



QUARTERLY PROGRESS REPORT –2015

FINAL DRAFT

United Nations Development Programme Cambodia

Project title: Partnership for Gender Equity-Phase 3

Report period: January 01 – March 30, 2015

Project ID & Title: 00077135 Partnership for Gender Equity-Phase 3
Duration: March 2011-December 2015
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 Policy Briefs and Executive Summary' and the Five-Year Strategic Plan for Gender Equality known as Neary Rattanak IV were disseminated in Bantey Meanchey and Kampong Cham provinces with technical support from PGE.
- **Capacity development for effectiveness and sustainability:** Capacity Development for Gender Mainstreaming and PBA started to roll out. With support from PGE, a team of select MoWA staff members are better equipped with skills in gender mainstreaming and advocacy. For PBA, Partnership Principles was drafted for the two sub-sector PBAs on WEE and GBV. In addition, a 'generic check list' for establishing a PBA under MoWA leadership was drafted, discussed and commented upon by MoWA as well as PGE technical staff. The proposed 'generic check list' will be used in a third PBA on decision making and governance that MoWA is planning to set up.
- **Gender-audit:** A one-week training of trainers on Gender Audit has been prepared (concept note, technical and financial proposals and identification of participants). The actual training will be conducted in April 2015 at Battambang province.
- **Awareness-raising on gender:**
 - In Q1-2015, Preparation started for the next round of training on gender at the Royal School of Administration (RSA). A reflection meeting among the trainers was held in Q1-2015 in which all the MoWA master trainers met and shared experiences and lessons learnt from the previous year.
 - A total of 120 new civil servants have been oriented on gender issues in good governance and civil service. Post-test assessment shows that around 80 percent of the participants have increased their knowledge and understanding.
- **Support to MoWA for Roundtable Discussion** was showed a five times on different four TV channels (CTN, TVK, Bayon & SEATV) with participation of representatives from the Royal Government of Cambodia and CSOs - under the theme "Leading the Way: Cambodian Women after Women's Global Agreement in 1995". Four main sub-topics were discussed during the event including: women in decision-making, gender and migration, gender and education, and gender and health.
- **Gender-responsive budgeting (GRB) initiative in line ministries:** PGE/MoWA and NCDD-S will work together to review the guideline on planning and budgeting for sub-national administration to make it more gender responsive.
- **Coordination for training on gender and economic policy making was underway:** the concept note and budget proposal developed, identification of participants and communication with Supreme National Economic Council started.
- **Integrating gender strategy and indicators in national policies:** Working closely with MoWA's counterparts to develop 2014 Annual Report for CMDGs and 2014 Annual Report of NSDP Implementation. The GMAP of Ministry of Industry and Handicraft (MIH) is being drafted.
- **Global gender and climate change grants:** Arrangement on administration, logistics, oversight and implementation has been agreed upon between MoWA, PGE and UNDP.
- **Coordination and support to TWG-G Secretariat in key related initiatives:**
 - Two TWG-G Meetings and Three Sub-Groups Meeting:**
 - CGA/NR4 materials is available for electronic of MoWA & UNDP websites; presentations and resource mobilizations for three proposals for International Women's Day, CGA/NR4 printing & dissemination at national and sub-national levels; and new subgroup on governance and leadership (women in decision making program);
 - Meeting with MoWA Young Professional Network under presented by Ms. Henny and Ms. Annie focused on PBA/CD Methodology - Operationalizing CGA/NR IV. MoWA 3 PBA sub-groups was arranged to discuss between the three PBA sub-groups in MoWA around how to coordinate the work to increasingly establish and implement PBA work style in MoWA;

- 43rd TWG-G meeting under presented by Ms. Henny and Annie: PBA/CD Methodology – Operationalizing CGA/NRIV. A presentation to donor representatives about MoWA thinking and intentions to increasingly move to a PBA work style when operationalizing the recently launched NR IV; and
- In March 2015, preparing the 44th TWG-G Meeting to be held in 08th April 2015 – aims to review and approve CDC TWGG assessment; review and approve JMI progress report September 2014-March 2015; partnership principles for TWG-G; concept note on new sub-group on governance and leadership (women in decision making program). The budget proposal were developed, identification of participants and arranged on administration, logistics, oversight and implementation has been agreed upon between MoWA, PGE, UNDP and JICA.

