



BANTEAY SREI

**Moving towards gender justice and empowerment
for Cambodian rural communities**

**Annual Report
01 January – 31 December 2014**



Phnom Penh, 31 January 2015

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ACRONYMS

| | | |
|--------|---|--|
| AAC | - | Action Aid Cambodia |
| APWLD | - | Asia Pacific Forum on Women, Law and Development |
| BB | - | Battambang |
| BS | - | Banteay Srei |
| CAFOD | - | Catholic Fund for Overseas Development |
| CAP | - | Community Action Plan |
| CBO | - | Community Based Organisation |
| CC | - | Commune Council |
| CO | - | Community Organizer |
| CEDAC | - | Cambodian Center for Study and Development in Agriculture |
| CEDAW | - | Convention on the Elimination of all Forms of Discrimination against Women |
| CF | - | Community Facilitator |
| CIP | - | Commune Investment Plan |
| CPN | - | Community Peace Network |
| DCA/CA | - | Dan Church Aid/ Christian Aid |
| DDC | - | Donor Development Committee |
| D&P | - | Development and Peace |
| FCC | - | Female Commune Councilor |
| GBV | - | Gender Based Violence |
| GIZ | - | Deutsche Gesellschaft für Internationale Zusammenarbeit |
| GPN | - | Gender Peace Network |
| HVCA | - | Hazard Vulnerability and Capacity Assessment |
| IWDA | - | International Women's Development Agency |
| MC | - | Management Committee |
| M&E | - | Monitoring and Evaluation |
| NGO | - | Non-Governmental Organisation |
| NPA | - | Norwegian People's Aid |
| PDWA | - | Provincial Department of Women Affairs |
| PRA | - | Participatory Rural Appraisal |
| SLC | - | Sustainable Livelihood Coordinator |
| SNA | - | Sub National Authority |
| SR | - | Siem Reap |
| TL | - | Team Leader |
| VAW | - | Violence Against Women |
| VDP | - | Village Development Plan |
| WASH | - | Water Sanitation and Hygiene |
| WVC | - | World Vision Cambodia |
| WWD | - | Women With Disability |

GENERAL INFORMATION

| | |
|----------------------------------|---|
| Name of Project: | Empowering Women and Communities for Gender Justice in Cambodia |
| Project Period (5 years): | 1 January 2014 – 31 December 2018 |
| Project Budget (5 years): | \$2,460,041 (US dollars) |
| Project Location: | Phnom Penh, Siem Reap and Battambang Provinces, Cambodia |

Vision

A just Cambodian society in which women realise their full potential, are living with equality and dignity, and their rights are fully respected.

Mission

Banteay Srei is a Cambodian women's non-governmental organisation that empowers women and their families to improve their political, economic and psycho-social situation through mobilising communities for sustainable development, advocacy work for gender justice and engaging men on gender equality.

Goal

Vulnerable women in Banteay Srei target areas are empowered to exercise their political, economic and psycho-social rights to enjoy equitable and sustainable development within the family, community and society.

Project Objectives

Objective 1: Women's leadership role is strengthened and their enabling environment enhanced to allow for women's meaningful participation, increased voice and decision-making in sub-national democratic development processes and community structures.

Objective 2: Vulnerable women and their families have improved standards of living, expanded livelihood choices and increased resilience of the impact of climate change and natural disasters.

Objective 3: Increased awareness and positive changes in attitudes and behaviour on gender equality result in a reduction of gender-based violence in Banteay Srei target communities.

Objective 4: Enhanced leadership of Banteay Srei for evidenced-based advocacy role at the local, national and international levels, to advance women's rights and gender equality.

Objective 5: Banteay Srei organisation reflects quality improvements in governance, management, financial, and information systems that support effective programme management and delivery.

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.

With over twenty years experience working with poor vulnerable Cambodian women and communities in rural areas to bring about political, economic and social change, Banteay Srei has become a leading Cambodian NGO in the areas of building women's leadership in rural areas, strengthening women's participation in local community development processes, promoting gender equality and women's rights, and increasing community action on positive gender relations and against gender-based violence.

Banteay Srei's Strategic Plan 2014-2018 effectively builds on our achievements and lessons learned of working with women and men in Battambang and Siem Reap provinces over the past 2 decades to improve

their political, economic and social situation, including addressing gender-based violence. Banteay Srei believes that by supporting women in all three empowerment aspects of political participation, economic opportunities, and equitable gender relations, women can fulfil their potential and realise their fundamental right to live fuller and more meaningful lives, free from fear and violence. By working in concert across the combination of the different women's empowerment themes, women's advancements in one area serve to reinforce and lead to progress in other areas.

Banteay Srei's strategic themes for this Strategic Plan 2014-2018 focus on women's empowerment and gender equality, specifically women's leadership and participation in politics and public decision-making, women's economic empowerment and sustainable livelihoods and advancing gender equitable relations and addressing gender-based violence while strengthening evidence based advocacy and policy influence work at the local, national and international levels.

Banteay Srei's programme approach incorporates five key elements in the development and implementation of all our work. We believe that the combination of these approaches reinforces ownership of women and community issues and actions and leads to sustainable and positive impacts for women, their families and their communities.

- A participatory rights-based approach, working with communities
- Empowering and mobilising women in communities, especially women in leadership
- Strengthening community structures and solidarity
- Coordination with Authorities and Networking with relevant organisations and agencies
- Evidence-based Advocacy, including participatory action research

We will work in 53 villages in 14 communes in 7 districts in Battambang and Siem Reap provinces over the next five 5 years, phasing out of 30 existing villages as community structures are strengthened and community development priorities are achieved, strengthening 10 Commune CBO Networks, expanding into 23 new villages, and exploring expansion and/or partnerships with NGOs in either Oddar Meanchey or Preah Vihear province in 2015.

Our primary target groups include an estimated 5,908 poor vulnerable women and their families, including 1,716 poor female headed households, an estimated 265 women with disabilities and at least 1,500 women experiencing violence. Our secondary direct target groups involve key stakeholders critical to advancing gender equality and include over 600 (400 Female) Community Facilitators, Gender Peace Networks, community men, young women and young men, over 450 (at least 100 Female) Sub-National Authorities while the District and Provincial Department of Women's Affairs remain key partners. We will continue to deepen our partnerships with other key organisations to strengthen our work and responses to GBV/VAW and develop new partnerships to increase economic opportunities and expand livelihoods for poor women and their families.

Banteay Srei currently employs 31 Cambodian staff (28 women), working in three locations: five staff (all female) in the Phnom Penh office, eight staff (all female) in the Battambang office and nineteen staff (16 female) in the Siem Reap office. It is envisioned that the organisation will require a similar number of staff to implement the next strategic plan as we phase out of some villages, expand into new villages and take on new projects and activities, with some revised job descriptions and new positions necessary. Starting in 2014, it is proposed to realign some senior level responsibilities under the position of either an Operations Manager or Monitoring and Evaluation Coordinator. The Technical Team and Team Leader's roles will be reviewed and strengthened in support of the Community Organisers and program delivery and management. Further changes in responsibilities and the overall structure are envisioned in 2014, given new modalities of partnerships, staff levels and to ensure effective project, technical and monitoring support for both field offices.

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. This body reports to the Governance Board which is composed of six external advisors/experts from a variety of development agencies and organisations; they meet four times per year or more frequently according to need.

The projects are supported by AAC, CAFOD, DCA/CA, D&P, DIAKONIA, GIZ, GFW, IWDA, and NPA.

EXECUTIVE SUMMARY

This is the report for the first year implementation of Banteay Srei's new strategic plan 2014-2018. During this period, a number of achievements were made through the efforts of the staff at all levels, guided by the Management Committee and Governance Board. These achievements could not have been realized without the support, both financial and technical, from donors/partners and all relevant stakeholders. Below is the summary of achievements realized by Banteay Srei during January to December 2014, based on the expected outcome of the annual plan 2014.

We could see that 70% of 14 Female Commune Councillors demonstrated an increased capacity to lead Women's Leader Forums. During the women's leader forum, 60% -80% of women leaders are more actively participating by speaking out about the issues faced by women and demanding solutions. The district office of women's affairs strengthened capacity to the female commune council (FCC) about the law on women and child trafficking and the law for prevention of gender based violence (GBV). Additionally, the role and responsibility of the commune committee responsible for women and children issues and marriage law has been strengthened. More male commune councils (CC) are acknowledging female commune councillors capacity and 60% of female district and commune councillors demonstrated better leading in the forum than the previous year. 65% of the community facilitators and community people were able to facilitate the community forums in each of their own community's. For example, young women leaders in BB indicated their commitment to stand for CC election because of the support they received from their family and communities.

