusing on the promotion of women's economic empowerment: Neary Ratanak IV and Operational Strategies on women's economic empowerment of Women (WEE). The two documents have been developed in collaboration/consultation with line ministries, DPs, NGOs and private sector.</p> <p>A series of training workshops on PBA regarding to WEE have been organized for MoWA, line ministries, NGOs,</p> | | | |

¹ There is a need for clarification at UNDP Country Office level in terms of the origin and clarity of the CPAP indicator iii) and iv) above. Concerning indicator iii) a brief study by PGE indicated the following: CPAP- Means of verification- Survey on VAW is vague; while UNDAF (should be correlated to CPAP) - Means of verification-MoWA/GIZ survey. The CMDG report 2010 indicates 67% of such, and CMDG 2011 report indicates 80%. Source is unclear- only the report mentions Source MoWA GIZ report. PGE checked questionnaires of MoWA GIZ report, but they don't have the question % of Cambodians aware that violence against women is a wrong and a criminal act. Instead, there are only more specific questions like "do you think hitting is a wrong act etc.,and there is no 67% statistics.

and private sector. Workshop participants gained new knowledge about PBA concepts and its benefits.

PROGRESS TOWARDS COUNTRY PROGRAMME (CPAP) OUTCOME

OUTCOME:

Outcome 6: By 2015, gender disparities in participation and economic growth reduced.

| Outcome Indicators | Baseline (month/year) | Target (month/year) | Current status (month/year) |
|---|------------------------------|--------------------------|---|
| ● Percentage of women 15 or more years of age that receive credit from (41) formal financial institutions | Baseline: 2013 = 27% | Milestone: 2014 = 32% | Real achievements: September, 2014 = 29.33% |
| ● Percentage of men 15 or more years of age that receive credit from (41) formal financial institutions | Baseline: 2013 = 6.42% | Milestone: 2014 = 10% | Real achievements: September, 2014 = 7.38% |

Based on Microfinance, Network Information Exchange (NIX) as of September 30, 2014, data calculated by 39 microfinance institutions (MFI), including ACLEDA Bank (small loan) and six NGOs, and Cambodia Microfinance Association (CMA)'s 2013 report, the total number of people, women and men, receiving loans from 41 formal finance institutions slightly increases as a result of the political and economic situation in the country and the growth of microfinance industry. Specifically, a total of 1,395,179 women and 325,800 men were recipients of microfinance loans with a total amount USD 2,551,81 million and 10,424,336.06 million riels (exchange rate: 4,000 riels – 1 USD).

At the present, there are 42 CMA members that function in Cambodia, predominantly located in Phnom Penh and large provincial towns. The development of regular commercial lending activities has been stifled by the high costs of operations, the inability to verify and enforce property rights, and the low level of economic activities. As a result, the vast majority of the rural population has had limited access to formal forms of financial services.

PROGRESS TOWARDS SP OUTCOME

OUTCOME: (state the SP outcome in full)

Outcome 4: Faster progress is achieved in reducing gender inequality and promoting women's empowerment

| Outcome Indicators | Baseline (month/year) | Target (month/year) | Current status (month/year) |
|---|------------------------------|--------------------------|---|
| ● Percentage of women 15 or more years of age that receive credit from (41) formal financial institutions | Baseline: 2013 = 27% | Milestone: 2014 = 32% | Real achievements: September, 2014 = 29.33% |
| ● Percentage of men 15 or more years of age that receive credit from (41) formal financial institutions | Baseline: 2013 = 6.42% | Milestone: 2014 = 10% | Real achievements: September, 2014 = 7.38% |

Same as above

Capacity Development

- 1) Evidence based policy tools were developed: CGA 10 Policy briefs and executive summary and MoWA's 5 year strategic plan (NRIV)
- 2) Capacity was built within MoWA through on the job training and mentoring to manage and coordinate the CGA and NRIV review and finalization process.
- 3) One week study tour to KWDI in Seoul Korea for 6 Government Officials from MOWA and Parliament.
- 4) Capacity Development for Gender Mainstreaming and Program Based Approach methodology was produced and piloted within MoWA and TWGG and subgroups on WEE/GBV
- 5) PGE supported MoWA to provide gender training to the RSA and the Ministry of Civil Servants.
- 6) PGE provided support to the GMAGS for gender mainstreaming and planning.
- 7) PGE provided technical support for MoWA gender inputs to the NSDP formulation and 1 year report.