Three TWG-G GBV Subgroup Meetings:

- 9th TWGG-GBV Subgroup meeting at Inter-Continental Hotel to initiate the development of implementation plan, introduce the PBA, brainstorming the official launch of 2nd NAPVAW, and update the members of TWGG-GBV. As result, participants found the basic thoughts to develop the implementation plan and what PBA is.
- The official launch of the 2nd NAPVAW was done at Inter-Continental hotel presided over by H.E Sar Kheng, Deputy Prime Minister and Minister of Interior.
- 10th TWGG-GBV Subgroup meeting at Cambodiana hotel to discuss the implementation plan, M&E framework, and PBA; register the members of the three groups, and share the information among TWGG-GBV members. As main result, we agreed together one template of implementation plan and M&E recognized as Annual Operational Plan (AOP).

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

- **One TWG-G WEE Subgroup Meeting:** On 26th March 2015, PGE team supported MoWA to organise the fourth TWGG Subgroup on WEE meeting - aiming to finalise PBA Partnership Principles on WEE and MAF joint indicators which were developed/drafted during the third TWGG – WEE meeting on 18 December, 2014. Neary Rattanak IV WEE strategies with its Operational Strategies were also presented during the meeting in order to receive comments/feedback from stakeholders. As results of discussion, MAF joint indicators and PBA Partnership Principles were agreed by stakeholders.

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	Baseline (Dec 2014)	Target (Dec 2015)	Current status (March 2015)
1. No. of RSA civil servant trainees receiving training on gender equality by MoWA (2010: N/A, 2015: 1,750 or 350 annually)	1076 civil servants at RSA received the training on gender and gender training curriculum for RSA was in place	1,250 Civil servants trained on gender at RSA and gender training curriculum for RSA was in place	On-going: preparation started for the next round of training to 170 trainees and gender training curriculum for RSA was in place
2. No. of sector plans with gender specific targets and budget allocation (2010: 0, 2015: 5)	* 318 new civil servants received orientation on gender issues in civil services	* 438 new civil servants received orientation on gender issues in civil service	* Achieved: 120 new civil servants (70 females) have been oriented on gender issues in good governance and civil service
3. Gender-sensitive curriculum of RSA developed (2010: No, 2015: Yes)	* 37% of civil servants are female.	* 38% of civil servants are female.	* On-going
4. Capacity Development Strategy of MoWA	* NSDP updated from a gender perspective * CMDG 3 progress report	* NSDP report gender responsive * CMDG 3 progress	On-going: 2014 annual report of CMDG and NSDP were submitted to

5. PBA on gender equality and partnership agreement drafted (2010: No, 2015: Yes)	developed (2010: No, 2015: Yes)	*National Gender Policy drafted	report and gender inputs for Sustainable Development Goals (SDG) * National Gender Policy finalized	MOP. The process of development of CSDGs is on-going.
	There is no Guidelines on Gender and Climate Change	Gender and Climate Change Guidelines were developed and pilot line ministries		On-going: Administrative, logs, supervision and implementation arrangement has discussed and agreed upon.
	Roundtable discussion on different TV channels is one of effective ways for conveying messages to the general public.	Awareness raising on gender of various topics to be conducted through roundtable discussions for broadcasting on local TV channels.		Achieved: Roundtable discussion was showed a five times on different four TV channels (CTN, TVK, Bayon & SEATV) with the RGC & CSOs under the theme "Leading the Way: Cambodian Women after Women's Global Agreement in 1995". Four main sub-topics were discussed during the event including: women in decision-making, gender and migration, gender and education, and gender and health.
	CGA and NR4 finalized, published and launched	CGA and NR4 disseminated widely at the sub-national level.		On-going: CGA and NR4 disseminated in Banteay Meanchey and Kampong Cham provinces.
	GMAP of Ministry of Industry and Handicrafts (MIH) needs to be developed.	GMAP of MIH is developed and disseminated.		On-going: GMAP is being drafted
	* PBA Partnership Principles of MoWA on WEE and GBV drafted * Gender mainstreaming capacity development activities for PBA initiated * PBA and CD needs assessment completed	* PBA Partnership Principles of MoWA on WEE and GBV endorsed * Gender mainstreaming CD activities rolling out starting with WEE, GBV and decision-making * Generic Template for PBA on WEE, GBV and Decision-Making * Common policy, monitoring and reporting frameworks and stakeholders mapping and buy-in established		Achieved: PBA Partnership Principles of MoWA on WEE and GBV endorsed
	Specific gender targets are not well considered in sector plan and budget plan.	* Capacity of selected officials from other five line ministries on GRB is strengthened. * Budget Strategic Plan of other five line ministries is gender responsive		On-going: PGE/MoWA is awaiting the Announcement from MEF on the new ministries which voluntarily implement the programme budgeting.
	Gender audit has not been	Gender audit is		On-going: Preparation for