Women and men from poor families 1,447 (1140 women) mobilized themselves and attended a total of 48 community forums in order to discuss the problems they face into the village development plan (VDP). We could see 80% of vulnerable women expressed increased confidence and raised their concerns in the community forum. 30 VDPs were developed and all women's issues were raised including women with disabilities (WWD), as were gender based violence issues, such as conflict over water utilization, lack of hygiene practice, limited access to water, etc. 80% of CFs, are able to facilitate the community input for VDPs and have all VDP integrated into commune investment plan (CIP).

The commune budget is increasingly allocated and utilized for women's and children's issues with more support from UNICEF. Women's voices are included in the CIP process of the commune by cooperation between the community women leaders and the female commune council. Women were invited to a small group village meeting and monthly commune meeting where local authorities seek citizen input and work together to improve the community situation.

All of the BS target communes, 5 in Siem Reap and 5 in Battambang report an increased gender responsive budget with every commune spending the budget responding to women's and children's issues facilitated by the FCC. 90% of the community men in the men dialogue accepted women's capacity and committed themselves to provide support to women in leadership. Village, commune and district authorities increased their recognition and support to the women's role in leadership especially the FCC role, with more commitment in including gender in to their district and commune plan.

A vocational training centre for both WWDs and women without disability was built. The construction started in April and was available for the women to study in the centre in Mid-October. It is going to be completely built with some minor parts to be finished by early January. The agriculture farm in Battambang is in the process of considering a purchase of a piece of land. Even though neither of these training centres are yet ready, 30 women without disabilities were trained on sustainable agriculture techniques, some started their various crops plantation, exposure visited and connected with market, while 37 women and girls (17 WWDs) received training on various skills to diversify livelihoods and increase their household income. The trained women in Siem Reap got the concept of making business plans and they have an action to initiate the business plan after their training course is completed. While in Battambang, among the 30 families equipped with skill and exposure visit about sustainable agriculture techniques through drip irrigation system, 26 families (equal to 87%) have initiated, improved and managed their plantation well and increased their household income.

34 poor families now have enough food secured from the rainy season rice field program so they can use it to face food insecurity during 3-5 months per year. Communities increased more understanding on the negative affect of chemical products. Therefore, they bought and planted more organic products. Vulnerable women are more understanding about how to improve their agricultural productivity after attending a number of reflection meetings that were provided them with the chance to learn about other farmers' experiences. Farmers increased their understanding about market price and product and connected themselves with the wholesalers at the market.

We could see a more responsive attitude from the local government in improving the community people's accessibility and control over water resources after the local authorities attended the water assessment and planning with the community. A number of activities were mobilized by village authorities in order to fix the community problems: two water canals were rehabilitated with the contribution of people mobilized by village authorities, a road damaged in three areas was fixed and a new water canal was dug. We could see that about 70% of the participants gained knowledge on infection and water hygiene practice, and water source. More community people and CFs understood about the basic rights in controlling their land and the process of making land ownership. 100% of the water filter beneficiaries demonstrated improved family hygiene practices following the technical advice. We could also see increased awareness on rights to access land water resources among communities with action plans to lobby for having land ownership and equal access to water resource that the plan is going to implemented in 2015.

There was an increase among the gender peace networks (GPN) and CFs knowledge about rights of women with disabilities, who indicated their respective and supportive attitude and behaviour towards women with disabilities. More community people understood about sex and gender, gender based violence related to people with disabilities and mainstreaming women with disabilities into communities. Men share housework with their wives and shared the experience on international women's day celebrations. We could also see more women and men, and especially women with disabilities, expressing their feelings and understanding about women's rights through the international women's day and 16 days campaign celebrations.

60%-80% of GPN are confident and demonstrate capacity in facilitating the semi-annual GPN meeting with 80% of them able to provide counselling to GBV cases. GPNs are more responsive to the GBV issues by improving their semi-annual meeting to discuss about GBV cases that occurred in each village. The GPNs raised issues and came up with solutions, and engaged village and commune authorities in responding to these problems. Another success was that men acknowledged and addressed their violent attitude by reducing their drinking and settling issues by talking instead of using violence.

411 women and girls survivors of GBV were supported by the Safe House (273 cases) and the Peace Centre (138 cases). The services included emergency support, shelter, and psychological and legal counselling. 100% of women and girls who experienced violence were well protected and improved their well-being with continued support from the GPN and FCC when they went back to their community. All women who experienced violence had access to different forms of legal and social support by the Peace Centre and refer to partners. Men shared their life experiences with each other and provided comments to each other, finding mistakes that they did that which caused violence and they committed to change their behaviour. We could also see 80% of the men who used violence in target village who came to receive services from the Peace Centre now take responsibility for their actions and transformed have themselves towards positive behaviour.

We could see an improvement of more women mobilized together in order to voice their land and water resources related issues to be heard in the public. Women actively spoke out with confidence about their problems and created a collective voice of action through a formal process, in order to demand from local authorities to settle their issues.

Women with disabilities increased their confidence in socializing in public through their supported participation and involvement in the international women's day celebrations in Phnom Penh. Moreover, women were mobilized to voice their issues of land affected by Apsara authorities.

The governance board members have been more actively involved in governing the organization with respect to the organization policies, guidelines and practices. Board members identified what needed to be improved in order to support the function of Banteay Srei through a governance workshop. The governing boards are also conducting meetings regularly, while providing timely and constructive feedback by visiting our projects

sites. The board members also provided a review of policies and improved the human resource system for the organization.

The financial audits from donors demonstrated an increased adherence of the management and staff to financial policy and procedures and budget planning. Banteay Srei has secured funds to implement the activity in 2014, the first year of the strategic plan.

The baseline survey consultant team is going to review the M&E framework of the organization in order to ensure timely and accurate reporting, effective monitoring of activities and outputs and evaluating to measure outcomes and the impact of the work in the new strategic plan. The database management system is also taken into consideration for possibly implementing to the whole organization. The result from the baseline survey is expected to be ready by February and will also provide effective data for Banteay Srei to monitor and evaluate the project implementation from year to year. The one year implantation of the projects was reflected in the annual staff meeting.

Banteay Srei successfully entered new villages by conducting workshops to officially announce to stakeholders on their arrival, both in Battambang and Siem Reap. 23 new target villages were identified, in which 12 villages are from two communes in Banan district of Battambang and 11 villages are from two communes in Angkor Thom district of Siem Reap. The CF selection process was started and will continue to be ready in 2015. 2 existing community based organization (CBO) commune networks are being strengthened with a sense of solidarity and contributing effort among the communities.

We created a new partnership with two non-governmental organizations with expertise in various fields related to the work of Banteay Srei. These partnerships were with Srer Khmer/Norwegian People's Aid (NPA) to provide support on livelihoods activity in Siem Reap in 12 villages from July 2014 to Dec 2015 and with Rain Water Cambodia/Catholic Fund for Overseas Development (CAFOD), for technical support on the water sanitation and hygiene (WASH) and Water management project from July 2014 to February 2015 to support both Battambang and Siem Reap provinces.

COUNTRY CHANGING CONTEXT

We could see that there is still an inequality gap between the rich & poor and between women & men as a result of a complex combination of social inequalities, deprivation of rights, exclusion from opportunities, limited social protection policies and weak enforcement of laws. The world only measures the poverty of households but we are blind to the circumstances of individual people within households. Poverty measurement also focuses mainly on money while there are other important factors that also matter to poor women & men. Civil society organizations demanded a standalone goal on gender equality in the post-2015 MDGs sustainable development goals at the civil society organization (CSO) Forum on Beijing +20 Review. It is under consideration in the UNs committee at the international level. Also the government representative requested to ensure critical issues such as sexual rights & marginalized groups/women are highlighted.

There are a lack of government's actions accountable to people. Some of the Commissions led by the opposition party are working to conduct public meetings or hearing and debates, while the President from the ruling party and National Assembly Secretariat seems to be seeking to control the Commissions by issuing the circular. At the same time, people have limited safe space for freedom of expression and rights to access to information from the national to the grass root level, lack of consultation on current draft laws: Cybercrime, Telecommunications, Trade Unions, Association & NGOs, Agricultural Land Use & Management, lack of women representatives in national assembly, senators, judges, lawyer, prosecutors and police.

