



BANTEAY SREI

Moving towards gender justice and empowerment
for Cambodian rural communities

Annual Report 01 January – 31 December 2013



Phnom Penh, 31 January 2014

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ACRONYMS

AAC	Action Aid Cambodia
BB	Battambang
BS	Banteay Srei
CAFOD	Catholic Fund for Overseas Development
CAP	Community Action Plan
CBO	Community Based Organisation
CC	Commune Council
CCWC	Commune Committee responsible for Women and Children
CEDAW	Convention on the Elimination of all Forms of Discrimination against Women
CF	Community Facilitator
CIP	Commune Investment Plan
CNRP	Cambodian National Rescue Party
CPP	Cambodian People's Party
CPWP	Committee to Promote Women in Politics
CSO	Civil Society Organization
CO	Community Organizer
DCA/CA	Dan Church Aid/ Christian Aid
DE	Developing village
DE-D	Developing village – Don Keo
D&D	Decentralisation and Deconcentration
D&P	Development and Peace
EVAW	Elimination of Violence Against Women
GBV	Gender Based Violence
GFW	Global Fund for Women
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit
GPN	Gender Peace Network
HVCA	Hazard Vulnerability and Capacity Assessment
IDPoor	Identification of Poor
IWDA	International Women's Development Agency
MC	Management Committee
NGO	Non-Governmental Organisation
NPA	Norwegian People's Aid
PDWA	Provincial Department of Women Affairs
PPH	Preparation for Phasing out
PRA	Participatory Rural Appraisal
SLC	Sustainable Livelihood Coordinator
SR	Siem Reap
TL	Team Leader
UNCSW	United Nations Commission on the Status of Women
VAW	Violence Against Women
VDP	Village Development Plan
WASH	Water Sanitation and Hygiene
WWD	Women with Disability

GENERAL INFORMATION

Name of Project:	Moving towards gender justice and empowerment for Cambodian rural communities
Project Period:	4 Years (1 January 2010 – 31 December 2013)
Project Budget (total):	\$2,194,692 (US dollars)
Project Location:	Phnom Penh, Siem Reap and Battambang Provinces, Cambodia

Vision

A Cambodian society in which women and men live together with mutual respect for each other's rights and with dignity, political, economic, and psycho-social well-being.

Mission

Banteay Srei is a Cambodian women's non-government organisation that empowers vulnerable women to improve their political, economic and psycho-social situation through implementation of community development projects, advocacy work and encouraging men's participation in addressing issues affecting women.

Goal Statement

Vulnerable women in Banteay Srei target areas will be empowered to improve their political, economic and psycho-social status.

Project Objectives

Objective 1: More women in BS target areas exercise their rights to participate in decentralisation processes and are elected as commune councillors.

Objective 2: Vulnerable families in BS target villages improve their livelihoods through developing women's skills in sustainable agriculture, micro-entrepreneurship, disaster preparedness and natural resource management.

Objective 3: An increase in positive behaviour change among men and women, evidenced by decreased violence against women, increased participation of women in social activities and increased shared household decision making.

Objective 4: The establishment and implementation of a clear process for engagement with new villages and phase out of old villages.

Objective 5: During the period 2009 – 2013, organisational development and programme management systems are strengthened.

Background Information

Banteay Srei ('Citadel of Women') is a local NGO, named after a tenth-century Cambodian temple which is dedicated to the Hindu god Shiva. BS registered as a local non-government organization (NGO) with the Cambodian Ministry of Interior in June 2000 and passed to full local management on the 1st of July 2000. BS evolved from an Australian NGO, the International Women's Development Agency (IWDA) that had been working in Cambodia since 1985.

The current strategic plan runs from January 2010 to December 2013 and was developed through a participatory process involving all BS staff and extensive participation from target communities, local authorities, relevant government ministries and departments and BS governance boards and donors/partners. BS agreed to continue working on socio-politico-economic issues faced by the target communities with an extensive focus on a rights-based approach.

Banteay Srei's projects operate in 53 villages in total (21 villages in BB and 32 villages in SR). In BB these villages are located in the districts of Battambang, Thmar Kol and Bavel. In SR the districts that BS works in are Angkor Thom, Kralanh and Pourk.

The current target villages have had different inputs from BS in the past. BS has been working in:

- 27 villages (14 villages in BB and 13 villages in SR) for more than 10 years. These villages are categorised as preparation for phase out villages (PPH). All BS development projects have been taking place in these villages and much of the project management has now been handed over to the Village Working Groups who are also known as Community Facilitators (CFs).
- 13 neighbouring villages (7 villages in BB and 6 villages in SR) with the EVAW project in 2004 and all activities of BS development projects in 2007. These villages are categorised as developing villages (DE).
- 13 villages in SR with participating in all activities of BS development projects in 2007. These villages are categorised as developing villages in Don Keo commune (DE-D).

The way in which the programme is implemented is of equal value to the activities undertaken. BS seeks to be a values-driven organisation, using the following key approaches in its activity design and implementation:

- A participatory and rights-based approach to build relationships with the target communities;
- Working with both men and women to build capacity, confidence and solidarity;
- Empowering communities, particularly with women in leadership;
- Strengthening village development structures;
- Co-operation and co-ordination with local authorities and networking with relevant organisations and agencies.

Project design, planning and monitoring activities are managed through regular monthly and six-monthly workshops and involve the whole staff. A detailed monitoring methodology is used which applies 'Most Significant Change' techniques to capture qualitative information about the real difference the programmes are making to individual lives, as well as gathering quantitative information about the programmes impact. Much work has been done on developing this system, which is now beginning to be familiar to staff and yield richer information about the programme effects.

Banteay Srei currently employs 28 Cambodian staff (25 women), working in three locations: four staff (all female) in the Phnom Penh office, eight staff (all female) in the Battambang office and sixteen (13 female) in the Siem Reap office. Besides staff, we also have 4 service contract staff that work in Siem Reap for the Peace Center under direct support from 2 gender based violence coordinators. All three offices are equipped with basic office equipment to ensure production of documents and financial data processing. A large majority of the staff are Community Organisers. Twenty staff members are involved in direct programme delivery, with a further four staff members on the Technical Team, providing coordination work with program staff and capacity building activities for beneficiaries.

Banteay Srei has full bylaws, administration, personnel, financial, gender and child and vulnerable protection policies. Day to day operational decisions are made by the executive director, working with a management committee that includes the Programme Managers (one each for BB & SR), the Finance/Administration Manager, and the Communication and Donation Liaison Coordinator with a support from two volunteers who stay for periods of up to 6 months and fulfil the roles of Communication and Donation Liaison Advisor and Advocacy Advisor. This body reports to the Governance Board, which is composed of five external advisors/experts from a variety of development agencies and organisations; they meet three times per year or more frequently according to need. The Board oversees BS's operation, endorses the strategic plan and provides guidance.

The projects are supported by AAC, CAFOD, DCA, D&P, DIAKONIA, Forum Syd, GIZ, GFW, IWDA, and NPA. There is also an ongoing partnership with the PDWA on programme implementation and CORD on organisational capacity development.

EXECUTIVE SUMMARY

During the reporting period of January to December 2013, there have been a number of key achievements recognised across a range of project implementation activities. These achievements are the result of considerable efforts demonstrated by Banteay Srei staff from the governing boards, management level through to the field staff working directly with communities in Banteay Srei target areas throughout Battambang and Siem Reap. Key achievements were made across 34 implementing villages and 19 phased out villages and in collaboration with relevant key stakeholders at sub-national level including both state and non-state actors. Here we have summarised key achievements for each of the five main objectives of BS for 2013.

We can see an improvement in the movement of community women participating in networks at a national and sub-national level in order to make the voice of their communities heard. Community women have been participating in a multitude of workshops and meetings such as Asean Grassroots People's Assembly Meeting where 51 community people (35 women) from Leang Dai participated in submitting a petition relating to multi sector issues and housing concerns in SR, as well as meetings with representatives from political parties before the national election took place at both national and sub-national level and meetings on the drafting of agriculture land law etc. These were organised by civil society organisations and the national government. As a result communities have been provided with the opportunity to voice issues that they have been facing. 66 families in Leang Dai have been successful in receiving compensation due to complaints made by community members regarding the negative impacts of APSARA's water canal project. Empowered by the sound of their collective voice, the communities will continue to follow up until all payments have been received.

A network meeting focussed on drafting a law for people using agricultural land was also held in Phnom Penh; where 47 community members including 33 women and 9 CFs from Siem Reap (a further 6 of which were women) also voiced their opinions relating to the draft law and demanded that their needs be met. They found that three articles included in this law would have a negative impact on farmers. Through demanding their needs to be met, the community members present pushed forward, putting in an appeal to the Ministry of Agriculture and Parliament to delete and/or amend these articles. These appeals have been received, with the law still in the process of consulting.

As it is believed that economic stability can play a key part in leading to the reduction of violence giving more space for women practice their human rights, Banteay Srei has provided capacity building workshops/meetings to 43 women and girl survivors of GBV in order to develop the skills required to generate income through small business implementation and livelihood programmes. Women and girls can now use these skills to connect with their communities who work in related industries and learn further skills from them. Capital investment and close support has been provided to these women and girls by Banteay Srei field staff, sustainable livelihood co-ordinators and community facilitators.

The Safe House in Battambang provided legal and social services to 193 GBV cases including domestic violence, rape, gang rape and human trafficking during this reporting period. The Peace Centre provided legal and social services to 110 GBV cases in which 48 are repeated cases. With both these projects making real strides forward in service provision, we are able to provide both initial and emergent services to GBV survivors, and additionally can equip survivors with the skills and means to develop sustainable livelihoods for themselves through vocational training, capital support and small business planning, made possible with support of other BS programmes. Through this holistic method of support, GBV survivors are able to participate in income generating activities for the whole community and re-integrate socially, enhancing personal connections, life fulfilment and dignity.

Further to this, two commune networks have been formed in Battambang with clear policy and status documentation as well as management and facilitation mechanisms being put in place with acknowledgement from provincial department of agriculture.

Banteay Srei has worked on strengthening the tools and mechanisms used for fundraising with the official website going live in April which continues to be updated regularly with the help of an international volunteer, as supported by the Communication and Donor Liaison Co-ordinator. A Donor Development Committee was formed by 3 members of the management committee, the international volunteer and the Chair of the Board will meet every two months to identify funding opportunities, navigate funding shortfalls and track resources

and expectations to ensure sustainable funding is received to deliver projects and activities. In 2014, the committee will be reviewed and will be chaired by a member of board instead of chairing board.

Banteay Srei has also improved its capacity development review through staff appraisals with the support from the Vice Chair of the Board and a governance review by contracting a consultant to assist with the governance policy and processes. Effective staff capacity building has been identified through carrying out regular reflection sessions in which staff are provided with the opportunity to learn best practice from other staff members, learn knowledge and new skills as well as reflecting on their current skill sets. These reflection sessions have proved useful in sharing challenging cases and provide the time and space for staff to share ideas and suggested strategies to overcome these challenges.

Banteay Srei has also observed broader links between the organisation and related networks at regional, national and sub-national levels. The Director of Banteay Srei has been involved in women's work at an international level by participating in the UN Women and Asia Pacific Forum on Women, Law and Development and attending and speaking at workshop on the United Nations Commission on the Status of Women (UNCSW) in New York. Here she shared her insights into women's access to land and resources in Cambodia" that linked to Development Justice: Transforming Development Frameworks to Address the Structural Causes of Inequality. Banteay Srei's recommendation to the Ministry of Women Affairs to ensure CSO representation in the official government delegation at the next UNCSW session was accepted by the Minister of the Ministry of Women Affairs. Banteay Srei staff also regularly attend network meetings at a national level focussing on women in politics, agriculture and human rights including CPWP, Coalition of Cambodia Farmers Community, Cambodian Centre for Human Rights, Cambodian Human Rights Action Committee, People Action for Change; to demand for real human rights practices in Cambodia and to especially ensure that vulnerable women are included and that they can demand and exercise their rights.