	conducted in key sectors/thematic areas	conducted led by MoWA at least in one key sector/thematic area	a one-week training of trainers on Gender Audit was underway.
	* The total number of women 15 or more years of age that receive credit from 41 formal financial institutions was 1,395,179 (increased 5%);	* The total number of women aged 15 and above that receive loan from 41 formal institutions increase 5 percent;	On-going: 41 microfinance institutions and ACLEDA continue to provide loans to women.
	* 71,830 women received technical vocational skills training (= 48%)	* MAF joint indicators applied to assess the result of MAF joint implementation;	On-going: Technical vocational training providers keep providing skills training to women.
	* MAF joint indicators jointly drafted.	* The number of women trained on market-based technical skills increases 5 percent.	On-going: <ul style="list-style-type: none"> • MAF joint indicators agreed. • PBA Partnership Principles on WEE approved.

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

- Preparation started for the next round of training on gender at the Royal School of Administration (RSA). A reflection meeting among the trainers was held in Q1-2015 in which all the MoWA master trainers who were assigned to deliver the training met and shared experiences and lessons learnt from the previous year. The meeting also discussed possibilities of further cooperation between MoWA and RSA to expand the training to more government officials, particularly women from national and sub-national levels. MoWA planned to meet with RSA representative in the near future to get their feedback on the training as well as to explore any possibility for further cooperation between the two institutions for the benefit of the country's equitable development.
- As part of mainstreaming gender into the public administration reform, PGE/UNDP and MoWA were supported the Ministry of Civil to conduct orientation workshop for 120 new civil servants (70 females) from all line ministries on gender issues in good governance and civil service in January 2015 at Dara Airport Hotel. Post-test assessment shows that around 70 percent of the participants have increased their knowledge and understanding.

Activity 2.3: Integrate Gender Strategy/Indicators in National Policies

- Working with MoWA's counterparts, 2014 Annual Report for CMDGs and NSDP Implementation has been prepared with the focus on the progress and challenges of the six strategic areas (Women's Economic Empowerment, Legal Protection for Women and Girls, Women in Decision Making in Public and Political Spheres, Gender and Health, Gender and Education, Gender and Climate Change, Green Growth and Disaster Management).
- PGE has been working with MoWA to assist the GMAG of the Ministry of Industry and Handicrafts to develop their GMAP. Consultations at national and provincial levels have been made to collect inputs for the development of GMAP draft of Ministry of Industry and Handicraft (MIH): by the end of May it is expected that the draft of GMAP of MIH will be available for the discussion and finalization in the consultative workshop.
- In commemorating the 2014 International Women's Day, PGE III supported MoWA for roundtable discussion was showed a five times on different four TV channels (CTN, TVK, Bayon & SEATV) with participants from the RGC & CSOs - under the theme "Leading the Way: Cambodian Women after Women's Global Agreement in 1995". Four main sub-topics were discussed during the event including: women in decision-making, gender and migration, gender and education, and gender and health. Senior representatives from each sector were invited to present their progress and constraints and to answer questions from participants.
- The preparation for a one-week training of trainers on Gender Audit was underway. The concept note, technical and financial proposals and identification of participants were completed. The actual training will be conducted in April 2015. This refresher training workshop on Participatory Gender Audit is to provide MoWA, MoIH, MoLVT potential key staff and other stakeholders with opportunities to share their real life experiences in conducting gender audits, identify key learning points and challenges that they experience with. By the end of the training,

the participants are expected to be able to (1) revise key concepts of participatory gender audit, its whole process and 12 key areas of analysis; (2) compare different methods that have been used by different organizations in conducting gender audit; and (3) identify key challenges in conducting gender audits and how to overcome them.