Regarding to labor work and migration, recently, the government decision on monthly minimum wage in the garment sector is \$128 which is lower than the required minimum standard (\$177). Between the 26th June – 31st October 2014, 671,653 Cambodian migrant workers and 90,015 dependent children registered at all One Stop Service Center in Thailand. Few are part of employers and many work in construction, agriculture and services.

Cultural gender norms and public perceptions support old ideas e.g. women do not belong in leader roles. Stressful roles that men are currently in make them less attractive for women. Women continue to bear primary responsibility for unpaid work, particularly domestic caregiving work, and comprise the majority of temporary, low-paid and low-skilled workers in the country and region, often working without any form of social protection.

There were some behaviour changes from the government at sub-national level including district councils, commune councils and village leaders. They have become less cooperative with BS and expressed that this is because BS is associated with the opposition party.

The government conduct awareness raising to every district in Battambang about promoting local jobs in the Country that are available for people that include construction and factory work. There is more demand for jobs in both provincial level and in the city with better conditions of benefits than before. People can decide whether to work in country or migrate outside the country. At the same time, we also see the progress in the development of the 2nd national action plan to end violence against women (NAPVAW) was at final approval stage on 18Nov & Neary Rattanak 4 to be launched in December with more engagement of stakeholders, both CSOs and government.

There is a decrease in receiving cases at the Safe House. We could assume that this is due to the fear the perpetrator might have after they see other perpetrators immediately arrested when they commit violence. However, the decrease in receiving cases at the Safe House was also due to the empowerment of female commune councillors to settle the case of domestic violence more at the commune level and they are successfully in doing it.

RESULTS OF PROJECT IMPLEMENTATION

1. Women's Leadership and Participation in Politics and Public Decision-Making

Objective 1: women's leadership role is strengthened and their enabling environment enhanced to allow for women's meaningful participation, increased voice and decision-making in sub-national democratic development processes and community structures.

Key Achievements

Outcome 1.1: More women are actively involved in the political processes and are demonstrating leadership in community and local governance structures, including young women.

We could see that 70% of 14 Female Commune Councillors demonstrate increased capacity to lead Women's Leader Forums and during the women leader forum, there are 60% -80% of women leaders more actively participating in the women leader forum by speaking out about the issues faced by women and demanding solutions. District office of women affairs strengthened capacity to FCC about law on women and child trafficking, law on prevention GBV, role and responsibility of commune committee responsible for women and children issues, and marriage law. More male CCs are acknowledging female commune councillors capacity and 60% of female district and commune councillors demonstrated better leading in the forum than the previous year. 65% of the community facilitators and community people were able to facilitate the community forums in each of their own community. For example, young women leaders in BB indicated their commitment to stand for CC election because of the support they received from their family and communities.

1.1.1.1 Coordinate and cooperate with AMARA, CCD and WfP in providing consulting services to the project of "The Capacity Strengthening of Female Leaders at Capital/Provincial and Municipality/District/Khan Level" to ensure social and public services respond to women and children's issues"

Banteay Srei have withdrawn from the joined partnership of AMARA, Cambodian Community Development and Women for Prosperity in providing consulting service to the project of "The Capacity Strengthening of Female Leaders at Capital/Provincial and Municipality/District/Khan Level" to ensure social and public services respond to women and children's issues" due to some coordination requirements that were beyond Banteay Srei resources.

However, Banteay Srei continued to explore other partnership with individual NGOs such as AMARA and Cambodia Civil Society Partnership (CCSP) for further capacity development of female leaders at sub national authority to ensure social and public services respond to women and children's issues.

In Battambang, Banteay Srei staff contributed to capacity development of 11 women leaders from district and provincial authorities through:

- Monthly provincial meeting of women leaders from provincial councils, deputy provincial governors, relevant departments (ie, PDWA, police, Social Affair, Health) and district councils.
- Monthly district meeting of women leaders from District Committee on Women and Children and Commune Committee on Women and Children.

The meetings provided a space for information and experience sharing and building connections among women leaders and with other NGOs who provided resources that were relevant to women and children especially those affected by VAW.

There was individual meeting conducted by the program manager and team leader in Battambang to visit the district council responsible for women and children, chief of office of women affairs, women who are deputy district governors in the target of three districts, Battambang, Borvel and Thmorkorl with the purpose of studying support on building capacity of women in leadership, counseling support responding to the needs of women and children at sub-national level as well as social services implementation. As a result: The district council did not do anything to support women in leadership as they themselves did not have capacity to implement the activity and had no budget support the activity. Yet the chief of district office of women affairs strengthened capacity to FCC about law on women and child trafficking, law on prevention GBV, role and

responsibility of commune committee responsible for women and children issues, and marriage law. We could see that 100% of FCC received support from BS, Amara and Village Support Group organization.

Regarding the social services implementation, the district office together with FCC tried to push pregnant women to regularly check their health at the health centre, support women, used the commune budget to support children who drop out of school to come back to study, support women and girls when there is violence or disaster happens. They also report that 60% of the poor families come to get the service from health centres and did the vital records.

There was also a consultative group meeting of district council and deputy district governor with the people from Knach Romeas and Borvel commune. There were 306 participants (147 female) from the health center, commune council, village authorities, CFs and community people. The district council presented about all their members and who should be contacted and their contact number when people face problems and need their support. They presented their achievements during 2014 of their district office's implementation and answered to all questions asked by the participant especially community. There are some feedbacks from the participants that this meeting was a good meeting that provide more understanding between the sub-national government and people and also to settle action toward dealing with the community issues.

In Siem Reap: Banteay Srei staff provided coaching support to district women affairs and FCCs to build their capacity to conduct a women leader forum at commune level and conduct on the 8th March with stakeholders and villagers. It prepared them to demand for the utilization of commune gender budget and effective cooperation with local authorities and stakeholders to intervene the GBV cases (see detail of the successes in the women leader forum and the 8th March celebration. In addition, 7 female CC were also built their capacity through attended training on leadership conducted by AMARA.

1.1.2.1 Provide technical and financial support to female Commune Councils to facilitate women leaders forum

In Battambang: the first four women leader forums were conducted in four different places and facilitated by female CCs with 134 women leaders included CFs, female village volunteers and female village authorities from five communes and district council in Battambang. It was planned for 158 participants but only 134 women were able to attend the forums because the rest were those who affected by flood in 2013 and did not manage to recover well. Therefore, they migrated to work outside their home villages such as Thailand.

At the forum, the female CCs shared her knowledge on: leadership, human and children right; how the gender budget had been used in each of their commune; their increased capacity to prepare budget plan and use the money with less assistance of commune clerk; and key intervention that they did to support women and children such as awareness raising on mother and baby health care, hygiene, domestic violence and survivors protection; support women to deliver baby at health center; issue birth certificate for poor families; provide school materials to poor children; provide clothes to orphans; offer rice to poor women and attend monthly meeting of CCWC. All nine female CCs also mentioned that more male CCs acknowledged and respected female CC's capacity, shared clear responsibilities and decision making power in the commune office.

The female CCs also shared information relating to the increased amount of annual commune budget allocated for women and children in 2013 as below:

| Commune Name | Commune Budget |
|---------------------|-----------------------|
| Bansay Treng | 1,032USD |
| Bavel | 1,608USD |
| Khnach Romeas | 907USD |
| O Mal | 2,175USD |
| Wat Kor | 1,800USD |

As observed by the facilitators, 60% of 134 women leaders were active in the forum and raised issues affecting women leaders such as the fact that some women still do not speak out about their issues and seek help for the abuse they suffer, the limited success of young women to mobilize people to come to the meetings as some people have little respect for the youth, women with disability did not have means to sustain their livelihood and had limited involvement in community activities, etc. They also raised other repeating issues from last year related to limited knowledge of communities on human women rights and laws. These issues have not been resolved despite regular awareness raising and intervention from female leaders.

As observed by the staff, 60% of female CCs demonstrated better leading in the forum than the previous year. For example, they were able to:

- prepare well on what to be included in the forum agenda to ensure that they were accountable to the participants and
- prepare budget plan
- enable the forum discussion by providing more specific examples of case/experiences related to issues affected women such as VAW

The second women leader forums were conducted in each respective of the five communes with participation from 133 women leaders from CF, FCC (also from non BS target commune), village authorities, and other NGOs network. The FCC shared about how they support women and children responding to their issues that include:

- Meeting to promote knowledge on mother and child health and law related domestic violence
- Supported poor women who come to deliver baby at the health centre
- Provided clothes and study materials support to poor children including bicycle
- Support rice and budget to poor family
- Support the CCWC monthly meeting
- Support FCC to attend DCWC monthly meeting
- Provide vital record to poor family

There is interest from the neighboring village from village authorities that they are really excited from attending the meeting as they observed that during the DCWC monthly meeting, they could see that the FCC who supported in capacity building by BS are able to raise women issues and propose solutions. 80% of the FCC demonstrated a better facilitated and lead the women leader forum.