The final evaluation report of BSs strategic plan covering 2010-2013 was completed and remains useful in providing details of achievements, issues, recommendations, best practices and lessons learned. The information was used in the new Strategic Plan that has been successfully developed with five main objectives.

In order to be more effective in utilising human resources, the effective new strategic plan 2014-2018 will be delivered with revising BSs organisational structure.

PLANNED ACTIVITY RESULTS AND OUTCOMES

1. Women's Empowerment and Leadership Building

Objective 1: More women in BS target areas exercise their rights to participate in decentralisation processes and are elected as commune councillors.

The aim of this objective is to build awareness of women and men in the community so as to decentralize and de-concentrate governance, whilst promoting fair and equitable governance, human rights, the responsibility of duty-bearers, and Village and Commune Development Plan process. Banteay Srei believes that understanding rights within a community context is central to empowerment and enables communities, especially women, to participate and take more responsibility for the development process.

Key Achievements

Outcome 1; Community members, especially women, can state their needs and request a response from government and others in power.

Banteay Srei Community Organisers facilitated 4 meetings with 50 Community Facilitators (43 women) in 4 target communes in Siem Reap. The meeting provided a space for the CFs to gain knowledge on capacity building in leadership, networking and facilitation including coaching support in using the accountability box and attending commune council monthly meetings. The CFs have been trained to share and update the commune board with information through these meetings. They are equipped to encourage other CFs to use the commune accountability boxes and attend the commune council meetings.

Banteay Srei Community Organisers and Community Development Coordinators co-facilitated 3 meetings (2 days each) with 40 Community Facilitators (33 women) from 10 target villages in Siem Reap. The meetings provided a space for coaching support to CFs in facilitating community meetings on VDP with a focus on gender issues and Disaster Risk Reduction. These trainings reflected the real concerns and issues faced by the communities on VDP, especially women, and at least 80% of CFs are now able to facilitate communities into identifying their needs and prepare VDPs.

35 CFs including 27 females from 4 communes of PPH villages in Siem Reap received coaching on small group meetings with poor families in order to explore their problems and needs for better inclusion into the village development plan. After coaching, CFs requested proposals to BS for facilitating small group meetings. There were 19 proposals approved and implemented with participation from 357 community people from poor families in which 312 of them were female. As a result, 10 VDPs were created and prepared for integration into the commune investment program. There are 13 VDPs in Don Keo commune that have been integrated into the commune investment plan (CIP). There are 44 projects divided by three parts: economic, social and gender that have been integrated.

Throughout the reporting period annual village meetings were held in Battambang province had 737 participants (552 female) and 848 participants (707 female). The participants consisted of project members and non-project members from communities, village authorities, commune chiefs, female commune councillors from 10 villages as well as Banteay Srei's staff.

Each village meeting was conducted by the community facilitator (CF) group and they presented information about their resource reports to participants and received constructive feedback regarding how they are leading their communities. This demonstrated a high level of responsibility and transparency between CFs and their communities. Resultantly, 80% of CFs advised they are now more confident in facilitating these meetings and participants took the opportunity to ask questions to the commune and stakeholders regarding the village development plan (VDP). Below are their requests and responses that were shared and discussed:

Table 1.1 Request and response to VDP

N	Requested	Responses
1	A local road for ROUNG Ampil village	Banteay Srei agreed to support this project. CF will send the proposal later after the meeting.
2	Two trucks of soil to be used on the roads to improve the transport route between the commune	The commune committed to provide 5 trucks of soil

N	Requested	Responses
	and the village	
3	Action to be taken against the bad smell of pig manure that it is affecting the environment and living standards of community people in Daksarsar village	The commune council advised the pig farming family to set a system of removing the pig manure to remove the smell.
4	A road in Thmey village has been heavily damaged because of big trucks running on it so often at a high speed, the requested action to be taken to fix this.	The commune council requested the owner of the trucks to pay for fixing the road and create a barrier on the road to avoid driving at high speed as it can be dangerous to other road users.
5	Roung Ampil Village CFs suggest to Commune Authority help to a age-old for build the shelter.	The commune council advised the shelter to her.

During the reporting period, Banteay Srei also supported commune councils to facilitate two public forums with the members of the community to promote their accountability, D&D and human rights in Siem Reap. There were 148 participants, (114 women) from the community, as well as community facilitators, commune councilors and BS staff in attendance. At the start of each meeting a reflection session was held where it was agreed between participants that the forums would focus on a review of the objectives of decentralisation, de-concentration and good governance, self -assessment of local governance performance to identify key challenges and action plan for improvement.

The forums then split participants into two groups: government and community in order to discuss their respective roles in improving local governance. Throughout these sessions both groups identified gaps and an action plan responding to these gaps was created. These are shown in the table below.

Table 1.2 Gaps and Action Points

Key points for improving	Action for Improvement
Role and responsibilities of commune council in Leang Dai commune	The commune chief will distribute documents about role and responsibilities of the commune council members and explain to them more during the monthly commune council meeting.
Information board use in Leang Dai, Rerl and Kampong Thkov commune	The commune will post information regularly as soon as they receive news updates
Community women to monitor commune decisions in Leang Dai and Kampong Thkov commune	Commune will invite community women or CF to attend regularly in commune monthly meetings.
Community people require understanding of commune revenue and expenses	Commune will post it on information board in April and May and inform the village chief in order to continue spreading information.
Participation in monitoring of commune implementation by community people	Commune will post information on information boards once a year and announce more while implementing project by project.
Level of community women attending commune meetings	Commune will provide more chance for community women to attend in every meeting that requires participation of the people
Poor family representation in public meetings of the commune	CF and village leaders will collaborate with the commune to provide more space for disable people, poor families and widows to attend public meetings and monthly meetings
Services from the commune regarding the requests for clarity letters, birth, marriage and death certificates and other identity documents in Leang Dai commune.	Commune will post all related cost for identity documents on the information boards and will implement these through the official prices set by the government
Regular monitoring of commune budgets and action reviews in Leang Dai, Rerl and Pourk commune.	Commune will invite community people to the meetings.
Rights on having access to public resources	Commune will write letter to let people know about

Key points for improving	Action for Improvement
	canal rehabilitation that everybody will have access to once it is ready.

As seen in the table above, the outcome of the meetings has shown that commune councils are more responsive and engaged with improving public services in their communes, particularly with regards to their attitude, service fees, transparency and accountability. Commune councils have also committed to improving participation from community people, such as those from marginalized groups, into commune activities through these various meetings. About 80% of community members are active in providing their ideas during these group discussions, and are committed to asking probing questions to ensure the commune councils listen to and respond to their needs.

Baseline information on beneficiaries has been collected since 2012 through using the PRA tool. In 13 villages in Don Keo commune, the baseline data was unable to be updated until this year due to lack of resources. The baseline database is now complete, with a clear and concise record of beneficiaries impacted by these activities from different target groups. Access to the baseline information is available upon request.

Coaching support has been provided to CFs in using the accountability box and through attending commune monthly council meetings in Battambang and Siem Reap. Attendance of the CFs at these meetings has served to enhance and encourage their involvement in raising women's issues at community level, as well as to follow up with the commune councils in order to get responses for queries previously raised, such as those asked through the accountability boxes, responses to VDPs, and budget responses for women and children specific issues.

In Battambang, 86 community facilitators and community members from five communes (64 female) participated in monthly commune meetings from March-May of this year. From June to December, there were 29 CFs and community members (23 female) who attended in Watkor, O'mal and Knach Romeas commune. Only Konsek village did not attend because, unfortunately, the commune clerk failed to invite them. The commune council will ensure that an oversight like this will not occur again and there will be an invitation sent to every village for the next meeting. Below is the summary of responses from the commune to requests that community members raised during the monthly meetings:

Table 1.3 Response by Commune

N	Name of commune	Responses
1	Watkor	A local road which connects Damnak Loung and Kampong Seima villages was partially damaged by heavy trucks and as such the commune requested the village chief to ask the truck owners to contribute towards the cost of fixing the road, otherwise they will not be allowed to use this route anymore. In Kampong Seima and Chrab Krasaing village, there was an increase in gangsters and drugs addicts, to which the commune asked the police to take action.
2	O'mal	The issue of inadequate water every year for agriculture activities for Korkpor Area, covering five villages including Boeung Raing, Daksarsar, Konesek, Prey Rokar and Ondong Pring was raised to which the commune then contributed available commune budget and mobilized further budget from community people to be spent to construct a water canal to bring the water from Kamping Pouy's large water source to mitigate this problem.
3	Bansay Treng	A response from the commune on a local road for Thmey village was raised.
4	Bovel	Did not raise any issue during the meeting due to lack of time. Any issues from Bovel will be addressed in the next monthly meeting.
5	Knach Romeas	The commune created an association to provide tri-cycles to be used for urgent incidents such as pregnant women needing to reach the hospital to deliver babies and for traffic accidents as often people do not have the funds to spend on transport. A further request was made by community members to move the accountability boxes from the communes into each village as they were afraid that someone might see them put a complaint in the box that has been preventing full use of this tool.

N	Name of commune	Responses
		A request was also put forward to the commune to support children whose parents have migrated but there is yet to be any response from the commune on this matter. The CF however has provided short-term support to these cases in providing food including rice and fish sauce.

Coaching was provided to 20 CFs (16 women) on using the information board successfully, to prepare the phasing out of villages, the use of the accountability box, and to stress the importance in attending monthly commune council meetings. Before reflecting over these issues, 2 gender based violence coordinators from BS reviewed the definitions of D&D and good governance before linking them to afore mentioned topics.

As a result of this reflection, it was understood that people had learned about the availability of information at the commune on the information boards that related to laws and announcements. Regarding attendance at the monthly commune council meetings, it was discussed that occasionally people missed them owing to changes in schedule or being too busy to attend. Following discussions over the use of the Accountability box, it came to light that in Rerl and Pourk communes the box itself is at the health center, the police office and the commune office. In Kampong Thkov commune, the box is only at the commune. Through its use, however, community members used it to raise two issues: one was about a bad odour given off by the bio-gas cooker, and another was regarding high water and electricity prices. There was only one response on the bad smell of the bio-gas by the provincial committee responsible for the box. At the end of the meeting, people came up with an action plan to attend monthly meetings with commune councils on specific dates and through clearly outlining which village and community members will attend on each day.

In order to encourage women to advocate for change concerning women's issues, there was a network meeting held in Battambang attended by 6 CBO representatives, Cambodian Women Crisis Centre, Gender and Development/Cambodia and BS staff. Life with Dignity shared information about collective business and Cambodian Women Crisis Centre shared about one-stop services.

Six female community members from Battambang attended the people's assembly meeting at Freedom Park in Phnom Penh organized by SILAKA. Community women shared their problems and experiences. There was also a sharing of an article on human rights and access to information. People are thus able to discuss their rights so as to understand them clearly. People in attendance were also able to express their own feelings and ideas as the People's Assembly meeting does not hold a bias in favour of any political party.

Outcome 2: Government responds and supports communities when they request change, services and justice

In Siem Reap, a Banteay Srei Team Leader facilitated a 1 day meeting with 5 female commune councillors from 4 target communes. The meeting provided a space for technical skill coaching and support to female commune councillors in advocating for the integration of women's concerns in the CIPs. Furthermore, it explained how to request and use the gender budget response effectively. This meeting resulted in 4 communes being able to increase gender budget response, increase in the number of female commune councils who can use the commune budget allocation for women and children, and to allow female commune council members to analyse GBV issues and lobby for increases in commune budget allocation for gender response.

In Battambang, coaching was provided to female commune councillors so they could use the commune budget on gender was and so they could play an effective role in commune and district meetings to respond to the needs of women and girls. Five female commune councillors from five communes received coaching. The coaching was focused on sharing best practice protocol from each commune regarding planning and budgeting so it can adequately support women and children. It was then clearly identified where the gaps were and what each commune councillor needs to do next in order to improve the response and service to those in need. It was initially planned to deliver one-on-one coaching on two separate occasions for each commune councillor specifically on using the commune budget to address gender concerns and to respond to the needs of women and children. Instead, however, there has been one collective coaching session, held at BS office that brought all the commune councillors together to share their experiences and voice queries as a group. This resulted in a far more effective coaching format than delivering one on one coaching. Commune Councillors thus had the

opportunity to learn from one another and BS staff will now follow up the meeting's results to see how the female commune councilors improved their practice as a result.