Activity 4.1: Coordination and support to TWG-G Secretariat in Key Related Initiatives

• Two TWG-G Meetings and Three Sub-Groups Meeting following as:

- On 12th January 2015, Two TWG-G meetings with 150 participants mainly focuses the report on launch of CGA/NR4 for participants who did not attended the launch, possibly showed video, and how to download materials from MoWA website/Facebook/YouTube & UNDP website; present a new proposal for International Women's Day (agreed by MoWA on management meeting, Rodrigo and Cabinet to develop proposal to mobilize DPs support); and also two proposals for CGA/NRIV printing & dissemination at national and sub-national level and new subgroup on governance and leadership (women in decision making program).
- On 16th January 2015, conducted the meeting with MoWA Young Professional Network under presented by Ms. Henny and Ms. Annie focused on PBA/CD Methodology - Operationalizing CGA/NR IV. Most of the young professionals currently hold positions below management level. It was seen as vital to also reach them as they are soon to become managers. An extended 'question and answer' session was included; and also organised the meeting with MoWA 3 PBA sub-groups was arranged to discuss between the three PBA sub-groups in MoWA around how to coordinate the work to increasingly establish and implement PBA work style in MoWA;
- On 22nd January 2015, 43rd TWG-G meeting under presented by Ms. Henny and Annie: PBA/CD Methodology – Operationalizing CGA/NRIV. A presentation to donor representatives about MoWA thinking and intentions to increasingly move to a PBA work style when operationalizing the recently launched NR IV; and
- In March 2015, preparing the 44th TWG-G Meeting to be held in 08th April 2015 at Sunway hotel – with the specific agenda following as: a) review and approve CDC TWGG assessment; b) review and approve JMI progress report September 2014-March 2015; c) partnership principles for TWG-G; and d) concept note on new sub-group on governance and leadership. The budget proposal were developed, identification of participants and arranged on administration, logistics, oversight and implementation has been agreed upon between MoWA, PGE, UNDP and JICA.

• Three TWG-G GBV Subgroup Meetings:

- On 28th January 2015, 9th TWGG-GBV Subgroup meeting at Inter-Continental Hotel to initiate the development of implementation plan, introduce the PBA, brainstorming the official launch of 2nd NAPVAW, and update the members of TWGG-GBV, totally there are 78 participants. As result, participants found the basic thoughts to develop the implementation plan and what PBA is.
- On 10th February 2015, the official launch of the 2nd NAPVAW was done at Inter-Continental hotel presided over by H.E Sar Kheng, Deputy Prime Minister and Minister of Interior with 276 participants.
- On 04th March 2015, 10th TWGG-GBV Subgroup meeting at Cambodiana hotel to discuss the implementation plan, M&E framework, and PBA; register the members of the three groups, and share the information among TWGG-GBV members, totally, 79 participants. As main result, we agreed together one template of implementation plan and M&E recognized as Annual Operational Plan (AOP).

Activity 5: Support to MoWA on NR4 and CGA Development and Dissemination

- Following their launch in late 2014, the 'Cambodia Gender Assessment 2014 Policy Briefs and Executive Summary' and the Five-Year Strategic Plan for Gender Equality known as Neary Rattanak IV were printed and disseminated in Bantey Meanchey and Kampong Cham provinces with technical support from PGE. All finding and recommendation from the updated CGA 2014 were shared to sub-national administration, provincial line departments, NGOs, CSOs, Academic, and Student University about 70 person.

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)

- Capacity development (CD) within MoWA for advocacy on gender mainstreaming across government and PBA started rolling out in Q1-2015.