In Siem Reap: Two meetings were held to prepare the agenda and process of women leader forums at BS office. The first meeting was organized with 11 (10 female) potential CF, female CC and BS staffs. There was a reflection on the capacity development of FCC such as Ms. Em Samoeun, FCC in Pourk commune, who felt more confident in speaking out about women problems and demanding responses at the commune council meeting. Ms. Matt Prang demanded that the commune council nominated women as deputy village chief; she got a response from the commune chief explaining that he could not select a woman as he could not find a capable woman. Prang responded that she was volunteering to select women, and finally found two women from CFs to be a deputy village chief and village member of Bampenh Reach village. At the end of the meeting, they come up with the agenda and process to organize women leader forum.

The second meeting was organized with 11 CFs, Female commune council and commune women association. The meeting was started with each female commune council sharing about their achievement and challenges and then creating an agenda and process for the women leader forum. The achievement from the female commune councils include: demand for sharing to the public of the price list of social service at the commune to people and finally they got the results that every commune shared it to the public with declaration from the Ministry of Interior. Some of the challenges that they faced including when they ask the police to catch the gambling in the village, the police are committed corruption with the gambler and play the game with people. The agenda was clearly set and the proposal with budget detail prepared and submitted to Banteay Srei for budget support.

Following the preparation meeting, six women leader forums were facilitated by female CCs in three different communes with 152 (all female) participants from CFs, village, commune and district authorities, teacher, school principal and health center. Each commune shared about social services fee, experiences in dealing with problem within their respective commune especially the work to support women and children issues, how the commune budget for gender issues was spent, birth certificate and family book requesting from communities, etc. Each commune reported the amount of commune budget allocated for women and children in 2013 as below:

| Commune Name | Commune Budget |
|---------------------|------------------------------------|
| Leang Dai | 1,800USD |
| Pourk | 1,000USD plus 3000 USD from Unicef |
| Rerl | 1,000USD plus 3,000USD from Unicef |

A number of issues were identified that include: APSARA dig water canal with affected to people's land, people used the public pond as their ownership, private company release pig manure into the river that affect to people's and animal's health, gambling in some villages, rice cooperative member own money did not payback, poor families do not have money for children to attend additional part time study, increased price of social services etc. All these issues were prioritized and set clear action plan to settle with clear activity, process, responsible person and time frame.

We could see that 81% of women leaders were active in discussing about women's issues and needs based on clear evidence. A number of issues still faced by women include discrimination from health centers when women come to get services, informal school fees, communes asked for too much money when women come to get birth certificates and family books, etc. In response, FCC provided an official fee list that communes or villages may take from community when they ask for services like:

- Birth certificate cost 10,000 Riels in case of child over 30 days of age
- Death certificate cost 5,000 Riels from the date of death up to 15 days
- Marriage certificate cost 10,000 Riels
- Marriage permission letter cost 5,000 Riels
- Certify for borrowing money cost 4,000 Riels

The issues discussed in the forums

Pourk: FCC raised during interview that the gender budget has been used from 2013 to June 2014 for supporting 2 women from poorest families delivered new born babies, awareness on health care, bicycles and materials for school children, and on the process of proposal writing to request for budget support to 5 women victimized of domestic violence.

Leang Dai: 3 FCCs raised during interview that the issues raised in the forum not yet addressed however, we plan to raise these as agenda in CC monthly meeting and follow up.

Don Keo: 1 FCC raised that she always raised all issues related to cost of public service delivery such as birth, death and marriage certificate, problem related to health center and the identified problems will be included in CC monthly meeting.

Reul: 1 FCC raised that she solved one DV case and the identified problems will be included in CC monthly meeting.

These costs information was explained to women by FCC in order for them to not pay more than this fixed price, and to report the situation if they were asked to pay more. The commune budget of Don Keo for spending in 2013 was 1,000USD plus 3,000USD from Unicef.

50% of 6 female CCs reported that they were able to facilitate women leadership forum at commune level on their own while the other 50% were able to facilitate the forum with some backstopping support from BS TLs. There were 100% of 18 randomly selected participants from 85 women leaders at the forums raised that they were actively participating in the forums to express their ideas related to issues of public services, health and violence against women.



Female commune council facilitating women leader forum

1.1.3.1 Facilitate a 3 days workshop with Community Facilitators and other representatives to strengthen their knowledge on gender, disability, citizen and human rights, natural disaster, and how these issues affect their livelihoods; and to prepare for community forums

In Battambang, two three days workshops with 84 community facilitators and community representatives (53 women) including 4 people with disabilities (1 woman) and 1 woman with HIV/AIDs from 9 villages. It was planned for only 63 participants but we actually supported 84 people to participate in the workshop because there was some budget left over as the result of some community representative absence. These community representatives were replaced by those who live closed to the workshop venue (BB town) and were interested to join. The workshop focused on disability and gender, VAW, human and citizen rights, natural disaster, how these issues affect their livelihoods, strengthen capacity of the participant on forum facilitation.

As the result of post workshop evaluation 60% of the participants indicated their knowledge and confidence in organizing community public forum. However, only 30% of the participants took the facilitation roles at the forum. They identified key actions to be taken before, during and after the forum as the following:

| Before | During | After |
|--|--|---|
| <ul style="list-style-type: none"> ▪ Prepare topics ▪ Develop objectives and expected results ▪ Identify place and time ▪ Prepare detail programme ▪ Contact relevant stakeholders ▪ Inform local authorities ▪ Agree on type and number of participants ▪ Invite the participants ▪ Prepare relevant case study to be shared at the forum ▪ Prepare materials to be used at the forum | <ul style="list-style-type: none"> ▪ Registration ▪ Introduction on forum objectives ▪ Share experiences ▪ Identify issues and needs ▪ Consolidate common issues ▪ Prioritize issues ▪ Identify solutions ▪ Develop action plan ▪ Wrap up and close the forum | <ul style="list-style-type: none"> ▪ Assess the forum results ▪ Prepare forum report to be updated to village chief ▪ Prepare plans to be submitted to commune council and be integrated in the CIP ▪ Follow up plan implementation ▪ Follow up response from commune council ▪ Reflection on forum process |

The participants also developed a clear action plan for organizing a forum in each of their respective villages.

In Siem Reap: A three-day workshop with 70 (56 female) from Pourk, Rerl and Leang Dai communes community facilitators, GPNs and community representatives on facilitating community forum. It was planned for only 63 participants but we actually managed to cover more participants from the phased out because some participants did not stay over-night in SR town. Contents included: water cycle and hygiene, VDP, climate change and rights based approach. We could see that 65% of the participants were able to facilitate the community forums in each of their own community. After the workshop, they came up with a plan for further community forums as in table below:

| Village Name | Date for the Forum |
|---------------|--------------------|
| Plung | 20 Apr 2014 |
| Trapaing Svay | 22 Apr 2014 |
| Tabrok | 25 Apr 2014 |
| Bampenh Reach | 05 May 2014 |
| Kork Dong | 28 Apr/17 May 2014 |
| Sras | 22 Apr/06 May 2014 |
| Trapaing Thom | 01 May 2014 |

Outcome 1.2: More vulnerable women are mobilised and influence local development processes to respond to women's priority issues.

Women and men from poor families 1,447 (1140 women) mobilized themselves and attended a total of 48 community forums in order to discuss the problems they face into the VDP. We could see 80% of vulnerable women expressed increased confidence and raised their concerns in community forum. 30 VDPs were developed including all women issues were raised including women with disabilities (WWD) and gender

based violence issues, such as conflict over water utilization, lack of hygiene practice, limited access to water, etc. 80% of CFs is able to facilitated the community input for VDPs and have all VDP integrated into CIP.

The commune budget is increasingly allocated and utilized for the women and children issues with more support from UNICEF. Women's voices are included in the CIP process of the commune by cooperation between the community women leader and the female commune council. Women were invited to a small group village meeting and monthly commune meetings where local authorities seek citizen input and work together to improve the community situation.