Coaching was also provided to the district office of women's affairs from the districts of Bovel, Thmor Korl and Battambang. The planned activity was changed so as to deliver the coaching at district level rather than at commune level. Another benefit was that we had the opportunity to run the trainings when female commune councilors came to the provincial offices for their monthly meeting. The coaching was intended to build capacity for female leaders so they could lobby the budget spend and make budget plans to respond to women and children's issues. This coaching was delivered to ensure that women will be able to raise the issues faced by women and demand a budget through attending commune committee meetings. Observations have shown that as a result of this, every commune knows how to request budget to use. A female commune councilor in O'mal commune said that she used all the budget package of 1200 USD more easily and with greater accessibility than the previous year.

In Battambang, four meetings were held by the commune committee responsible for women and children (CCWC). They were conducted with the participation of 241 attendees (190 women). BS provided budget support for these meetings as requested from the district office for women's affairs. The female commune councilors reported information about activities that had been carried out in each of their respective communes. Approximately 70% of the female commune councilors outside of the BS target communes did not understand how much budget allocation their communes should spend on gender related issues. Some female commune councilors expressed that they did not understand fully their role and responsibilities. A District committee responsible for women and children's meeting with 198 participants (155 female) from 29 communes in three districts, Borvel, Thmorkorl and Battambang, was facilitated by the women's district council, chief of the district office of women's affairs and the deputy district governor. This meeting also encouraged community people to register their certificates of birth, marriage and death. As a result of the meeting, there were about 50-150 community people that came to the commune for those registrations.

Another meeting was conducted in Borvel district with 45 participants (33 female) in attendance. During the meetings, female commune council members shared achievements and issues that affected women and children in each of their respective communes. The female council members expressed their support about how the commune budget is used for emergency flood response, to send women to hospital deliver babies, in supporting orphans, to intervene in cases of GBV as well as with cooperation with BS and other partners. There are also some issues that were raised and possible solutions are provided below:

Table 1.4 Problem and Solution

Problem	Solution
Three orphans were left by their parents with no food to eat	Commune will find support from provincial department of social affairs, NGOs and private individuals to support the children.
5 women died while delivering babies	Provide at least 4 meetings to encourage women to have regular health checks while they are pregnant and to encourage delivery of baby at the hospital instead of using a traditional mid-wife.
New CCWC member didn't understand about the scope of the work	Suggested to commune that they need to provide proper training to women who are new members.
Children with HIV/AIDs do not regularly attend health care services	Female commune council will discuss with parents so as to encourage their children to get health care services
5 women seeking divorce cases because of GBV and 1 instance of rape are subject to lengthy settlement disputes	Female commune council need to push the process of settling. They also can refer to the safe house project.
Women are not active in expressing their ideas during the women leaders forum	Female commune council will provide more support to women to speak out.

In Don Keo commune, SR, there was a workshop conducted, with the aim to strengthen capacity of both CFs and commune and village authorities. In total, 26 persons attended, of which 14 persons were female. The workshop focused on good governance as well as the important roles and responsibilities of relevant stakeholders and the strategic working of partnerships and through the creation of educational and skill-sharing forums such as workshops. During this meeting, an officer from SR provincial hall informed participants that the local government will not charge a price to poor individuals or families birth certificates. CFs raised concerns about the accountability box, and the provincial hall officer clarified that in SR as a whole, there are 275 boxes for people to write their positive and negative feedback. The CF continued to explain that the use of these boxes is optional, and suggestions can be anonymous and enclosed in an envelope. The commune and district authorities are not responsible for reading them and are instructed not to. It is their role to forward the comments to the provincial accountability box committee.

Outcome 3: More women are in leadership positions at local government level (commune and village authorities)

Facilitation and financial support available to women leaders so they may attend other networks including the Committee to Promote Women in Politics (CPWP) and the Women for All groups that advocates for more women candidates in the next national election. In Siem Reap there are 6 female CFs and communities who attended a public forum on Cambodia's policy relating to special approaches in settling women and children issues with CPWP in Phnom Penh. The forum brought three political parties (CNRP, CPP and Sampoan Strey) to present their policies pertaining to how they support women and children. People felt dissatisfied with the answer from CPP as they said blame does not lie with their party, but the rank of the individual candidate; it was society who instated the gendered rank, which is unrepresentative of reality. CNRP and Sampoan Strey answered clearly regarding their candidate arrangements that they put those who have stronger capacities as priorities and in order of popularity disregarding gender.

CPWP organised a workshop on the political overview of development in Cambodia in collaboration with the SILAKA organisation in Phnom Penh. Banteay Srei sent 4 female commune councilors and one CF to attend the meeting where three main political parties were invited to speak: CPP, CNRP and Funcinpec Party. Unfortunately the ruling party was absent. It was noted that there has been an absence of participation by the ruling party at several NGO meetings, problematic as many attendees had questions that they would have liked to have asked. Key questions from NGOs to political parties thus focussed on land issues created in APSARA conservation areas, prices of farmer's products and land concessions that have been provided by the government to private companies for a number of years. Each party responded with commitments that they will work towards settling these issues if they are successful in the national election. Their policies were then shared with participants.

In another network meeting, there were 10 female and 2 male CFs and 7 women and 1 man from the community who attended a discussion on political party representatives for 2013 national election and the people in Siem Reap province, organized by National Democracy Institute. There were four political parties including Funcinpec, Khmer Chhob Kror, CNRP, CPP presented their policy and showed their commitment to the people on specific issues.

There was a forum for sharing about cooperation and support for the implementation of female commune councils. There were 26 participants (12 women) from commune councils, district offices of women affairs, a finance officer from SR provincial hall and BS staff. There was support vocalized from the provincial hall to female commune councilors on having accessed the commune budget in order to support women and children's issues. Female commune councils from 5 communes in SR shared information on using commune budgets to respond to women and children issues, including supporting women during childbirth, awareness raising on gender based violence and health issues, and support during meetings of Cambodian Women Crisis Centre. During the meeting, participants expressed the belief that challenges still remain and some women still believe in using a traditional midwife for their delivering baby over contemporary healthcare. A traditional midwife, however, is a high risk for women's health.

There was a request from the district office of women's affairs for BS to provide coaching support to newly elected female commune councilors on how to manage commune budget plans. In the meetings members reflected about the difficulties in using the budget for gender issues over the past 5 years compared to budget allocations in the present day. It was evident that there has been a significant increase in understanding how to

use the budget appropriately to respond to gender issues, as well as the challenges posed through more responsibility falling on the women in the communes than the men.

The role of female commune councillors was also explored with the demands and responsibilities highlighted so as to include networking with NGOs, networking to resolve health issues with relevant health centres, work with political parties and examining woman's role within her own family. In order to help their communities, female CCs contribute their effort and time to positively provide interventions within instances of violence, health and legal education, and children pre-school care. The female CCs demonstrated how they are able to serve their community as their male counterparts do, however have much more responsibilities to undertake. During the meetings, BS also reminded participants about highlighting the need for women rights, CEDAW, the national strategy on gender mainstreaming and other related articles. BS presented information about lessons learnt from People Action for Change including rice production and associated rights, development worker's behaviour and ideas to ensure successful outcomes for development workers.

Banteay Srei also provided coaching and financial support to female CCs to facilitate women leader forums in both BB & SR. In SR, there were 5 female commune council members in PPH village that received coaching and support for organizing women leadership forum, with a focus on human rights issues, women's decision-making and negotiation and advocacy within the family and community alike. In BB, there was no coaching to the female CC before this year, as the women CCs already felt confident in facilitating the forum, whereas the current leader does not share the same level of confidence. As such, BS has helped provide support as and when the leader is faced with difficulties. 138 participants in BB attended the forum. Based on staff observations, 5 out of 9 female CCs indicated that they understand their role fully and have confidence in facilitating the women leaders forum. A further 80% of women leaders indicated their ability to raise and address issues affecting women and how women are capable of lobbying for support regarding gender-based issues. During the forum, it was evident that there was an increased confidence in the CFs and a greater solidarity among community members, with problems being raised openly, peer support being offered and problems solved collectively. Among the 138 participants, 96 participants (70%) were actively engaged in raising issues, and asked questions and advice from key stakeholders.

Community members also raised the issue of identification cards for poor households (ID Poor) as some poor families did not have these cards and participants were eager to find out why. An issue raised was corruption in the distribution of these cards, with participants citing cases where rich families had received these cards because they had relatives or friends involved in card registration. CFs and female CCs assured participants that in the future, it will be ensured that poor families would receive the cards as they have been selected to join the interview process at the second phase of registration for ID cards which will commence shortly. The CFs and females CCs are currently in the process of receiving guidance on how to collect accurate information from the people in order to fairly distribute the ID poor cards.

In Don Keo, a women leader forum was coordinated with 21 participants from 9 villages (17 women) as well as CFs and local government personnel at commune and district levels being present. Through the meeting, there were 19 issues raised. These included: police asking individuals for money when documentations such as family book or staying book is requested, the high price of rice in rice cooperative groups, limited access to community water resources, families falling into debt from multi microfinance sources etc. Each problem raised was responded to and CFs will be proactive in monitoring how the responses to these concerns are put into practice.

In PPH village, Siem Reap, there were four commune women leader forums conducted in October with participation from 110 participants (all female) from three districts. The participants are from CFs, Red Cross, health volunteers, village, commune and district authorities. The forum was to follow up on previous action points to the problem that participants raised at the last forum, sharing knowledge and experiences of work and knowledge gained outside work to discuss about current issues that they are facing. They also worked to find collective solutions as well as sharing about current development context in their communities.

Supported celebration of International Human Rights Day in December in Siem Reap saw 258 participants attend (182 female) who were community people, CF, students, village, commune and district authorities. The celebration reflected on why we need to celebrate it, as well as question and answer sessions that focused on issues that women are facing in their community, such as requesting a family book, staying book and birth certificate. Raising the issue of what human rights are enables individuals to reflect on why we call it 'human rights abuse' and how we can prevent human right abuses from happening.

Coaching was also provided to female commune councilors on how they can play a role in political leadership positions in Battambang. There were 6 female commune councilors (the other 3 were absent) who received coaching on how to analyze and raise women and children's issues, and to plan budgets and facilitate activities to be used in commune committee responsible for women and children issues. The coaching also focused on understanding their role and the demand for it from the commune. Based on the reflection exercise, some female commune councilors were previously provided with unclear job description and were only designated administrative tasks such as serving tea and cleaning work and were not provided a proper office. The facilitator explained that there is a common perception that men and women must behave differently as leaders, through taking care of different tasks, but in reality, men and women leaders are the same and thus should have the same level of responsibility. It is only the *perception* of difference that creates barriers for women. Following the coaching session, 6 female CCs indicated their understanding of working with their commune council in order to demand their rightful power and attention so as to be more democratically involved in the decision making process, and help women and children within their communities through their annual work plans.

Banteay Srei Community Organisers also facilitated and supported 65 Community Facilitators and members (43 women) to participate in provincial and national network events including national workshops and forums to advocate for more women candidates in the next national election.

Seven CFs and communities (3 women) from SR were active in the preparation of the Cambodian Grassroots' People Assembly that co-lead by International Institute for Democracy and Electoral Assistance and People Action for Change. There were 51 CFs and communities (35 women) together with other communities (1,100 people) who attended the Assembly. The Assembly shared a joint statement that covered community requests to the three main political parties in order to settle community issues. Communities raised different newly emerging issues; the Angkor Thom community requested APSARA authority to allow newly married couples to build new houses and renew their land surveys to ensure that all families are included in the local map. The Pourk and Rerl communities requested that new governments should provide land and land titles for 12 families whose land had been taken away by the military commander.



Women speak about their problem and needs at the Grassroots People's Assembly.