- Capacity development (CD) within MoWA for advocacy on gender mainstreaming across government was delivered to a team of selected WEE team as a first batch for this purpose. In total 17 participants from five departments of MoWA (Gender Equality, Planning, Economic, Legal Protection, and International Relations) have participated in the sessions. The national consultant in close consultation with PGE team and MoWA counterparts deployed a series of sessions to the group. The approach for CD for advocacy on gender mainstreaming is 'action-oriented' and 'hands-on'. The training provided deeper analysis in relations to CGA, NR4, Strategic Plans and Gender Mainstreaming Action Plans of relevant Ministries. MoWA managers have a good impression of the performance of the participants and are supportive of the methodology.
- For PBA for gender equality, Partnership Principles was drafted for the two sub-sector PBAs on WEE and GBV. The Partnership Principles for the WEE PBA were discussed and commented during a TWG workshop (18 December 2014) with facilitation support from the PBA and CD consultants. Following the workshop the Partnership Principles were revised and have been circulated to the TWG members for approval.
- A 'generic check list' for establishing a PBA under MoWA leadership was drafted and discussed and commented upon by MoWA and PGE technical staff. MoWA intends to establish a third PBA on decision making and governance. It was agreed during a hand-over meeting with MoWA and PGE team that the proposed 'generic check list' will be used in this process to validate its relevance.
- In addition, the end of consultancy status for the WEE PBA and the GBV PBA respectively has been updated using the generic check list format.

Activity 8.1: Continue GRB Initiative in Line Ministries

- At the annual 2014 GMAG meeting, it was reported by Ministry of Economic and Finance (MEF) that five new line ministries would be implementing the programme budgeting from 2016. PGE/MoWA is awaiting the announcement from MEF on the list new ministries in order to proceed with the training.
- Coordination/preparation for training on gender and economic policy making was underway: concept note and budget proposal developed, identification of participants and communication with Supreme National Economic Council started. Under the PGE, UNDP Cambodia in partnership with UNDP BRH and MOWA is planning to conduct an interactive training workshop on gender and economic policy making for the government officials, academia, and development practitioners. The training will be conducted in June 2015, and expected to provide participants with better understanding of: gender statistics and gender-responsive economic policy making; international economic integration and its impact on inequalities and human development; gender, economics and environment; and to discuss how we can bring in the most marginalized into the economic development process. The proposed work is also expected to contribute to the UNDP's new strategic plan Outcome 7: Development debates and actions at all level prioritize poverty, inequality and exclusion.

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 (Dec 2014)	Target (Dec 2015)	Current status (March 2015)
1. No. of WDCs that are fully functional (2010: 0, 2015: 2)	1,395,179 women 15 or more years of age received credit from 41 formal financial institutions.	The total number of women 15 or more years of age receiving loans from 41 formal financial institutions increases 5 percent	On-going <ul style="list-style-type: none"> • 41 microfinance institutions and ACLEDA continue to provide loans to women.
2. No. of women trained on market oriented business and technical skills (2010: 50, 2015: 80048)	71,830 women received technical vocational skills training.	The total number of women trained on market-based technical skills increases 5 percent	On-going <ul style="list-style-type: none"> • Technical vocational training providers keep providing skills training to women.
3. Percentage of women 15 or more years of age that receive credit from 41 formal financial institutions			

	MAF indicators were jointly drafted	MAF joint indicators applied to assess the results of MAF joint implementation.	On-going: <ul style="list-style-type: none"> MAF joint indicators agreed. PBA Partnership Principles on WEE approved.
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Detailed Report by Activity:

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

- During the first quarter, PGE has conducted follow up activities with TWGG – WEE stakeholders regarding to MAF indicators and PBA Partnership Principles which were drafted in the last quarter, 2014. The two documents have been revised based on comments from stakeholders, and distributed to all stakeholders before the fourth quarterly TWG-G WEE subgroup meeting so that they had time to check and consult them with their senior managers. Based on the results of the discussion, they were approved by stakeholders.
- Based on the information from Cambodia Microfinance Association, 41 microfinance institutions and ACLEDA Bank continue giving loans to women. In 2014, the total number of women 15 or more years of age that received loans from financial institutions increased 5 percent, and it is expected that this trend will continue since the number of microfinance institutions keeps increasing and the existing ones expand their operational areas
- Based on the statistics from the Ministry of Labour and Vocational Training (MoLVT), the total number of women receiving vocational training program from line ministries, private sector and NGOs that cooperate or under the supervision of MoLVT is 71,830 (=48%) – 27,382 completed in 2014 and the rest continue in 2015.