1.2.1.1 Provide technical and financial support to Community Facilitators and other representatives to facilitate learning forums with small groups of vulnerable community members on citizen rights, entitlements and relevant laws, using People's School of Democracy

In Battambang: 9 community forums were organized with 357 participants (264 women) including 2 people with disabilities (1 woman) and 38 children (17 girls). It was planned for 10 villages but one village was ready to be phased out at the end of 2013 after the annual plan 2014 was developed. The number of participants was also higher than the plan which was only 270 because we counted all children who followed their parents. The forum began with the introduction on objectives and followed by discussion on last year VDPs with human right integration, women with disabilities (WWD) and gender based violence issues, such as conflict over water utilization, lack of hygiene practice and limited access to water. The forum also divided participants into small group discussion on issues faced in the communities, issues, solutions and action plan.

40 CFs/GPNs (24 women) from 9 villages (out of the 357 participants) provoked discussions on the forum topics. 80% of 357 participants were active in raising issues affecting their rights and the situation of WWD that the situation is no wheel chair for WWD, no toilet, women having no skills to earn livelihood, no house and exposed to domestic violence. Some communities indicated that people/women with physical disabilities had good relations with their neighbors and attended community events. However, it was not possible for people with mental disability because communities were afraid to communicate with them. The participants in Damnak Loung villages raised the issues of lack of communication on authority's response to their complaint about the truck company that overused the community road. However, they understood and exercised their rights to express their concerns to the authorities with more confidence.

The Water resource action plan, which are also part of the VDP in each of the 9 villages, are reviewed and highlighted issues raised in the forums to be integrated into the CIP.



Community forum in Battambang

In Siem Reap: 29 communities forums were facilitated by CFs in 29 villages with 1090 people (876 women) including 16 women with disabilities from community people, CF and village and commune authorities. It was planned for 32 villages but only 29 villages held the forums because the other two villages were ready to be phased out in December 2013 after the annual plan 2014 was developed.

The forums discussed about rights based approach which included information on basic human rights, child rights, rights of women with disabilities, rights to access to information, rights to express their ideas and needs and to participate public forum/demonstration, commune/village safety program, water and hygiene and climate change, the forum also shared about land law and role and responsibility of the local authorities from the CFs/GPNs. There was a fruitful discussion about women with disabilities and issues affecting their life, showing that women with disabilities were now taken into account by the community. Finally, the issues were discussed and prepared to put into the village development plan. Issues raised included no wheel chair for WWD, no toilet, women having no skills to earn livelihood, informal fees for family books, land ownership, injustice in the water utilization distribution, limited electricity availability, etc. As the result of post activity evaluation, it was revealed that 100% of 70 randomly selected participants responded that they were actively participating in the forum.

The post forum evaluation found that 95% of 66 randomly selected participants stated that they were very interested to discuss problems and need identification. 83% talked more on the challenges that they faced such as polluted drainage of pig manure to the open space with bad smell, schools located far away from the villages, no accessibility for girls/women with disabilities, WWDs live under pressure/oppression of family members, no irrigation system, poor water sanitation/hygiene, domestic violence, high cost of public service delivery served by local public sectors and food shortage etc. 12% were impressive on human rights, child rights and human rights for women, impact of natural disaster, and the discussion on their village issues. 5% were impressive on human rights only. 95% stated that the community public forum is very important for themselves, their families as well as communities. They stated that most problems and needs raised in the forums are addressed well eg good road and appropriate primary school in the villages for kids, public accessibility for disabled persons, no domestic violence, everyone aware of human rights and law, canal for rice field irrigation and mutual support among community people. They also proposed to have community public forum annually in order to enhance their self-confidence in identifying their problems to be discussed together on board to seek interventions from stakeholders. Moreover, CFs from 21 villages included those identified issues into their VDP to be integrated into CIP 2014.

A workshop to follow up the VDP was conducted in Donkeo commune, Siem Reap province with participation from 31 persons (23 female) who are CFs, commune and village authorities from 13 villages. We could see that 90% of the participants are actively in discussion by sharing issues affecting their rights. There was also sharing achievements from the commune council that they facilitated with APSARA authorities to request for people building new houses, fixing existing houses and building animal cages at the commune level. This was approved by APSARA and they also provided a sample of building or animal cage for people to follow. One problem a teacher raised was about informal school fees from students in Kork Phnov village was already settled by the female commune council followed up with school principal that no such informal school fee settled were requested from teacher anymore. Another problem was about the birth certificate that before the government took informal fee from the people, there is no more charge, it is free now. A number of other achievements from the commune include well, latrine, water filter, road that responded by the CIP and NGO partners.

1.2.2.1 Coordinate and cooperate with experienced partner or consultant to facilitate a training workshop with women from the poorest families on creative thinking on development, access to information and freedom of expression.

In Battambang: Five training with one each was conducted on creative thinking for 347 participants (236 women) included 73 children (35 girls), 7 people with disabilities (3 women) and people with HIV/AIDs (2 women) from the poorest families from 9 villages. The training contents covered poverty, how to break from the poverty cycle, creative thinking on new and old techniques of plantation, and showed the video of a man with disability who leads a really successful life, Mr. Nick Vujicic. 70% of the trained women indicated their increased understanding and initiatives to change the way they think in order to improve their life. A number of women reflected that they felt really sorry for not having allowed their children to go to school.



Training on Creative Thinking

In Siem Reap, 42 participants (40 female) from poor and poorest family received training on creative thinking. The training led the participants to think and analyse with a number of examples reflected the real life. The participants were really interested in the training and fully attended the training from the beginning to the end. The participants had seriously listened to the presentation and watch the movie with signs of interest, all of the participants found the training very relevant and useful, they seemed to understand that they can face their challenges in life using better quality of their thinking, the participants were very calm and thoughtful. Some of them said when they go back they will improve their livelihood and be a role model in their communities, the training reports stated that at least 65% of the female participants who come from poor families had understood well the content of the training and they will apply what they have learned to change their lives and their communities. In the training they look strong and they have gained their confidence from the training in expressing themselves in their communities - especially in community planning and development.

Outcome 1.3: Sub-national authorities, including community men, demonstrate respect and advocate for gender equality in sub-national democratic development processes, and development plans respond to women's issues, including allocation of resources and budget.

All of the BS target commune, 5 in Siem Reap and 5 in Battambang reports increased gender responsive budget with every commune is spending the budget responded to women and children issues facilitated by the FCC. 90% of the community men in the men dialogue accepted women capacity and committed themselves to provide support women in leadership. Village, commune and district authorities increased their recognition and support to the women role in leadership especially FCC role with more commitment in including gender in to their district and commune plan.

1.3.1.1 Facilitate a two days workshop with SNA on gender analysis, masculinity, feminism, gender responsive budget and women in leadership

In Siem Reap, BS cooperated with provincial department of women affairs to conduct a workshop on gender analysis, masculinity, feminism, gender responsive budget and women in leadership. 67 participants (34 female) attended from CF, GPN, village, commune and district authorities. There was also a sharing about new CMDGs especially shared about what is social services that include: mother health, early child hood education in community, hygiene, gender and child protection, disaster risk reduction, etc. 70% of the participants indicated their understanding and willingness to include gender into the sub-national democratic development process and support women's roles.

A workshop on Real Men and Women was conducted in Boyoon school, Donkeo commune with participation from 45 (29 female) CFs, village and commune authorities and community people. Female commune council shared about social services to the participants in order to avoid an informal fee being requested to the

community. She explained that the price of each social services fee are posted at the commune and in case that there is additional increase in price, people can report to her for finding solution. A video showed about a women who work as commune councillor. “Phka Smao video education” was displayed at the workshop to encourage women to work in leadership position. The question was asked to the participant reflected from the video shows, When women involve in leadership, what image will you dream about? the answers were include: there will improve the situation in both family, society and country, act as a role model for other women to stand up and talk about their issues for finding solution and every community’s issues were settle follow democratic development. Real men and Real women is based on valuing on each other, mutually respect and valuing ourselves.

In Battambang, a workshop on gender analysis and governance was conducted with participation from 88 people (65 female) from community people, CFs, CBO, village authorities, CORD and GAD/C. We could see that 80% of participants shared about their understands about social services more clearly by asking question and getting answers from the FCC in their community and the 20% of the commune budget is to spend on the gender and children issues. Participants understood about there are various laws that support women and children and general people in the community and that the laws are include CEDAW, labour law, human rights convention, land law, rectangular strategy, one husband one wife law, policy to support women and children, civil and criminal law etc. 60% of participants indicate their understanding and commitment to include gender problems and needs in the VDP and CIP.