There were 29 CFs and Communities representatives (21 female) from both Battambang and Siem Reap who attended a people assembly meeting that was facilitated by multi-sectorial network (International Institute for Democracy and Electoral Assistance and People Action for Change) at Freedom Park. They prepared a united message "Joint to respect human rights and real democracy in Cambodia" as well as preparing a petition for to submit to CPP and CNRP regarding legislature, the judiciary system, the National constitution and the King, the Independent National Election Committee, as well as human and political rights, and women in politics. After the meeting, there were 6 CFs were attend a post reflection meeting organized by SILAKA in order to shared their experiences of attending people assembly meeting and find points for improvement for any meeting in the future.

Key challenges to reach the objective

There was one female CC who was not successful in her campaign during the 3rd mandate of the commune council elections. She was extremely disheartened as her political party assured her that if they won, she would be elected. In reality a different candidate was chosen, despite being a good commune councilor with a strong achievement record in the development of her commune, which has been particularly helpful for women's issues.

During the period of the national election, there was information from CF and other communities that the local authorities in Kralanch district prohibit people from becoming involved with BS activities as that they suspect that BS mobilize people into political demonstrations.

A People's Assembly meeting was facilitated by multi-sectorial network (People Action for Change and International Institute for Democracy and Electoral Assistance) at Freedom Park and was taken by police to practice their military force. So that the meeting need to change location and didn't meet with the goal set that they need to deliver petition to both CPP and CNRP.

Lessons learned/Planned adjustments

The female CC who was not successful in her campaign has now been instated as Community Facilitator and is very active in her leadership role and developing activities within her village. She is thus able to remain active in helping women. This is a positive result for her and BS staff, who continue to provide coaching and other support through providing advice and encouragement. She will try again for a position as CC at the next commune council elections.

CFs can often feel afraid to become involved with BS activities, even if their interactions have been limited to initial meetings with BS staff. As such, authorities associated with the national election have put pressure on authorities at local level to put restrictions on people so they cannot be involved with BS activities.

The meeting was moved and people were separated. Each team leader of the group then brought people to Spean Neak, and as such there was a failure to submit an article to CPP and it was only able to be submitted to CNRP.

2. Sustainable Livelihood, Disaster Preparedness and Natural Resource Management

Objective 2: Vulnerable families in BS target villages to improve their livelihoods through developing women's skills in sustainable agriculture, micro-entrepreneurship, disaster preparedness and natural resource management.

The interventions related to this objective include capacity strengthening of community facilitators (CFs) on laws and policies related to land, natural resources, food rights and sustainable livelihood promotion through awareness and collective action for land security for women. Capacities will also be built to deliver skills on organic agricultural promotion and to build 'people's cooperatives' so as to own, manage and control their produce and market. The project envisages that all such actions are interlinked and central to the realisation of food sovereignty for the poor and excluded communities that function in a sustainable manner.

Key Achievements

Outcome 1: More women from poor families initiate and manage income generation activities.

In a bid to build the capacity of poor women in developing appropriate technical skills, small business management skills and understanding local market demands in Siem Reap, BS staff conducted a workshop with 14 CFs (10 women) in Trapang Svay, Srah and Sambour. As part of the policy development, key areas were focused on including the business purpose and objective, characteristics of group members, roles and responsibilities of committees, discipline, investment, loan, dividend sharing and policy amendments. The business plans in three villages were clearly identified with projected activities set out as well as who will be

responsible for what, specific time frames and expectations. Their businesses ideas included the buying and selling of rice, chickens, handicrafts and pigs.

The BS sustainable livelihood coordinator provided a reflection session on small business management to 15CFs (9 women) from Kon Sek, Kampong Chhnang I and Svay Chrum villages in Battambang. During the reflection, they discussed strengths and weaknesses of small business management with a view to find solutions. Below are the strengths and weaknesses that were identified:

Table 2.1 Strength and Weakness of Small Business

Strength	Weakness
<ul style="list-style-type: none"> ▪ There is discipline in place ▪ The same amount was invested to all ▪ Regular meetings are taken place ▪ Payback has been received in correct amounts ▪ Good bookkeeping has been upheld ▪ Meeting minutes have been distributed for all meetings so far 	<ul style="list-style-type: none"> ▪ Payments are not being processed monthly ▪ There is a defect with the machine used for crushing the middle part of the corn (natural growing aide) used in mushroom plantation ▪ Less revenue than anticipated at this stage ▪ There is not yet enough weight for the middle part of the corn to be transported

Further issues were explored during the reflection including a lack of creativity in business, strong decisions not being made without support from BS staff, expense analysis of the CFs is not yet accurate and they are still experiencing various errors as strong team work has not yet been mastered.

Responding to the issues explored, some action plans were generated to respond to challenges encountered in the respective 3 villages as outlined below:

Table 2.2 Action plan to the Identified Issues

Kone Sek	Svay Chrum	Kamong Chhnang I
<ul style="list-style-type: none"> ▪ CF groups are going to regularly check the business plan implementation ▪ Discussions will take place to address the remaining money from current members to lend to new members ▪ CF groups will continue to deposit their savings based on plan of 500,000 Riels per CF 	<ul style="list-style-type: none"> ▪ CF groups will continue to deposit their saving based on the plan of 500,000 Riels per CF ▪ Discussions on the principles money for those amount remaining from the member to lend to other new members 	<ul style="list-style-type: none"> ▪ In Samloat district, a farmer who plants corn will be contacted in order to collect the middle part of the corn that can be used as raw materials for the mushroom plantation. ▪ A cage will be built for storing raw materials ▪ The group will connect with markets in order to sell the raw material ▪ To earn income CFs are going to promote their products as raw material for mushroom plantation and process selling

There was a training course on creative thinking delivered to 25CFs (19 female) in Battambang. The CFs explained they felt positively about the training as it causes them to set life goals pertaining to creative thinking through learning patterns, how to develop ideas through positive thinking, how to continue improving and persevere even in adverse or difficult situations so as to obtain successful results.

A poor woman from the community, Voeun Verb, explained how her family live in Chamkarchek, Battambang and she wanted to share her own story. She explained that she had little money to provide for her children, in part owing to her and husband, a former soldier, being ill and thus unable to work. She explained that after receiving support from BS to enable the planting of vegetables and to raise chickens, she was able to alleviate her family from poverty. She told participants that every morning she is now happy, especially when she sees the green vegetables growing around her house. She now feels content with the fresh environment and how she gets a daily income about 7000 Riels to 12000 Riels. She is now able to support her family and her children can go to school. The threat of having to migrate has now gone. She expressed the need to promote self-sufficiency to other women in her community, as well as the need to understand their rights and that migration is not necessary to earn a living wage.

Two small group meetings in Battambang were supported to uncover the issues and needs faced by poor families regarding assertion of their rights. For the first meeting there were 201 participants (161 women), 52 of which were community facilitators (37 women). Among the 149 poor families, there were 122 families who hope to assert their rights to participate in development initiatives through a range of activities including

mushroom plantation and the construction of roads and dams. They hope to contribute through sharing their experiences with other people involved in these above activities as well as their experiences and challenges faced in their communities such as land abuse, land titling, pig manure issues, voting issues, decision making within the family and rights in having access to health and social services. They hope to also contribute creatively towards income generation and how to use their votes successfully in elections. The 'rights in participation' programme is made up of 50 families, (37 of which are poor) and it aims to allow their voices to allow their comments and concerns to be aired to local authorities so problems can be alleviated, thereby ensuring a high level of commitment to following-up on proposed action plans.

During the meeting, 13 families shared their experiences about mushroom plantations, chicken raising and farming. The second meeting was comprised of 222 participants (191 women), 41 of which were CFs (30 women). Among 181 families who participated in the livelihood schemes and shared their experiences at this meeting, 7 outstanding families reported successful incomes and had managed to grow their businesses, however 6 reported their attempts had not yet been successful and the rest report a fairly stable income.

A meeting reflecting on the implementation of a farmer's income was held and was attended by 15 participants (12 women) from 7 villages in Don Keo commune. Owing to this, BS staff monitored 2 female farmers who experienced violence on their plantation in instances where their plantation projects had been successful. BS staff aimed to ensure violence did not reoccur in these instances. Farmers were helped to buy a rice husk machine, placed at Don Keo commune where 13 villages are able to have access to it. Also discussed were peoples experiences of agriculture practice so far, and how forming a group for accessing the market with their products for every village was integral to the project. It was clear from this meeting that overall plantations have improved for corn long beans, cucumbers and eggplants. This reflection meeting was a success and it is to become a quarterly meeting in order to share best practice and experiences successful farmers.



Corn plantation

Long bean plantation

One vocational training course was held for 7 women and girl survivors of GBV during the reporting period, alongside capital support being provided to them. Among the participants, 4 cases of success were reported with the women's businesses in selling noodles and other foodstuffs, mixed goods, agriculture plantations and pig raising, resulting in them receiving a sustainable daily income and living peacefully within their families with no further reports of violence.

The BS community organizer allocated an appropriately skilled farmer from Cambodian Center for Study and Development in Agriculture's target area in Takeo province to provide lessons in agriculture techniques to 15 poor families, (13 female headed households) from Tabrok village as well as 29 poor families (12 female headed households) from Srash village. The techniques provided included methods of making compost, managing the family garden, planting in bottles and sacks and how to produce natural pesticides. Based on the regular monthly monitoring conducted by the community organizer, there are five farmers in Don Keo who are progressing well with their plantations using these methods. 13 further families in Tabrok and Trapang Svay villages are also receiving a regular income through their practices as a result of this training, as well as 21 farmers (12 women) from PPH villages who received compost making training, as well

as fish farming in plastic bags. We could see that every participant enjoyed the training, and it was of huge benefit to their livelihoods.

The BS team simplified the forms and processes of bookkeeping in order to deliver training at each of the 32 community based organizations at commune level in Siem Reap. Two technical experts with skills on bookkeeping also provided a two day training course on with 92 CFs (74 women) from 18 villages in SR and 85 CFs (63 female) in attendance. In SR after the training on bookkeeping, COs provided monthly coaching to CFs so as to apply the skills they learnt. There are 23 CFs in which 19 are female from 5 PPH villages who were also in attendance. Owing to this training the participants now understand the importance of bookkeeping and how to use these skills practically.

In Don Keo, there were three reflection meetings with three income generation groups in which the results are shown in table below:

Table 2.3: Reflection Results of Income Generation in Don Keo

Income Generation type	Member	Results
Dry season rice field	20 female members	All members are able to make compost for their rice. They can monitor the progress of the crop accurately and thus set their planting time well. Members have achieved solidarity with in planting on their collective land.
Fish raising	15 female members and 2 male members	There are four members who already harvest and sell fish, and have planned for the next batch of fish to rear.
Role model farmers	14 female members and a male member	Among all farmers, use of chemical fertilisers has decreased. 70-90 % are using natural fertilizer that they make themselves. The farmers are able to create natural pesticide killer by themselves and effectively use with their plantations.

Role model farmer meeting

Fish raising in plastic bag

Rice Field



There are 26 project members (23 women) in the rice cooperative and 5 saving groups in Don Keo who were trained in bookkeeping. Two groups put their knowledge into practice and provided positive feedback that is easily recorded and managed so revenue and expenses are used effectively. BS community organizers can thus provide on-going support with putting this taught knowledge into practice.

The 20 poorest families in Battambang received training on how to start and manage a mushroom plantation. They started with raw materials in order to make compost, they learnt how appropriate growing location selection is important, how to package compost into plastic bags, how to steam compost, how to put germinate into compost bag and how to store the compost bag until the mushrooms grow. The training was facilitated by one female and one male CF.



Mushroom plantation

Outcome 2: Vulnerable women and their families have increased knowledge and initiatives to address issues that affective their livelihoods, rights to manage and access land, capacity to cope with disaster, manage natural resources and ensure safe migration.