Extra achievements

In Quarter one, PGE has supported MoWA with other two activities as bellows.

- PGE Policy Advisor and WEE Specialist have provided a lot of inputs for development and revision of Operational Strategies on WEE (OS-WEE) which was drafted by a consultant. At the beginning, the document did not serve as operational strategies and the organisation or structure were somehow mixed up. After two long consultation meetings and checking the whole document and its matrix to ensure that the consultant made changes based on what was agreed in each meeting, OS WEE now nearly comes to final stage.
- PGE also support TWGG-GBV to develop PBA Partnership Principle on GBV based on TWGG-WEE experience. This included facilitating small group discussions among DPs, line ministries, NGOs during TWGG-GBV meeting in February and revising the principles, both in Khmer and English, based on their inputs from various stakeholders.

<input checked="" type="checkbox"/> Delivery exceeds plan	<input type="checkbox"/> Delivery in line with plan	<input type="checkbox"/> Delivery below plan
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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	<i>Baseline (Dec 2013)</i>	<i>Target (Dec 2015)</i>	<i>Current status (month/year)</i>
No. of the Royal School of Administration civil servant trainees receiving training on gender equality by	* About 170 civil servants in RSA received the training in 2013 * Gender training	- An additional 177 new trainees of RSA trained on gender in 2014. - The curriculum used for the	- Completed - Achieved

MOWA; No. of new civil servants receive orientation on gender issues in civil services; % of female civil servants.	curriculum for RSA was 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.	training at RSA in 2014 - 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	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	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 of 3 line ministries have been integrated with gender specific targets	Other 7 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 (Dec 2013)	Target (Dec 2014)	Current status (March 2015)
● 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, and private sector. Workshop participants gained new knowledge about PBA concepts and its benefits.</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.

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 (Dec 2013)	Target (Dec 2014)	Current status (Dec 2014)
● 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

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.

III. Project implementation challenges/Lessons learned/risks

N/A

IV. Financial Status and Utilizations end of March 2015

ACTIVITY	Approved Budget for Q1-2015 US\$	Expenditures US\$	Balance US\$	Delivery
Activity:1.4: Engender the Public Administration through tailored gender-sensitization (CGA/NR4 and gender mainstreaming) trainings to line ministries' civil servants at senior and mid-levels	7,390.00	7,397.00	7.00	100.09%
Activity:2.3: Integrate gender strategy/ indicators in national policies M&E	4,000.00	4,000.00	0.00	100.00%
Activity 4.1: Consultation and finalisation of national gender policy and dissemination coordinate Support to TWG-G Secretariat in key related initiatives	16,550.00	16,550.00	0.00	100.00%
Activity 5: Support to MoWA on NR4 and CGA development and dissemination at national and sub-national; and Strategic management and capacity development methodology for MoWA to operationalise CGA/NR4	0.00	0.00	0.00	0%
Activity 6.1: Initiate implementation of CD for gender mainstreaming and PBA methodology for up to five GMAGs; and Introduce pilot tailor made gender auditing methodology to MoWA and key GMAGs.	2,285.22	1,510.38	774.34	66%
Activity 7: Support MoWA on establishing and coordinating PBA framework: a) policy frameworks, b) mapping of stakeholders and activities, c) common M&E framework, d) partnership principles Support the formation of PBA on Women in Decision Making	0.00	0.00	0.00	0%
Activity 8.1: Continue GRB initiative in line ministries	11,694.50	11,694.50	0.00	100%
Activity 9: Support WEE sub-group to administer PBA on WEE and coordinate MAF implementation Review progress to date and next steps on MAF implementation with all key stakeholders. Link to OS-WEE post 2015	11,694.50	11,694.50	0.00	100%
Activity 11: Meeting with MoLVT senior staff to discuss about potential collaboration between MoWA and MoLVT regarding to migration, job information, and skills training	0.00	0.00	0.00	0%
Activity 15 (SIDA): Programme support staff and operation	0.00	0.00	0.00	0%
Activity 15.1 (UNDP/TRAC): Programme support staff and operation	112,899.78	85,267.82	27,631.96	76%
Grand Total (USD)	166,513.00	138,114.20	28,413.30	83%