1.3.2.1 Facilitate men dialogue in the communities to promote women especially young women in leadership

Three men dialogues were conducted with participants from 192 men and three women from 7 villages. Men discussed about gender, masculinity, feminism, gender equality and equity and women in politics especially young women. There was a fruitful discussion about what men should work and what women should work and what are good actions in family and what is bad. Below are a number of the discussion results:

| Question | Answer |
|--|--|
| Men’s job | fishing, construction, housework, find income, carpenter, politics, gamble, drink, smoke, violence in family |
| Women’s job | housework, cook, plantation, construction, politic, game, fishing, drink, smoke, talkative |
| What is good that men and women do in family | helping housework, encourage women in leadership, educate children, find income |
| What is bad that men and women do in family | violence, gamble, drink, smoke, talkative |

The dialogue also discussed about how men should support women in politics, what parents should do to be a role model for children. Some of the men expressed their support to do housework when women attend social activity and encourage women to help other people in the village when they have problem, request to other men to support and teach women step by step to do the job by building her capacity. Yet there is still a concern from 60% of men that they are afraid of women’s security when they go out doing politics or social issues and they are afraid their neighbours talk bad about them and ask why women go out and men stay at home. It seems that women find income for family and men just stay at home. 95% of men accepted women capacity by men raised success advocacy cases done by women such as Boeung Kak case that women stand to request for their land rights and more men appreciated their wives in helping the community and the work of female commune council who always support people when there is problem. Almost all men in the dialogues changed their behaviour towards supporting women in leadership.

1.3.3.1 Coordinate and cooperate with SNA/local to facilitate citizen-led monitoring forums on VDP/CIP implementation, performance of SNAs, service delivery and gender responsive budgets

In Siem Reap, cooperated with chief of district council, district governor, inter-district office, commune councillors to be the key guest speaker in the commune forum to promote good governance in Pouk, Rerl and Don Keo commune conducted at Boyoong school and Leang Dai conducted in Plung village with total of 126 participants (72 female). We could see that 80% of participants raised their concerns followed by question and answers responses from the district councillors. All key issues raised including land ownership, road, latrine, primary school, birth certificate, family book. Some of the issues, the district councillors asked the commune council or relevant district office to investigate for more information and committed to respond to the people.

In Siem Reap, a meeting to select representatives to attend the public forum at Angkor Thom district was conducted with 43 participants (29 female) from CFs and community. BS staff introduced the topic that the public forum will focus on the following:

- Role and responsibility of district council
- Development overview under district council efforts
- Achievements and challenges
- Prioritized issues for the district investment plan

A number of issues were shared during the meeting and finally the issues were prioritized for the representative to discuss or ask during the public forum and 22 persons (20 female) from CFs and community and BS staffs were identified as representative to attend the public forum.

In Siem Reap, we supported 22 CFs, community and BS staff to attend the public forum organized by district council of Angkor Thom district. The forum has participant total of 195 persons (65 female) from four communes in Angkor Thom districts. 60% of the representatives bring the issue for solution at the district forum and as a results there are responses from the forum that a plan to fix dam was supported, a problem of big trucks running on the road that it is damaging the road, the commune council will go to talk with the company and not to allow them to travel, allow only small truck.

Key challenges to reach the Objective

- Community women from the women leader forum still feel fear of confronting with local authorities to exercise their rights.
- During the women leader forum, there was a question asked to the participants that “when the men work outside house and come back did not see the wife or daughter prepare rice and food for him to eat, he hit the wife or daughter, it is the right thing?” it is unbelievable that there are 17 participants including chief of women and children committee, CFs, school principal, answered yes, he should hit because the wife and daughter, they stay at home, need to prepare food for the men to eat.
- Owing to a turbulent year within the political spheres, specifically the election campaigns and protesting, the work of BS was hindered. The government prohibited BS from conducting outreach activities as they perceived them to be politically motivated in favour of the opposition party. This extended to our work that aimed to get local authorities to be supportive of Banteay Srei commencing work in selected new villages as well as community members understanding Banteay Srei’s work and the services available to them. This perception of the government towards Banteay Srei represents barriers to the work of Banteay Srei in implementing our activities such as meetings or workshops with beneficiaries. For example, it has been difficult in Kralanch district, as the local authorities argue that BS is trying to mobilize people to demonstrate with the opposition political party.
- There is also limited success of young women mobilizing people to come to the meetings, as some people have little respect for the youth.
- Difficulty in using different strategies and monitor disaggregate data of young and adult women participants

Lessons learned/Planned adjustments

- Banteay Srei to conduct more knowledge building to community women, especially to talk with them about finding relevant stakeholders and strengthen women leaders networks to work together in helping to solve the problem when the women affected by any issues.
- The facilitator explained that in any case women and girls should not be hit by men because women and men have the same rights, no one should receive violence. The facilitator tried to explain again and again by raising that we are the women, we ourselves did not support our

rights, so how can we demand for others to support us? It only leads to other women being afraid and would never get their rights practiced. Women then started to understand about their rights and know that the case above that men hit his wife is the wrong thing.

- Banteay Srei staff are persistent to arrange meeting with authorities where we could explain our roles, invite them to join our awareness raising activities and invite them to facilitate community forum. When they are engaged, they felt respected and inspired to support. However, certain authorities continue to accuse Banteay Srei work and intimidate the staff. Banteay Srei will continue to explain where necessary. Nevertheless, the staff will also continue to work with women and their communities to exercise their rights, monitor the implementation of authorities and hold them to be accountable for their jobs rather than letting them manipulate our roles and people's rights.
- Facing this challenge, we provided young women with more opportunities to exercise their facilitation skills and to speak out, encouraging them to do so. We could see that later on, these young women would speak out more easily and people listen to them with respect.

2. Women's Economic Empowerment and Sustainable Livelihood

Objective 2: vulnerable women and their families have improved standards of living, expanded livelihood choices and increased resilience of the impact of climate change and natural disasters.

Key Achievements

Outcome 2.1: Vulnerable women and their families have increased access to vocational and skill training to diversify livelihoods and increase household income.

A vocational training centre for both WWDs and women without disability was built. The construction started in April and was available for the women to study in the centre in Mid-October and is going to be completely built with some minor part by early January, while the agriculture farm in Battambang is in the process of considering the buying of a piece of land. Even though neither of these training centres are yet ready, 30 women without disabilities were trained on sustainable agriculture techniques, some started their various crops plantation, exposure visited and connected with market, while 37 women and girls (17 WWDs) received training on various skills to diversify livelihoods and increase their household income. The trained women in Siem Reap got the concept of making business plans and they have an action to initiate the business plan after their training course is completed. While in Battambang, among the 30 families equipped with skill and exposure visit about sustainable agriculture techniques through drip irrigation system, there are 26 families (equal to 87%) who have initiated, improved and managed their plantation well and increased their household income.

2.1.1.1 Coordinate and cooperate with experienced partners or consultant to conduct a research on gender and local livelihoods trends and requirements, eg. rural migration, current livelihood opportunities, new products and markets, and women's entrepreneurship empowerment, to inform livelihood program activities.

The research for both BB and SR was conducted by an international independent consultant that the preliminary result was presented to the management committee. The recommendations from research were used by the management committee to introduce to the staff to make sure that the activity plan 2015 reflected the research recommendation. The final research report will be finalized in January 2015.

The research was also linked to the improvement of the agriculture farm project that is implementing in Battambang. The consultant conducted an assessment and created a strategic plan for the agriculture farm project by coming up with improving business strategies for this agriculture farm with clear mechanism that is going to submit by January.

2.1.2.1 Commence and complete building (monitored by CO and community focal persons who have experience in construction) – (SR)

As a result of Banteay Srei and IWDA's collaboration on the ADRA funded Triple Jeopardy Research, Banteay Srei continued implementing the disability inclusion program that included capacity development of women with disabilities to earn dependent incomes and becomes self-sufficient through accommodation and vocational training center in Siem Reap.