Banteay Srei has been working towards building the capacity of and encouraging the CFs and their communities to participate in the management of natural resources and in disaster preparedness in Battambang and Siem Reap. Through training BS staff on critical issues that are prevalent in 5 communities in Siem Reap and 5 communities in Battambang, knowledge can be shared and passed on, such as the water cycle and climate change, HVCAs/CAPs (Hazard, Vulnerability, Capacity Assessment/Capacity Assessment Plans) and Water management planning. These activities were carried out in August and delivered by a representative from CAFOD. After training staff in both Siem Reap and Battambang, BS staff will deliver training to CFs and their communities in 2014 as well as providing support on community action plans.

Banteay Srei has been working towards raising awareness about migration for work either locally or across borders, so that women and men can migrate safely in instances when they are required to do so. Furthermore, the training aims to assist village authorities to keep up to date and accurate migration statistics. A booklet produced about safe migration was created, that can be distributed to communities in order to increase knowledge on the risks and dangers of migration and assistance. This has been requested from Legal Support for Children and Women in Phnom Penh.

Banteay Srei provided technical and financial support to communities in order to take action on their advocacy initiatives in Battambang and Siem Reap. The affected families on issues and disputes pertaining to land, clean water and market challenges were supported to identify how on-going monitoring conducted by the field staff and VDP development process could be best implemented. The support provided to 6 villages in Battambang is demonstrated in the table below:

Table 2.4 Support provided to the Six villages

Village	Direct Beneficiaries		Indirect Beneficiaries		Budget provided	Project name	Type of beneficiaries
	Total	Female	Total	Female			
Kampong Seima	285	97	1085	598	9 792 000	Built water canal with 850 metres with Lou of 5 metres.	Poorest 15 Poor 46 Medium 112 Better off 113
Kone Sek	35	12	369	190	6 543 000	Built 2 water canals with 1300 metres in order to pull the water out from the village.	Poorest 18 Poor 41 Medium 114 Better off 6
Prey Rokar	2	2	20	10	1 000 000	Dig 2 pumping wells	Poorest 2
	42	9	172	95	1 500 000	Built water canal with 280 metres to pull water out from the village.	Poorest 23 Poor 36 Medium 77 Better off 31
Svay Chrum	65	25	260	80	6 000 000	Rehabilitated a water canal of 700 metres and put three Lous in different places.	Poorest 8 Poor 2 Medium 15 Better off 10
Roung Ampil	50	23	250	175	3 590 000	Repaired red gravel road 300 metres.	Poorest 8 Poor 42
	10	2	50	20	2 820 000	Dig 3 pumping wells	Poorest 10
Kampong Chhnaing I	20	3	79	38	2 600 000	Rice seedlings	Poor 16 Medium 4
Total	509	173	2 267	1 206	33 845 000		Poorest 84 Poor 213 Medium 322 Better off 160 Total 779

							families with 96 are female headed household
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BS cooperated with health centre and district office of agriculture at Boyoon secondary school in Pourk district to raise awareness on DRR prevention, response during disasters and post-disaster response to 207 community people (147 women) from 13 villages in Don Keo commune and three PPH villages, SR. At commune level, the committee included a village leader from each village, commune leader, commune council, school principal and chief of the health centre. The committee at district level included district governor, deputy district governor, district office of women affairs, district office of agriculture and operational district health centre and police. Communities told that requesting support is encouraged in cases of natural disasters through utilising the committees.

A Banteay Srei Community Organiser worked in collaboration with People’s Action for Change and Community Facilitators to supervise and support 5 community meetings in 5 target villages in Leang Dai commune, Siem Reap. There were 185 (171 women) community facilitators and members participating in the meetings. The participants discussed their human rights, common issues they faced and suggested solutions that the government could offer. In addition, 2 BS COs supported and accompanied 47 community facilitators and members (33 women) to participate in the Draft Law on the Management and Use of Agricultural Land Advocacy campaign.

Community women have been connected with national and provincial networks in order to help support their advocacy work on women’s issues. BS sent 9 community facilitators (6 women) from 9 villages in Battambang (Ksach Poy, Chrab Krosaing, Daksarsar, Kampong Chhnang I, Svay Chrum, Konsek, Thmey, Rong Ampil and Prey Rokar village) and 47 community facilitators (33 women) from Siem Reap to attend a network meeting organised by Coalition of Cambodia Farmers Community in Phnom Penh on draft law on agriculture land management. The participants were from communities, NGOs and International organizations from 16 provinces and cities in Cambodia.

The network meetings provided community people the opportunity to understand government plans on using land for agriculture and to how these plans with affect the farmers. According to the reflections of farmers on the drafted law, three articles included in this law are believed to have negative impact on farmers. Articles 54, 55 and 56 require people to request permission from the ministry of agriculture to use their own land otherwise they may face prison sentences ranging from 1 month to a year or cash fines from 1 million to 10 million riel. The community members have consequently put forward an appeal to the Ministry of Agriculture and Parliament to delete and/or amend these articles.

An example of how these articles can negatively impact decisions made by farmers would be if a farmer needed to construct his or her home on their agricultural land, they would not be able to do this without first gaining permission and would thus risk receiving fines. During the meeting, farmers strongly urged the ministry to remove these articles and BS staff observed, alongside the community organiser in Siem Reap, that 3 of the farmers including 2 female farmers from Kampong Chhnang I, Thmey and Svay Chrum village were really committed to defending their rights. As such they could act as land activists for their communities to fight for justice if there are any problems relating to these laws.

Banteay Srei planned to assist small enterprises in accessing information regarding how farmers can register as a micro-enterprise, including assistance with the process of registration in both Battambang and Siem Reap. The implementation of this will be in 2014 as research is still being gathered regarding the registration process. A lot of time has been focussed on the fish sauce, mushroom plantation and corn projects, and BS also plans to provide a budget for the emergency support of activities that are impacted by human and natural disasters. Fortunately this has not been necessary as no incidences of this nature occurred during the reporting period.

There were two meetings of a technical working group on climate change conducted at district level in Kralanch district. There were 16 group members attending the meeting who came together to share their ideas on best practice on compost making, natural pesticide killer, corn, papaya plantation, seed selection amongst other things. They also shared their knowledge about water, soil, nutrition cycle and the DRR committee, which includes the police chief, the village chief, the school principal, a health center representative, a district office of agriculture representative and representative of elderly.

Emergency responses were that BS provided rice to 76 poor families in Tumnub Teuk and Kampong Chhnang I, Battambang. BS conducted an assessment to 11 flooded villages in Battambang, which housed 366 families that are IDPoor I and 223 families that are IDPoor II. Their needs were identified as being the provision of foodstuffs as people were not able to earn money through selling their manual labour, or forage for readily available vegetables such as leaves for cooking. When the flooding hit, some people left their home to stay in homes of family or friends on a temporary basis, and others would construct a tent and camp on the national road. Issues that arose were the prevalence of insects and snakes, the roads were damaged, there was a shortage of food, families were falling into debt, parents were forced to migrate without their children, there was a lack of seedlings to grow crops, animals died owing to no food for animals which thus affected the cow bank program as people were forced into returning livestock they could not feed.

After we conducted the assessment with DCA/CA, we provided presents to families affected by flooding on two occasions (first occasion was provided to 877 families and second to 33 families). The second instance was provided after settling the complaint from the people. For one family we provided 80 water sanitation tablets, a water filter that can filter 30 litters, 800 millilitres of shampoo and one hundred thousand Riel. There were two rice cooperative groups that provided flooding emergency support to 54 affected families in Saingraing village, which provided budget of 500,000 Riels to support people affected by flooding in their village.

In Battambang, BS sent two female CFs and two male CFs to attend an information sharing meeting on rice planting organized by JICA with cooperation from the provincial department of agriculture. There were 77 participants (18 female) from NGOs and provincial departments of agriculture as well as community people from three provinces: Kampong Chhnang, Pursat and Battambang. CFs were able to gain an understanding about SRI, harvesting and creating a natural pesticide killer.

In Battambang, BS provided support to CFs to have a reflection meeting with poor families in order to identify their problems and needs regarding legal rights and livelihoods. There were 197 participants (172 female) from CFs, and poor families from 10 villages which was facilitated by CFs and BS COs. Women from each village shared their experiences of planting vegetables, utilization of pesticide, good hygiene tips and also shared problems they faced such as the low price of vegetables and how one specific type of vegetable, whilst being easy to grow, is not currently in demand.

In Battambang, BS provided money in order to support one poor female-headed household so she could build a toilet for her family of four daughters, a son and a disabled husband. There was also a contribution from her family for the roof and additional wall that was made from thatch.

Key challenges to reach Objectives

Some of the poorest community members who received technical and financial support to implement their small businesses could not afford to continue with their practices after the initial output/product was unsuccessful.

After flooding in Battambang, affected poor families migrated and left their children at home. Most income generating activities such as vegetables and mushroom plantation were damaged.

Lessons learned/Planned adjustments

Banteay Srei provided immediate business reflection to participants to see if further technical and financial contributions could improve their practices. For example, the mushroom plantations have been a difficult project to glean positive results from and this is a practice that takes time. The success of the income generation support and business planning for community facilitators has been highlighted in one particular case study; in order to continue in the voluntary role as CF, one particular women required financial and technical support from BS to start her own mushroom plantation. Her husband was previously migrating for labour work both inside Cambodia and over the border to Thailand, but with support in setting up the mushroom plantation, the CF and her husband can now earn approximately 50,000 Riels (about US\$12.50) per day through their successful small business. This shows just one example of where the income generation projects can have a positive impact on lives, and that sustained earning power of beneficiaries in Battambang

and Siem Reap and when provided to CFs can provide a high CF turnover resulting in stable community facilitation by community members.

3. Community Action Against Gender Based Violence

Objective 3: An increase in positive behaviour change among men and women, evidenced by decreased violence against women, increased participation of women in social activities and increased shared household decision-making.

This objective aims to promote knowledge about gender-based violence and ways to address widespread social attitudes along with providing female victims of GBV with psychological and material support to seek legal redress where necessary.

Key Achievements

Outcome 1: Community women and men have increased knowledge and initiatives to address all forms of gender-based violence.

There are two meetings of a men group that was conducted in O’thkov and Kork Dong village and Srah village in Siem Reap where 20 men were in attendance. Men shared their experiences of violence that they committed on their wives which mostly was attributed to alcohol consumption. Men who already had made a positive change toward non-violence within the family encouraged other men who still engaged in violence to refrain. They shared one case of violence where the man consumed alcohol and was violent towards his wife. As the man gained advice from peers and BS support groups, he has become more proactive in fishing and can feed the family. He now also visits his mother-in-law’s house, which he refused to do before. Also one women group in Srah village was conducted with participation from 17 women. Women shared their experiences and perception of them on women, we could see that there are 70% of women understand that women not just stay at home and do house work. They need to voice their problem and needs and request for intervention.



Men group meeting



Women group meeting

BS believes community education is crucial in order to reduce gender discrimination and this is complimented through community-based action to strengthen families into places uncharacterised by violence. In Battambang, the 16 days Campaign to End Violence against Women became a means to educate men, under the title “The choice to end violence against women starts with you!” The campaign was conducted in front of Thmorkorl market with 500 participants in attendance. During the campaign, there was education art show that was performed by a group of youth from Phare Ponleu Salpak organization. Participants were equipped with white ribbons and performed group dance with the unique song “Break the Chain.” The song was

identified by UN Women and partner organization that everyone agreed to play for this event all over the country.

In Siem Reap, there was a meeting of families who experienced violence and came together to share their experiences of violence that happened in their family. There are 32 participants in which half are male and half are female. We could see that after the showing of a video, men and women expressed their issues with greater ease.

Another goal of BS is to build awareness among students at selected schools in BS target areas on gender based violence. In Siem Reap, there were 19 youths (13 female) that were trained on gender-based violence. The training was aimed at raising self-awareness and decision making in a safe and responsible way, how to challenge the dominant culture and beliefs, especially when it is harmful to others and the importance of the physical growth of a person.

After training on GBV, 15 students (11 female) conducted an awareness raising activity about GBV to community people. There were 208 participants (173 female) from 8 villages who attend the meeting. We could see that young people were able to organize and lead the campaign by themselves with some support from BS staff. They were quick to learn and were passionate in leading the session.