Gender Marker (GEN3)

The rating for this project has always been 3 as this project is solely in support of strengthening capacity for gender mainstreaming. The results are summarized in the CD section above.

Environment and Social Safeguard

This project works at the institutional and policy level and has no negative environmental impact. It has produced a policy brief and matrix for gender and climate change and thus is contributing the environmental objectives. In terms of social safeguards, this project is in support of gender mainstreaming and women's empowerment and has produced a policy brief with policy recommendations on vulnerable groups, thus it directly supports social safeguard objectives.

Lessons learned

- 1) CGA development involved too many stakeholders, and was slowed down by the need for multiple translations, editing etc. It is advised that next time the CGA should just be updated and not completely rewritten, and that this work should be done in Khmer by national experts, with support from an International Advisor only as needed.
- 2) The NRIV was started at the same time as CGA – however the draft was delivered a year before CGA drafts were – thus the policy linkages had to be made at the last minute, thus causing delays in the finalisation. It is advised to start next CGA before next NR4 and to streamline the process for both as above.
- 3) MoWA counterparts were not available to provide feedback on the key deliverables from the communications team and thus there was a mismatch of expectations, despite PGE attempts to organize upstream consultation at the highest level (Minister and secretary of state).
- 4) TWG meetings could be improved by better planning (timing and agenda) and consultations with the DP co-facilitators.
- 5) The TA for PBA and CD for gender mainstreaming has been very effective at creating common vision, understanding and buy in from all key stakeholders in MoWA and in the TWGG subgroups.

III. Project implementation challenges

Risks:

- 1) Key MoWA partners and stakeholders could not make themselves available on a timely basis for consultation and decision making regarding important PGE activities resulting in delays.
- 2) There are often disagreements between MoWA partners and PGE on how to proceed with some project activities. This causes delays and increases transaction costs.
- 3) PGE project staff will be reduced by 50 % (from 9 to 4 staff) by May 2015 resulting in resource constraints to the project deliverables.
- 4) The new MoWA location (approximately 40 to 60+++ mins drive from UNDP) makes it difficult for PGE staff to engage in external meetings and consultations. In particular the Advisor is expected to provide support to the UNDP county office on gender and has to spend a lot of time commuting between these two offices.

IV. Financial status and utilization

IV. Financial Status and Utilization

Table 1: Contribution Overview [01 January 2011 – 31 December 2014]

| DONOR NAME | CONTRIBUTIONS | | BALANCE |
|---------------------------------------|---------------------|---------------------|-------------------|
| | COMMITTED | RECEIVED | |
| UNDP (04000 - TRAC) | 1,850,537.78 | 1,365,843.28 | 484,694.50 |
| Programme Cost Sharing (30000 - SIDA) | 1,216,340.48 | 1,216,340.48 | |
| UNFPA | 21,400.00 | 21,400.00 | |
| GEF Regional | 9,627.20 | 9,627.20 | |
| TOTAL | 3,066,878.26 | 2,582,183.76 | 484,694.50 |

Table 2: Annual expenditure by project output or Activity from [1/01/2014 – 31/12/2014]

| ACTIVITIES -DESCRIPTION | BUDGET [2013] | ACTUAL EXPENDITURE | BALANCE | DELIVERY |
|--|---------------|--------------------|------------|----------|
| Activity1.4: Engender the Public Administration through tailored gender-aware trainings to line ministries' civil servants at senior and mid-levels | 23,358.10 | 20,979.02 | 2,379.08 | 90% |
| Activity2.3: Integrate gender strategy/indicators in national policies | 13,190.96 | 13,240.72 | (49.76) | 100% |
| Activity4.1: Coordinate support to TWG-G and development of Programme Based Approach on Gender | 63,508.58 | 64,656.69 | (1,148.11) | 102% |
| Activity5: Supports MoWA on NR3 MTR and concept for NR4 | 168,635.29 | 104,469.00 | 64,166.29 | 62% |
| Activity6.1: Capacity Development for MoWA initiated and its role on emerging themes strengthened | 55,960.00 | 30,111.30 | 25,848.70 | 54% |
| Activity7: Support MoWA on common management arrangements | 12,224.00 | 135.00 | 12,089.00 | 1% |
| Activity8.1 GM into the PFM-RP, Budget Strategic Plan, Budget Plan, and PB to promote equitable development for MDG acceleration and alignment with D&D Reform Programme | 40,420.15 | 38,801.04 | 1,619.11 | 96% |