The construction and opening of the centre progress is as below:

- The construction plan/design was developed by an engineer from the provincial department of land management and planning and it was used for the construction.
- The plan was approved officially by the commune chief to construct the building on the land after the instruction from the district land tenure office chief in Kralanh. A contract with the pagoda committee to allow the community to use the land was made between the pagoda and the community. The land and building ownership document and process was verified and agreed upon with the legal expert from Legal League for Justice Team.
- A committee was formed to monitor the progress of the building's construction. The committee includes three community members, a village authority and six Banteay Srei staff who have experience and knowledge in the construction of buildings. The committee with active participation of active villagers monitor the construction regularly and reports to BS staff if they find anything technically wrong in the progress made by the construction worker. BS did receive a regular report from the Community and BS and compared it with the report from the contractor and negotiated to find the appropriate solution to agreed action plan to complete the building as planned and with good quality.
- One board member also did field check on the building construction and provided timely feedback to BS in improving the quality of the construction and for the further progress to ensure that the committee has enough power for providing monitoring and feedback, and encourage community to play an important role in the progress of the building construction.
- Regular reports of the building are submitted and verified by BS staff. However, there have been some concerns in regarding to the construction quality that required further investigation by the committee and an independent engineer.
- The independent engineer did the assessment on the centre and provides few recommendations with cooperation from the building committee and the construction team adjust based on the recommendations. There are few things that is going to be finalized soon: the fence and path: need to be finalized by the first week of Jan by the original construction team and the front door and rail: in the process of implementing with new contractor, the price is already negotiated and according to the cost is higher than plan, so that it is now under checking budget by the finance team and request for approval by the director.
- Even though there are some parts of the building that are not ready, at least both women with disability and women without disability 37 (17 women with disability) received training in the centre.



Women with and without disabilities receiving vocational skill training at Kralanch Centre

2.1.2.2 Set up center structure, rules/regulations, and develop job description and staff recruitment (SR)

A workshop to discuss and update about the structure of the women's development centre was conducted at BS SR office with participation from CFs and commune councils - in total 11 people (9 female). The workshop brought the existing structure that was made by the community to compare with the drafted structure made by BS staff. As a result a new structure that the participants consider can lead to sustainability was agreed by the participants. The structure has one project staff, one trainer, one guard, one production team leader to manage over the producer team with role and responsibilities were clearly identified. A security guard and a sewing and a weaving trainer were recruited and started work from mid- October.

2.1.2.3 Set up criteria and selection of women with disabilities (SR)

During the 3 days workshop with CFs/GPNs, local authorities and community representatives to prepare for public forum, the participants also discussed and agreed on criteria for selecting women with disabilities to join the vocational training. The following criteria were identified:

- Age from 18-45
- Women with physical disabilities from poor families
- Commitment to learn

2.1.2.4 Start vocational training for 10 women with disabilities (SR)

Provided support to 17 women with disabilities and 20 women without disabilities to study vocational training that includes; sewing, weaving, cosmetic, computer and English and chicken raising. The NGOs that provide cooperation are Our Community Organization, New Hope Organization, Kalyan Mith organization.

There are 28 women (8 women with disabilities) receiving training as follows:

- 17 women studying sewing
- 5 women studying weaving
- 1 woman studying computer and English
- 1 woman studying cosmetic
- 13 women studied chicken raising. The training also included field practice and bookkeeping and analysis. After the field practice, two chicken cages were made by the trainees as a sample.

Then women indicated their strong commitment and interest to learn new skills and hope to use their learned skills to earn for their living.

2.1.3.1 Conduct Participatory Need Assessment and Beneficiaries Selection

In Battambang, since the process of buying the land and building the centre is taking longer than expected, and therefore since BS cannot conduct the training in the centre as planned, BS found an alternative. We started to provide training on sustainable agriculture techniques to women from poor families who own a small land in order to support them for being able to apply the techniques into their existing small land. The criteria in selecting women were discussed with 352 persons (262 female) from CFs, village authorities and community people. The selection criteria are as follow:

- Women are from a poor family;
- Women who own a land of a minimum size of 10 square meters;
- Women whose main livelihood activity is agriculture and who show high commitment to learn more about sustainable agriculture techniques.
- Women who has permanent address living in the community
- Women who be wiling not to migrate
- Women who is vulnerable (HIV/AIDs, disability, many children, widow, women headed household, elderly)
- Women with violence in family and changed
- Women who is member of previous project

The whole process of beneficiaries selection were presented and agreed from the participant that include the following step:

- 1- Present selection criteria for beneficiaries selection
- 2- Organize beneficiaries selection committee

- 3- Register beneficiaries
- 4- Conduct field check to beneficiaries at home
- 5- Select beneficiaries
- 6- Provide support and material

Communities have their rights to vote for the beneficiaries' selection committee and are able to complain if any informal processes or anything unfair happens.

30 farmers were selected, among which 22 (20 women) are from the poorest families, 3 (1 woman) are from poor families and 5 (2 woman) are from medium families just above the poverty line.

The women were then selected based on the criteria set by BS, as well as following the recommendations from the community facilitators' team. This was after BS field staff visited each family house and plantation in each of the selected villages.

In Siem Reap, awareness raising was conducted in 20 villages from Donkeo, Rerl and Leang Dai commune with participation from 706 persons (605 female). Firstly, BS staff presented the selection criteria to participants as follows:

- 1- Voluntary from poor and poorest family
- 2- Women who live in target area
- 3- Women who have a child from ages 5 and above
- 4- Women who fall into debt
- 5- Women who have HIV/AIDs
- 6- Women aged between 18-50 years old
- 7- Widowed women
- 8- Women who are vulnerable to gender based violence
- 9- Orphan girls (age from 15-18 years old)
- 10- Women with disabilities
- 11- Women who need to be responsible for family members who are disabled

A number of business and vocational training skills were introduced to the participants: mushroom, plantation, chicken raising, cooking, weaving, sewing, food production and marketing. Conditions of support from Banteay Srei were also shared to participants following with question and answers and introducing how to register to receiving support. It also allowed participants to share information to other villagers who did not attend the awareness raising. Finally, BS got 65 women and girls who wanted to study sewing, weaving, chicken raising, plantation, cosmetic and cooking.

2.1.3.2 Purchase land and build the training centre (BB)

Banteay Srei staffs have searched for suitable land to be purchased and developed as a collective organic farming center in Battambang. Both individual and group consultations with community people, CFs, NGOs, local authorities and relevant government departments were organized in order to get ideas about the farming plan. Some partners expressed the opinion that Banteay Srei should cooperate with an existing governmental farming centre that had not been really used due to limited resources and lack of participating farmers. They recommended that Banteay Srei could use their land and premises as it was not being used anyway and as it was already built. However, after further discussion about the opportunities versus the challenges of cooperating with this existing project, a majority of the partners agreed with Banteay Srei's idea and supported its project of buying land for the community to work on, as it will prove more sustainable in the long run. More specifically, it was agreed that Banteay Srei should not cooperate and work with a governmental project due to the high level of corruption involved at all governmental levels as well as to maintain its independence and freedom as a Non-governmental organization.

After this insightful discussion with the partners, BS decided to go through with its original idea and buy the land to implement the program and build the centre. Due to the fact that this is a new project needing many consultations with partners of BS, the land has not been bought yet. BS is still in the process of studying where it is more appropriate to buy the land. BS has checked three plots of land in Dong village, Cheng Mean Chey commune, Bannong district and could see that only one plot of land that is appropriate through the geographical benefits of the farm but the price is a bit high. There was a recommendation from the district office of environment that there is a piece of land that has a river close to the land and with a good

environment, however, the price is a bit over BS budget. So, in order to find the right land, the current budget is not enough, in so much that BS needs to revise the budget. The remaining budget will be made up of BS reserve funds. Then the process of buying and completing the building is to happen in 2015.

2.1.3.3 Equip the centre with training tools, materials and building repair & maintenance

In Battambang, the activity is not yet ready to implement due to the building being built in 2015, after the land has been bought.

In Siem Reap, 5 sewing machines were bought and we equipped the centre with some other necessary materials. This included; threads, cloth, bedroom materials, kitchen materials, chairs for women to use while studying in the centre, pumping machine, tricycle, bed, mat, pillow, net, table, chair, phone, television and fans.

2.1.3.4 Provide small financial allowances for women who receive training to enable them to complete the training courses (SR)

There are 37 women (17 women with disabilities) received financial support during their training course including food, accommodation, travel, water & electricity, and minor payment to the training centre for the booking fee which the training centre will give back after the training is completed. In addition to this, some additional minor payments for 3 WWD who come to study after the beginning of the courses, so they need to have additional classes.