There was a further meeting that focussed on different individual's experiences of domestic violence in which there were 88 participants (54 female) who consisted of people from the community, CF, GPN, commune council, police, female CC and a deputy district governor. The Police shared information about the law relating to violence and how the individual can be held responsible, so that when someone committed violence, they will be faced with the law. There was also the sharing of video education on domestic violence that shared violence from few volunteer families who had encountered violence, as well as two families who showed their commitment for ending violence, especially from the men to stop committing violence towards their wife.

The meeting also covered how emergency assistance can be given to women survivors of GBV in PPH village, that if a women obtained a serious health problem that caused her husband to inflict GBV, (even if her husband now has a revised, positive attitude towards her) BS CO can support her to obtain treatment at SR provincial health centre. Issues arise here when the hospital or health centre does not have sufficient training on how to deal with such patients, and so the patient does not get adequate care. In this instance, BS needs to work more with the hospital in order to improve their services and build confidence for women so they know they can receive a proper treatment should they need it.

There were two partner meetings. At the first there were 64 participants (29 women) from NGOs and sub national government members from different provinces, and village levels, as well as provincial government departments who work to deliver legal and social services to women and girls. In the second partner meeting there were 64 participants (26 women). The same NGO and state actors were present.

The first meeting focused on health checks for victims of rape. The session was presented by the team leader of a provincial medical team and they presented the process and effectiveness of health checks. This meeting also discussed how to provide interventions in cases of GBV in criminal cases. The meeting also covered how people can obtain birth certificates, family books, marriage certificates as well as covering the results of the project and intervention of district office of women's affairs. They explained how they have facilitated a task force meeting. Also discussed were achievements, challenges and solutions that need to be deployed in order to move forward with an action plan. Partner NGOs also explained their experiences of interventions in GBV cases and the processes of referral they use.

The second meeting discussed the process of GBV intervention and discussed strengths and weakness of corporations amongst partners in providing intervention to women and girls. In the meeting, the roles and responsibilities of the district office of women's affairs was discussed. They explained how they enrolled a military officer as a means to provide interventions for women and girls who were survivors of GBV. Each partner organisation also shared information about their service and counselling skills.

There are 45 women and girls who were supported financially to run small business and vocational training sessions in Siem Reap.

Five GPN meetings conducted in Battambang with participation from 210 persons (137 female) including village chief, GPN, commune council and police. As part of these meetings, commune chiefs agreed that in every commune council monthly meeting, one council member will be responsible for checking GBV records by GPN with the commune records. The reporting of cases intervened by the GPN showed a decrease in instances of GBV from the previous reporting period and over the last 6 months and in total the GPN has worked 31 cases, including 17 physical cases of gender discrimination, 3 economic, 4 sexual and 7 psychological. A number of reasons for this decrease in case volume was discussed, and it has been understood that a combination of factors has likely resulted in this decrease; this includes more attentive monitoring by GPNs and counsellors who make home visits, a greater understanding by communities about domestic violence prevention and a higher intervention rate exhibited by the police. The structure of reporting cases of violence from village to commune to district levels was also discussed, as there is no formal process of the reporting of these instances, only through verbal communication. The commune reports cases to the district level through monthly meetings held by the committee responsible for women and children's affairs, but the local authorities have suggested that BS develop and implement a reporting form to be used to communicate cases from the village to the commune level in the same way that GPN does. BS will be looking to implement this reporting system going forward, however further reflection among GPN members present highlighted that 4 out of the 6 villages targeted are not adept at reporting cases on these forms as newer GPNs are not clear on this reporting process. Perhaps this is something that can be addressed when BS introduced the reporting forms across the board.

GPNs discussed the process of forming the GPN within villages so they may share their achievements, challenges and roles and responsibilities to World Vision Cambodia who were interested in studying the Gender Peace Network. According to field staff that work in villages where the GPN operates, GPN members communicating information to World Vision Cambodia, felt heartened by the interest shown in the work they are carrying out. They also noted that GPN members exhibited strong co-operation with local authorities, provided immediate intervention where required and demonstrated a strong work ethic for volunteers whose aim is serving their communities effectively.

There was a meeting to reflect on GPN skill training in Battambang that included a village chief in total of 30 GPN (13 female). Based on the practical skill observations, 80% of participants are confident in providing counselling to others. As well as this GBV case records also reflected comments for improvement, focused mainly on closing cases and recording in the event of repeated cases of GBV.

Dialogues on positive behaviour change between men in the villages have been held in conjunction with the Peace Centre in Siem Reap. A dialogue with participation from 25 men from the Peace Centre and community took place, where they shared experiences of violence and delivered a presentation about the 'cycle of violence' and 'Peace Mountain'. As a result of this dialogue, 200 women and girls have indicated that they feel confident and comfortable living within their families and communities. A dialogue on positive behaviour occurred between women from the Peace Centre and other women in the village was held where 29 women came together to share experiences of their lives and experiences before and after marriage. They explored what factors caused the violence and they reflected on gender and culture and how they impact women's abilities to express their feelings and other concerns. Participants expressed that they will change the way that they communicate with their families, using a more open dialogue with their husbands. They expressed this would not be easy but would be a good way to try to overcome violence whilst also reflecting on whether or not they would leave their situations if violence reoccurred. Both the male and female groups in Siem Reap have been strengthened through these meetings and discussions on behaviour change.

Coaching support on gender-based violence, necessary laws, and how to make successful interventions for women and girls was also provided for the Gender Peace Network. 59 GPNs (9 women) received coaching support, and it consisted of reviewing the primary intervention method through watching a training video, sharing case studies and experiences of interventions and also learning about criminal law. As a result of the coaching support, GPNs are more confident in providing counselling to women and men who have experienced violence.

A portion of BS budget was allocated to support male group meetings in Srah and Kok Dong villages. 2 separate meetings were conducted with participation from 27 participants (7 women). The aim of these meetings was to provide both advice and education to violent men, helping them to understand and put into practice family values to work to reduce GBV on women and girls. Participants requested that the meetings be held monthly and that they would have the opportunity to work with GPN in providing intervention to GBV cases.

Training was provided on gender based violence and women and girls with disability inclusion. There were 57 participants (36 female) from a combination of the GPN and beneficiaries. This included women with and without disabilities. During the training, women and girls with disabilities felt included and saw the interest others were taking in their rights and issues. The training worked to change perceptions of those without disabilities, as before they did not understand about the rights and the need for inclusion socially and developmentally for girls and women with disabilities. As a result of this training Banteay Srei was able to gather data on the numbers of women with disabilities from each village within their working areas. It was planned for 60 participants but 3 were absent.

A four day 'Training of Trainers' Training for Banteay Srei staff and Women with Disabilities (WWD's) on Challenging Discrimination Against Women with Disabilities. There were 27 participants (25 women including 4 women with disabilities) including 18 Banteay Srei staff (16 women), 5 AMARA staff (2 women) and women with disabilities. The training resulted in participants understanding issues surrounding disability issues and is able to deliver training to women with and without disabilities.

In Battambang, we provided training on WWDs to GPNs and village authorities from 10 villages. There are 29 participants (16 female). Participants were also included 2WWDs and 3 female CFs. As a result, there were 75% of participants who are able to conduct awareness raising with a well organized plan for the community under the topics, disability and disability inclusion into community work.

Outcome 2: Women who choose to take legal action are supported, and have access to all available government and non-government services, including legal action in the courts.

Banteay Srei Gender Based Violence Coordinator facilitated a 2 day workshop with local authorities and Gender Peace Networks (GPNs) on gender and culture and appropriate intervention required to address GBV issues. There were 37 participants (19 women) including village and commune authorities, police and GPNs. Three other Banteay Srei staffs (Program Manager, Peace Centre and Community Organiser) and one donor member of staff who participated in the workshop. As a result of the workshop there has been an increased response by village and commune authorities to effectively address community and gender needs and to work towards illuminating GBV.

Reflection on interventions provided by GPNs on GBV cases in their communities is an activity that takes place twice a year for members of the GPN network. 64 GPNs have improved their knowledge on providing primary intervention to women and girls who are survivors of GBV through this reflection session. Coaching support is provided for the gender peace network on gender-based violence, relevant laws to cases of GBV, and how to make successful interventions for women and girls at risk or experiencing violence. 59 GPNs received coaching support that consisted of reviewing the primary intervention method through watching a training video, sharing case studies and experiences of interventions and also learning about criminal law. It was planned for 64 GPNs to improve their knowledge on the processes of providing primary intervention for women and girl survivors of GBV however 5 were absent. These 5 GPNs will be provided additional support by the CFs on an adhoc basis to ensure they are also clear on the processes involved with providing intervention.

The gender peace network provides emergency support (first assistances such as travelling costs, medicine, counselling etc.) to woman and girl survivors. The GPN has intervened in 167 cases over the past 6 months, all of which received necessary first assistance support, with the GPN then cooperating with police, local authorities and the peace centre to support the GBV survivor wherever possible. As a result of the training and assistance demonstrated by GPNs to survivors of GBV, women are well protected and their well-being is significantly improved. As well as the 167 cases of women and children who have benefitted from the GPN services, at least 2 men in the CFs families who have experienced domestic violence have demonstrated a change and transformation in their attitudes and behaviours after receiving counselling with Banteay Srei Staff in Battambang.

12 representatives from the district office of women affairs, police and deputy district governors received coaching on how to organise district task force meetings. Cooperation between partners at a district level improved through this coaching and as planned, there will be one more coaching session before the 2nd task force meeting. Two task force meetings have already been conducted, co-facilitated by the deputy district governors and the district office of women affairs from each respective district, Pourk, Kralanh and Angkor Thom, where 100 participants attended (67 women). Cooperation between partners has improved through these 2 task force meetings. The case data was declared and verified by each part involved; from GPN, village

and commune chiefs and police. Also some current cases were discussed in order to update attendees and the task force about their status in order to continue with effective intervention in a collaborative way among key stakeholders.

During the reporting period the Peace Centre has been supported to ensure that men who use violence in the targeted villages were helped to understand the complexity and psychological underpinning of violent behaviour and relationships, to deepen their understanding of the causes of violence and their problems, to take responsibility for their actions and behaviour and to transform themselves. The Peace Centre has provided support to 110 GBV cases in which 48 are repeated cases. During this period, there were open dialogues with perpetrators of domestic violence in order to deliver a 360 degree support system to change attitudes and behaviours to prevent GBV in the future. Through support of the Peace Centre, women who have experienced violence also have more options to be protected such as greater access to legal and social support from partner organisations. The GPN and Peace Centre work closely together to provide appropriate support for GBV survivors and perpetrators and together you can see in the table below the number of clients that accessed the services according to service type and the referrals made through the Peace Centre.

The Safe House project in Battambang is supported by partner NGOs through referrals, legal services to women and making vocational training available. As a result, women who use the Safe House services feel safer when they return home and they also have contacts with local authorities. A quarterly partnership meeting was held at the Safe House consisting of 33 participants (19 women). 21 partners of the Safe House attended including officers from the provincial departments of health and social affairs, women commune councillors, police officers, as well as representatives from 16 non-governmental organisations. The Safe House team reported their ongoing activities and results from previous period. In continuation with partner support and co-operation, Safe House staff members have been trained with the My Son Project (World Vision of Cambodia) on how to counsel sexually abused boys. Following on from this training, the Team Leader of the Safe House has cooperated with the Social Service of Cambodia to develop related counselling training to 18 partners including 10 government officials and 8 NGO partners. The Safe House in Battambang provided legal and social services to 193 GBV cases including domestic violence, rape, gang rape and human trafficking during this reporting period.

Building the accessible residence and providing on-going funding support for operation and living costs at the vocational training centre at Kralanch district in Siem Reap is still in the building process as the building design has been developed and we are now in the process of forming a building, obtaining a signature of land use, permission for construction before the bidding process begins.