| | | | | |
|---|-------------------|-------------------|-------------------|------------|
| Activity9: Forum for Women's Business Associations | 2,440.00 | 1,907.62 | 532.38 | 78% |
| Activity10: Engender the Government Private Sector Forum, SME programmes supported by international organizations and conduct a MAF on Women's economic empowerment | 4,560.00 | 6,872.36 | (2,312.36) | 151% |
| Activity11: Engender MLVT's 25 Vocational Training Programmes | 17,836.00 | 7,976.14 | 9,859.86 | 45% |
| Activity12: Support WDC KS | 38,698.95 | 50,996.66 | (12,297.71) | 132% |
| Activity13: Follow-up Support on OSSC | 6,955.00 | 8,746.98 | (1,791.98) | 126% |
| Activity14: Preparation for Community Conversation Enhancement Initiatives | 10,290.56 | 3,468.75 | 6,821.81 | 34% |
| Activity15: Programme support staff and operation | 386,979.32 | 354,887.92 | 32,091.40 | 92% |
| Activity15.1 Programme support staff and operation | 80,313.37 | 70,535.41 | 9,777.96 | 88% |
| Total | 925,370.29 | 777,784.61 | 147,585.68 | 84% |

Table 4: Cumulative expenditure by project output or Activity from [01/01/2011 to 31/12/2014

| ACTIVITIES - DESCRIPTION | TOTAL BUDGET [2011-2014] | COMULATIVE EXPENDITURE | BALANCE | DELIVERY |
|---|--------------------------|------------------------|------------|----------|
| Activity1.4: Engender the Public Administration through tailored gender-aware trainings to line ministries' civil servants at senior and mid-levels | 175,457.76 | 142,081.49 | 33,376.27 | 81% |
| Activity2.3: Integrate gender strategy/indicators in national policies | 157,338.96 | 136,555.69 | 20,783.27 | 87% |
| Activity4.1: Coordinate support to TWG-G and development of Programme Based Approach on Gender | 413,692.70 | 259,094.42 | 154,598.28 | 63% |
| Activity5: Supports MoWA on NR3 MTR and concept for NR4 | 422,388.09 | 205,956.68 | 216,431.41 | 49% |
| Activity6.1: Capacity Development for MoWA initiated and its role on emerging themes strengthened | 183,023.83 | 59,419.69 | 123,604.14 | 32% |
| Activity7: Support MoWA on common management arrangements | 32,791.28 | 13,333.67 | 19,457.61 | 41% |
| Activity8.1 GM into the PFM-RP, Budget Strategic | 115,376.83 | 89,476.77 | 25,900.06 | 78% |

| | | | | |
|---|---------------------|---------------------|---------------------|------------|
| Plan, Budget Plan, and PB to promote equitable development for MDG acceleration and alignment with D&D Reform Programme | | | | |
| Activity9: Forum for Women's Business Associations | 29,748.03 | 16,795.22 | 12,952.81 | 56% |
| Activity10: Engender the Government Private Sector Forum, SME programmes supported by international organizations and conduct a MAF on Women's economic empowerment | 310,025.05 | 266,753.25 | 43,271.80 | 86% |
| Activity11: Engender MLVT's 25 Vocational Training Programmes | 37,645.24 | 22,466.84 | 15,178.40 | 60% |
| Activity12: Support WDC KS | 164,907.13 | 143,818.64 | 21,088.49 | 87% |
| Activity13: Follow-up Support on OSSC | 61,644.64 | 63,470.88 | (1,826.24) | 103% |
| Activity14: Preparation for Community Conversation Enhancement Initiatives | 116,337.84 | 120,501.87 | (4,164.03) | 104% |
| Activity15: Programme support staff and operation | 1,013,622.38 | 708,189.25 | 305,433.13 | 70% |
| Activity15.1 Programme support staff and operation | 595,504.56 | 217,231.92 | 378,272.64 | 36% |
| Total | 3,829,504.33 | 2,465,146.28 | 1,364,358.05 | 64% |