BS created a t-shirt, on which we showed how cases of rape, domestic violence and trafficking could be avoided along with a contact number for suspected cases to be reported. 330 T-shirts were distributed to military police, Provincial and district police, the Ministries of Social and Women's Affairs, court CCs, partners and clients. SH Team Leader also was a guest speaker with Provincial Police, a prosecutor, court director and women commune leader on the topic of Violence against Women. This meeting was broadcast on National Radio. We also broadcasted details about our service along with a contact number to audience members. The result was that 36 clients were came to the SH by with 17 clients arriving in person, and 19 clients calling via telephone.

On 8 occasions, a total of 41 clients were provided with training on life skills through talking as a team, question and answer sessions, practical examples and how they relate to everyday experience and a collaborative reading of legal and human rights focusing on women and children rights. Out of 41 clients, 21 had a clear understanding demonstrated by answering accurately questions pertaining to rights of women and children. They knew that all cases of domestic violence must be reported to the police or to a neighbor so as to help and support each other. Perpetrators must face legal action when they break the law.

Women were also advised that they should have access to health care through meeting with a doctor before taking medicine instead of obtaining medications at the market without a prescription. 11 participants had limited understanding of how to make an emergency call and how to negotiate with local authorities, and a further 9 participants did not understand the content of the training as they were young as the material was not age appropriate.

GBV coordinator from BS Siem Reap provided training to 42 participants from 14 Districts in Battambang (13 Woman deputy district governor, 13 Woman District councillor, 7 District of Women Affairs, 1 woman

commune counsellor, 1 woman commune leader, 2 Gender peace network members, 2 Technical team members and 3 SH staff. The purposes of the training were in response to the monitoring of monthly meetings that requested capacity building on counselling that can help CCs solve DV cases in their communes and to strengthen CCs empowerment for intervention cases. The topics of the training were to define the root causes of domestic violence, to promote the relationship between counselling and helping imperatives, who the counsellors are and why they need to learn about themselves in order to function proactively with victims, how to communicate effectively with clients, what the trauma symptoms and effects are and what the obstacles and steps of counselling should be. The SH Team Leader also coached participants in the monitoring of monthly meetings in order to push women's participation and prevent violence against women within society at large. Female District Councils, Female Deputy District Governor, District office of Women Affair can help CCs through their structure.

Key challenges to reach Objectives

There is a lack of official identity documents such as marriage certificates or birth certificates for many survivors of GBV.

There are limited lawyers provided by partner NGOs owing to the prevalence of GBV. As such, clients from BS who need legal services have had their settlement process delayed. In a very serious case, a man killed his wife and raped his children. Thus families must receive a lot of counselling and intervention from GPN, BS staff and other NGO partners to prevent such a serious thing happening again.

Lessons learned/Planned adjustments

BS requested a letter of acknowledgement of the identity or situation of the client and/or the perpetrator from the commune chief instead of waiting a long time and spending money to reproduce the marriage or birth certificate.

The court accepted the acknowledgement letters between husband and wife. The clients must have those necessary documents. Going forward, action is required to work with communities to raise awareness about the importance of having these documents.

4. Identification of Potential Target Areas and Phase Out from the Old Target villages

Objective 4: The establishment and implementation of a clear process for engagement with new villages and phase out of old villages.

This objective aims to ensure the sustainability of the villages BS works in, in helping them to become independent through the establishment of women groups at the community level. It also aims to prepare BS involvement in new target villages.

Key Achievements

Outcome 1: Phase-out plan is well developed and implemented with the participation of communities.

There are 2 villages in SR: Kork Dong and O'thkov and in Kralanch district there is one village, Konsek. BB was identified by staff as being eligible for a phase out assessment and the results shown that these three are ready so that formally celebrations of phasing out were conducted.

A consultative workshop was conducted in Chambok He village with the participation from 16 participants (10 female) consisting of CFs, village authorities, project members and representatives from the district office of women's affairs. The workshop reflected that the project activities which had been carried out in each village to retrieve feedback on community status, creation and discipline and to prepare an action plan for continued consulting with the community including set timelines and the people responsible for collaboration on the plan.

CFs in each respective village, Kok Dong and O’thkov facilitated a consultative meeting with their community. In Kok Dong village, the meeting was conducted with participation from 23 participants (18 women) and in O’thkov village, the meeting was attended by 28 people (22 women). The consultative process was conducted by breaking people into groups for discussion and resulted in requests to change a number of articles in the community policy in order to improve it, including article 25. This relates to an incident where a CF was found to have committed fraud by using community money for their own benefit. The community requested a meeting with all project members so as to reach a solution on this incident. Article 22 was amended so that in this instance, CF is no longer mandated to continue their role and it is necessary for a new CF to be trained by their predecessor for them to become successful in the role. The final article which was requested to be amended is Article 23, enforcing the need to have regular meetings with project members.

CFs facilitated a meeting with relevant local authorities in order to draft a policy. 20 people participated in this meeting (15 women) including village chiefs, female commune councilors, representatives from the district office of women’s affairs, CFs and community members from Kok Dong and O’thkov villages. The meeting identified agreed visions, missions and core values for the communities. The name of O’thkov community is “Mlup Doeum Thkov” and “Mlup Dong” for Kok Dong community. An organization structure was formulated for each village indicating the roles and responsibilities of leaders, project members and communities to be involved in the community development process.

Following this meeting, a workshop with the communities was held to share the drafted community policies where 23 participants (18 women) attended. In this workshop the community asked questions, clarified points of the policy and agreed to accept the policy for their community.

Ongoing monitoring and impact assessment activities will be carried out in the old target villages to inform and consult on organizational development planning and COs will produce quarterly monitoring reports on the progress being made in the phased out villages. There are 11 phased out villages in Battambang which are being monitored by BS staff. The result shows that there are 8 villages that have good bookkeeping as well as good cooperation in implementing and managing project and community resources. Income generating activities are progressing well with the exception of the cow bank in every village. These are only a moderate success as most baby cows are male so that they could not reproduce more offspring for other members.

Follow up activities based on the outcomes of the monitoring and impact assessments in old villages are recorded below. The percentages of assessment shows that each CBO has a strong leadership and management of their resources and projects, with high percentage met as illustrated in table below:

Table 4.1 Percentages of assessment met by each CBO

N	Battambang	
	Village	Percentage Met
1	Takoy	80
2	Kongkang	80
3	Knach Romeas	70
4	Balaing Leu	70
5	Koh Ream	70
6	Andong Pring	90
7	Boeung Raing	90
8	Ksach Poy	90
9	Don Av	80
10	Tumnob Teuk	80
11	Saing Raing	80

Outcome 2: Plan for supporting after phase-out is well developed and implemented with the acknowledgement of communities.

In Siem Reap, there were 10 quarterly CF meetings were also conducted with participation from 109 CFs (92 female). In the meetings, discussions and reflections were carried out to share information about the resources

used in each project activity within each community as well as the challenges that they faced and what methods they used in settling the problem. Furthermore, announcements about the peace center services were made as well as reflections about D&D practices within their own communities.

During the sharing and reflection part of the meeting, a village shop in Taprok was discussed as requiring a new tenant, as the previous seller at the shop moved from the village. It was difficult to find a replacement to due to low wages from the role. From Jan 2010 to Oct 2012, the revenue of the village shop was at 1,150,100 Riels (about US\$288) which could not provide a sufficient income for a potential new seller. People were aware that the Peace Centre provided counseling services to both men and women, but many were unaware about the financial support that the peace center offers. As such, it was important that all of the services were clarified for participants. During the findings of the reflection regarding D&D practices, use of the information board and the accountability box corresponded with the results shown in the previous table above.

Banteay Srei has also been working to build up the commune level networks in the phased out villages across Battambang and Siem Reap. A consultative meeting on preparing the structure and policy of commune networks was held with 14 participants (11 women) from 2 commune networks, the provincial department of rural development and Banteay Srei staff members. The focus of the meeting was on part 1-12 and provision 1-41 of the policy of forming CBO, a document utilized by the department of rural development. The meeting was facilitated by a representative from the provincial department of rural development where participants were actively involved in sharing ideas to develop the roles and responsibilities of members.

A further meeting was held to prepare the policy and status of the commune network and was attended by 16 participants (12 women) from 2 networks with 2 female CCs attending from each network as well as Banteay Srei staff and a member of the provincial department of rural development. In the meeting, participants reviewed the outcomes of the discussions relating to part 1-12 and provision 1-41 of the policy of forming CBO and as a result the two networks have drafted a policy with full participation of all attendees. The drafted documents were edited by the BS community development coordinator and were then sent to the provincial department of rural development in order to pass for official registration with the provincial hall.

Two commune CBO networks in Battambang were created in April. Members of each commune network included 5 community facilitators from 9 villages (6 phased out and 3 developing) and female commune councilors. The objective of forming these commune networks was to help settle any issues that may occur in each community based organization (CBO) at a village level, to share experiences from each CBO and to provide advice to other network members when needed. Through the network stronger villages will be able to support villages that are not as strong and will include phased out villages as well as current Banteay Srei target villages.

In order to develop the commune network, both networks went through the following processes:

1. Surveys were carried out to get input on ideas from community people and local authorities
2. Information from the surveys was analyzed and a strategy was set for developing the network
3. Consultative meetings were conducted with CBOs, commune councilors and village leaders (3 day process)
4. The commune network was promoted to people in the community through awareness raising activities
5. Network leaders were selected
6. Network policies were prepared
7. General community meetings were conducted to gain approval of the policies
8. Commune networks were registered

Each community agreed to provide 1% of their community budget to support network leaders so as to ensure networks were financially capable of providing assistance to community problems. Communities agreed to attend and participate in community-based meetings as well as others that might be organized by the network. Each community agreed to use a rotation system for hosting annual network meetings.

BS staff provided coaching to the commune network about the process of facilitating network meetings. There were 14 participants, (12 women) including female commune councilors and network members from Bovel and Knach Romeas communes. The process helped the commune network to organize and understand the purpose, expectations, agenda, timeframe and venues of the meetings, and the required participants, session plans and responsible members for each activity was decided through in-meeting facilitation. Through observations, 6 network members were identified who will facilitate the meetings and so that other members can provide a supporting role for the next network meeting. Those providing support to the 6 identified meeting facilitators can learn from them in order to facilitate the meetings in the future.

Two commune network meetings were conducted in Borvel and Knach Romeas communes. In Borvel commune, there were 24 participants (17 women) and in Knach Romeas commune, there were 14 participants (10 women). Since they were the first meetings being held by the network, the BS team leader provided support on with facilitation to ease the process. The purpose of the meetings was to share achievements, challenges, explore solutions to challenges and to share the network monthly plan. There was also an exchange visit of the two commune networks with 15 members (13 are female) to Komport province and were supported from Banteay Srei on credit scheme with 4,090,000 Riels each with a total beneficiaries of 49 persons (27 are female).

Outcome 3: Potential new target areas are identified.

BS collected secondary data determined potential new target areas. We will continue to work in Battambang and Siem Reap Provinces, expanding into new areas in the province, and will conduct a feasibility study in 2014 to consider expansion into either Oddar Meanchey or Preah Vihear province in 2015.

In Battambang province we will expand into 1 new district in 2 new communes in 12 new villages starting in 2014. This has been welcomed by the local authorities and a more comprehensive assessment will be conducted in early 2014 to identify exact locations based on established criteria, including levels of poverty and violence against women, presence of other NGOs and government services, and interest by community members. At the same time, we will phase out of the 9 ‘older’ villages before 2018, based on the village assessment and phase out plans. In line with the phase out sustainability plan, 5 commune CBO networks representing members of interested CBOs in the 21 phased-out villages will receive on-going support and mentoring for their expanded roles at commune CBO network level.

In Siem Reap province we will expand into 11 new villages in 2 new communes in Angkor Thom District starting in 2014, after a preliminary scoping visit and at the request of the local authorities. A more comprehensive assessment will be conducted in early 2014 to identify exact locations based on established criteria, including levels of poverty and violence against women, presence of other NGOs and government services, and interest by community members. At the same time, we will phase out of all 21 “older” villages by 2018, according to the village assessments and phase out plans. In line with the phase out sustainability, 5 commune CBO networks representing members of interested CBOs in the 32 phased-out villages will receive on-going support and mentoring for their expanded roles at the commune CBO network level.

Table 4.2: Target Areas 2014-2018

Province	District	Commune	Phased Out Villages 2010-13	PPH Villages 2014-18	New Villages 2014-18	Total Villages 2014-18
Battambang (current)	Battambang, Thmar Kol, Bavel	Wat Kor, O'mal, Khnach Romeas, Bansay Treng, Bavel	12	9		
Battambang (new)	Banan or Rokakiri	2 Communes (TBC)	-	-	12	21
Siem Reap (current)	Angkor Thom, Kralanh, Pouk	Leang Dai, Pouk, Doun Keo, Roetul, Kampong Thkov	11	21		
Siem Reap (New)	Angkor Thom (expand)	Peak Sneng, Chob Ta Trav			11	32
2 Provinces	7 Districts	10 Old Communes 4 New Communes	23 Villages*	30 Villages	23 Villages	53 Villages
Oddar Meanchey or Preah	Conduct Feasibility Study in 2014 in consultation with sub-national authorities, communities and NGOs, utilising experience of PRA and community assessments, while exploring new modalities and partnerships with NGOs in the areas to advance women's					

Key challenges to reach Objectives

As planned there are 2 commune networks that will be created in SR and 2 in BB. As a result in SR, the commune network not yet been created. BS went through the first step of forming commune network by collecting data through a survey in order to obtain input from community people and local authorities. The result showed that the community are not yet ready to form a new network as they need to improve their existing village network and community based organization before any significant changes are made.

Lessons learned/Planned adjustments

BS requires time to observe the implementation of 2 commune networks in BB and assess how it works and whether or not it is beneficial to the community. BS will share the results to communities in SR including local authorities to see if the proposals will be practical for application.

5. Organisational Development

Objective 5: During the period 2009 - 2013, organisational development and programme management systems are strengthened.

This objective aims to ensure organisational governance and management systems, policies and procedures and monitoring and evaluation mechanisms are well established and functions properly. It also aims to ensure that both financial and human resources are adequately equipped within the organisation. Regular reflection and analysis will be conducted by staff to identify areas to be improved and learn from the programme implementation and in instances of programme weakness. These weaknesses will be documented and shared with stakeholders.

Key Achievements

Outcome 1: Board has increased its capacity to govern Banteay Srei effectively.

BS hired a consultant responsible for the Governance Review and Board Skills Audit. Below are the processes that have been identified to increase the capacity of the board to govern BS:

- A governance review template was developed to explore the role and responsibilities of board members, management of the board, exploring term of reference, by-laws, and constitutions to ensure that there are no contradictions or errors in the governance policy. This review template will be sent out to the board and a meeting will be held to discuss further.
- The recommendation was given to recruit a secretary of the board who is responsible to oversee policies
- Skill audits have been suggested to be carried out during the induction of new members to better understand their strengths and where the gaps in skills are
- A governance review will be carried out of the board and hopefully a half day workshop in 2014 will be conducted to reflect in feedback from the review
- Induction process is being prepared to be delivered to any new board members

A full Governance review was undertaken with all Board members and gaps identified for governance development and in new areas to recruit Board Member experience. There was an identification of need for a new M&E sub-committee to be established in 2014. The need to recruit a Board Member with human resource skills to guide the human resource requirements of the new strategic plan and subsequent organisational restructure was identified.

There is a revision of job descriptions for Chair, Board, and Treasurer required. BS needs to develop an induction pack for Board Members.

There was also a suggestion to carry out a risk assessment. For example, when a board member resigns we should where possible mitigate the risk of a negative impact upon decision making and voicing opinions on management of the organisation.

Outcome 2: Banteay Srei Management Committee and Team leaders have increased their capacity for leading, managing and supervising staff.

In a bid to improve the monitoring of staff capacity and development by their direct managers or supervisors we can use the appraisal form as one of the tools available to us. This appraisal form was developed in collaboration between Banteay Srei MC, TL and the Vice Chair of the Board. The form was developed and put into practice for staff appraisal for 2012. After completing the appraisals, staff reported that the forms were too difficult to fill in and following reflection among the MC, it was recognised that the form is too long, resulting in few staff completing it in full due to time constraints. The appraisal form, MC still wants to have a standard form for stakeholders' feedback and it is supposed to discuss next year.

BS MC, TLs and Board will again work together on it to make further improvements. It needs to be simplified and shortened and the scoring on the current form can be difficult to quantify. As such, we have added a further column to note where activities and objectives were partially met by staff members. The appraisals were conducted in November of each year as the results of the appraisals are tied into the budget development for the following year. It has been considered that perhaps we need to recruit somebody with human resource expertise to assist in this process further as 2 meetings have already been conducted between MC, TL and Board and now the appraisal format was already approved by the boards.

An admin policy was developed with adding main section on conflict of interest and security issue and being translating into Khmer and got a sign approval from the boards.

Outcome 3: Strengthen donor relationship and secure sustainable income of \$1,534,698 during the period 2011-2013 in order to deliver the Banteay Srei Strategic Plan

The Donor Development Committee was formed in 2012 with 4 members of Banteay Srei staff including the Executive Director, Finance/Admin Manager, Communication and Donation Liaison Co-ordinator, Communication and Donation Liaison Advisor (International Volunteer) and the Chair of the Board and in 2014, there will has a review of Donor Development Committee in order to make more effective in term of fund raising. 3 Donor Development Committee meetings have been held at the Banteay Srei Phnom Penh head office in January, April and September. The Donor Development Committee is scheduled to meet in between the scheduled Board meetings and will report to each meeting on progress made to date.

Banteay Srei has worked on strengthening the tools and mechanisms used for fundraising with the official website going live in April which is updated regularly with news and information by an international volunteer with the support from the Communication and Donor Liaison Co-ordinator. A Facebook page was also updated regularly but not much and BS will improve updating it later.

Furthermore, we conducted a communications review within the organisation, we reflected with staff who gave comments on internal communication methods and developed a social media policy. Our policy was written by a volunteer in Phnom Penh and presented to MC. The Communication and Donation Coordinator will review and finalise it with support from a further volunteer and will present at the next board meeting of 2014.

Banteay Srei has contracted with Women Media Center to develop a promotional video that will raise the profile of the organisation at a regional and international level and demonstrate how Banteay Srei works with local communities to reach the overarching objectives of the organisation. It is expected that the video will provide information to potential and current donors on the activities, vision, mission and values of Banteay Srei in order to raise the profile of the organisation regionally and internationally through our communication strategy. The video is being finalized and expected to be shared in February 2014.

Outcome 4: All staff have increased capacity to implement Banteay Srei's 4 year strategic plan (2010-2013) and increased their capacity to monitor the impact of their respective programmes

Three internal staff reflection meetings were conducted, two were in Siem Reap in May and September and another was in Battambang in February. The staff reflections provided the opportunity for all programme staff across the three offices to come together to learn best practices from one another, review key knowledge about

human rights, women's rights, gender, climate change and so on and discuss and explore the successes and barriers faced in putting this knowledge into practice through project activities. The challenges at all programme levels were shared, providing an opportunity for all staff members to explore solutions and methods of dealing with these challenges.

Key issues shared included the threat of debts for vulnerable women, land compensation for farmers who have had their land impacted by APSARA plans to build water canals, a case where a husband killed his wife, further GBV cases, for example when a husband broke his wife's leg and raped his daughter, a female commune councilor was fired from her position without sufficient reason, and how staff and communities confront issues at commune health centres. All of these cases were critically discussed and received suggested methods of dealing with these issues. These cases were discussed further in the second of the two meetings in order to follow up on how successful the suggested methods had proved in dealing with these challenges. Furthermore, what can be done to provide extra support for cases which have not yet been resolved.

In Battambang, a program manager, a team leader and 2 community organizers received coaching with CORD in the Battambang office. Through coaching the staff, there was an improved understanding on agriculture diversification and climate change as well as some important points being raised for staff consideration regarding the percentages of communities involved in each agricultural activity such as plantations, rice farming, animal raising, laboring and so on. Banteay Srei needs to assist communities in considering the most appropriate types of plantations for them, when to carry out this work, what price the product should be sold at, when harvesting should occur and what the demand is for the respective product on the market. Assistance in considering these factors should result in the community gaining better profits on their agriculture activities. The coaching did not focus on improving knowledge on climate change due to time constraints.

A BS Child Sponsorship officer also had the opportunity to improve her knowledge and understanding on child rights, child right abuse, how to respond to abuse and how to better include children into other programme activities; by participating in a workshop on the child sponsorship program, facilitated by Caritas organization.

GBV coordinators also received regular training and mentoring on women leadership and gender based violence as part of their core capacity building. One gender based violence coordinator attends a series of trainings over five months with CAFOD called community of practice on gender, the content of which was integrated into CAFOD's partner training needs assessment.

There were 15 BS staff from SR and BB who received training on WASH and water management from CAFOD. The training provided basic concepts of WASH and water management as well as practical field assessments in two villages in SR, Srah and Tabrok that are hoping to have a final action plan in place responding to the WASH and water management issues. Due to time constraints, the assessment was completed but the action plan, was not the CO in each village will provide more support to CFs in finalizing the plan in early 2014.

An international volunteer helped to develop a code of conduct for visitor to ensure that there is no discrimination to vulnerable women and girl and to align with BS's value and policies. The code is now placed at each BS office and peace center as well as safe house.

An evaluation of Banteay Srei's 2010-2013 Strategic plan was carried out by an external contracted consultant; a project which spanned from May to July 2013. Throughout the project, the consultant collected information from beneficiaries, local authorities and other key stakeholders and consulted Banteay Srei staff at different levels as well as existing Banteay Srei policy documents and other related documents to inform her evaluation of the strategic plan. The plan was developed and been used for informing BS current situation and developing new strategic plan.

Following on from this evaluation, the new strategic plan 2014-2018 was developed with consultation between all BS staff, partners, NGOs, donors and government at all levels as well as boards. The plan is also focused on working in partnership with partner NGOs who has expertise in Agriculture techniques such as Srer Khmer, project of USAID, Cambodian Center for Study and Development in Agriculture, etc. to support on livelihood activities, and social enterprises that it is not only support in techniques as theory but more on practicing and a continues support.

The finance team holds regular meetings focussing on the finance and administration of the organisation. During this reporting period, 2 meetings were held to explore current financial and admin processes and

revealed that financial transaction management and accuracy is functioning well in every Banteay Srei office. Banteay Srei MC has been working more closely and intensively in financial monitoring through their review and approval process of the monthly accounting report. Each report needs to indicate a clear and reasonable explanation of budget variance and improvement action point.

There were 4 management committee meetings and 3 board meetings were held. The Board meetings connect with the management committee meetings where possible but one Board meetings were held without a member of the management committee present. There was also a separate meeting between director and some members of board based on important and urgent needs of task needed.

Key challenges to reach Objectives

The Peace centre that has been set up to provide legal and social services to both women and girls who are both survivors of perpetrators of GBV are now facing funding reduction from donors in 2014. It is strongly believed that the centre is the only one service available to clients that provides a service to perpetrators of violence in order to positively change attitudes. It needs to secure funding support in order to function properly.

Lessons learned/Planned adjustments

GIZ provided a bridging fund for 3 months from January to March and will looking forward to see the next phase of funding that it will be getting clear information when the GIZ consultant for the project recruited.

APPENDICES

- Appendix 1: Case study on Peaceful conflict resolution and impacts on women life
- Appendix 2: Case study on Success of agriculture practice
- Appendix 3: Case study on Men positive behaviour change
- Appendix 4: Case study on Health centre accountability
- Appendix 5: Financial Report (January-December 2013)
- Appendix 6: BS Log frame 2014
- Appendix 7: Activity and Budget Plan 2014

REFERENCES

The following documents can be provided on request:

- 1) BS evaluation report 2010-2013
- 2) BS Strategic Plan 2014-2018

SELECTION OF PROJECT PHOTOS