2.1.3.5 Training beneficiaries on appropriate technical skills such as marketing, mushroom plantation, chicken raising, home gardening, food processing, weaving/sewing, ICT and other urbanized vocational skills

In Battambang, there was an exposure visit about sustainable agriculture techniques through a drip irrigation system at Advir and the KCDA organization of farmers attended with 11 farmers (9 women) from five villages, namely; Daksorsor, Prey Roka, Thmey, Svay Chrum and Kampong Chhnang I. Three Banteay Srei staff members and a volunteer also attended. The exposure visit was conducted in order to provide farmers with new knowledge that they can include in their practice as well as staff being able to help farmers improve their agricultural practice. There also was a visit to a cucumber farmer using the drip irrigation system, comparing the crops from plantations using chemicals and crops that have been grown without chemicals. This was to show that the chemical-free plantations could live longer and were able to provide more crops than the ones using chemicals. We could also learn from this visit that farmers should vary crop plantations, or otherwise, if all the farmers plant the same thing, the price of this item will lower and the farmers will then struggle to earn enough money to support their livelihood.

Following the exposure visit, a training on plantation through drip irrigation system was provided to 30 farmers (22 female) from six villages; Kampong Seyma, Prey Roka, Daksorsor, Thmey, Svay Chrum and Kampong Chhnang I village. Among the 30 participants, we could see that 29 participants understood well the content of the training while 1 participant still needs to learn more from his colleagues. The training content included resource materials, land preparation, fertilizer utilization, seeds planting, planting and setting up a drip irrigation system.

BS provided material support to 30 women in order for them to practice the newly acquired skills from the training into their own farming. Each woman received materials including seeds and materials for setting up a drip irrigation system and started the new plantation system right away.

As a result, we could see that as of now, 20 farmers are planting cucumbers and beans while the rest of the farmers are setting up their drip irrigation system.



Member of sustainable agriculture group-Trip irrigation system setting up

2.1.3.6 Conduct dialogues/mini workshops with women who use the training centres on migration risks, challenges and legal rights, reproductive health and small business acumen skills for women participating in the vocational training centre

Three workshops were conducted at the peace centre and the women's development centre in Kralanch with the results as follows:

At the first workshop, 8 WWDs attended, with the topic understanding about feeling own self. The facilitator encouraged them to know each other and share about their feelings. When people are sad and when people are happy and how to control those feeling and how to settle when there is problem. This is the first step toward knowing yourself and the team.

The second workshop was conducted with the same 8 WWDs. They shared their own life difficulties which have made their life more vulnerable than others, which includes the following:

- Parents are not allow to attend school while her siblings go to school. She also wanted to go to school but didn't have the chance, she can only continue to do housework, feeding the pigs and chickens which make her very tired.
- Teacher didn't allow study due to her difficulties in speaking
- Faced with difficulties when losing family member
- A sad life that husband left her to work as soldier during the war and coming back with sickness

The WWDs set an action plan to have such workshops in the future about twice a month. Now they are moving to live in the Kralanch women development centre so that the facilitator will set the time to meet them again. This is so they can start talking and sharing more about other life skills program such as legal rights, reproductive health, migration and small business, etc.

The third workshop was conducted at the women development centre in Kralanch with participation from 22 women (7 are women with disabilities). The workshop introduced team work, how to hamonise within the group, what to do when another member is doing something wrong and how to create a business plan. The women got the concept of making business plan and they have an action to initiate the business plan after their training course is completed.

In Battambang, a workshop to reflect on drip irrigation system plantation was conducted with 28 farmers (21 female) with participation from 2 brokers and one trainer. The farmer received knowledge about market price, demand and competitor products from Thailand from the broker sharing. The broker introduced the farmers to plan a plantation that could supply on the market regularly so that they will be selected as suppliers. There was also a sharing from BS about the Green market which promotes local products that are healthy and that contain no chemicals, with the support from Thai government. The farmer suggested BS to have a product store which the farmer can come and sell their product at the provincial market which is easier for them not to sell for broker so that they can cut the cost to broker. Below are the experiences farmers have shared about their successes and challenges:

- A farmer from Daksorsor village, shared about how to package cucumber to be fresh and able to keep for long hours. She cut the cucumber in the evening without cleaning with water and put it in a big plastic bag and then uses the cloth wet with water to cover the cucumber. By doing this, the cucumber can keep fresh for 2-3 days
- A farmer from Svay Chrum, shared about selecting types of vegetables for plantation. When she saw that BS provide seed of long bean and cucumber for farmer in her village to plant, she decide not to plant this as she thought that most farmers plant it so the price will be low due to more supply, so she planted bitter melon instead.
- A farmer from Thmey village, shared about planting cucumber. After she harvested it two time, she wanted the cucumber increase yield. She put the chemical fertilizer on them and then the cucumber die. She will never do that again.
- A farmer from Thmey village, shared about his planning cucumber. He got the benefits of selling cucumber as together with chicken raising, he could buy an old motorbike for transporting his future vegetables to the market.

There are 30 families who received supported to implement the plantation through drip water irrigation system. Among the 30 families, 26 families successfully improved their earning income from the selling of their produce including cucumber, long bean, bitter melon etc. Yet of the rest of the four families; 1 family migrated to Thailand and left the material for their children to plant which provided only vegetables for food and could not sell for income, 1 family plan to do it in 2015 due to their home being flooded and the other 2 families can only use the produce as food and could not sell for income.

As part of the encouragement for success for the farmers, BS provided to the 26 families seedlings for cucumber, cabbage, long bean, and bitter melon. 3 pumping machines, 14 fertilizer containers and 15 sets of drip water irrigation systems for 7 new members.

Outcome 2.2: Vulnerable women and their families have increased food security and initiated market oriented micro-enterprises for improved health and nutrition.

34 poor families now have enough food secured from the rainy season rice field program so they can use it to face food insecurity during 3-5 months per year. Communities have increased understanding of the negative affect of chemical products. Therefore, they buy and plant more organic products. Vulnerable women are more understanding about how to improve their agricultural productivity after attending a number of reflection meetings that provided them with the chance to learn about other farmers' experiences. Farmers increased their understanding about market price and products and connected themselves with the wholesalers at the market.

2.2.1.1 Conduct a reflection workshop with role model farmers and extension farmers to strengthen technical skills learned, women's role in managing family, household decision, food production, food utilization, nutrition and health (1 time a year in BB and 4 times a year in SR)

In Siem Reap: There two reflection workshops were conducted in Donkeo, the first reflection workshop was conducted in Don Keo with 17 role model farmers (15 women). It was planned for 18 farmers but one died because of a traffic accident. The farmers shared their experiences and knowledge on their farming and we could see that among them, 13 farmers regularly plant in their farm and regularly sell their products, receiving regular income for supporting their daily livelihoods.

14 farmers shared that they eat more tasty and nutritious food (at least 2-3 dishes each meal) all year round because they managed to sell some vegetables from their garden and use the income for purchasing other foods. They said that they had to borrow money to buy food during the shortage period (3-4 months) in previous years.

43% of the 14 farmers produced vegetable every season and have enough for selling. They used the income for purchasing important things such as bicycles, water pumping machine, pipes, plastic cover and other agricultural materials. One of them managed to pay off their loan and purchased a piece of land. Another farmer could earn up to 1,300,000 Riels/season (about US\$325) from selling their multi produces such as corns, fishes, chickens and vegetable this season.

The role model farmers have also formed a self-help group and increased their saving fund up to 6,718,200 Riel (about US\$1,679) by June 2014. The funds have been used by the members to expand their business.

The second workshop was conducted with participation from 8 farmers (6 female). The workshop collaborated with a district office of agriculture personnel who come to monitor the practice of farmers and as a result the farmers improved their income from chicken raising but they still have limited skills on making a standard chicken cage and protecting their chickens from disease.

2.2.2.1 Provide training to role model farmers and extension farmers on sustainable agriculture techniques, marketing and multi farm that resilience to climate change (SR)

In Siem Reap: Provided training on sustainable agriculture techniques to 17 farmers (15 female) in Don Keo commune. Farmers gained understanding and experiences from farmers sharing on plantation of bean, chilli, corn, cucumber, water melon, chicken vaccination, compost making, pesticide killing and harvesting.

As the result of interview for post training evaluation, 100% of 14 randomly selected role model farmers and extension farmers applied their knowledge and skills after the training:

- 14% of the randomly selected families used all technical skills of drip system for all seasonal crop production. 71% applied technical skills of crop production by using the rice straw to mulch (cover) the bed. 15% applied their knowledge for home gardening.
- Transferring knowledge and skills to others: 29% shared their knowledge and skills in practical ways to 10-20 farmers in/out of their villages on crop production, offered them seeds and seedlings, instructed them how to plant crop, install seedling and seasonally bed raising etc. 37% shared their knowledge and skills with their relatives and neighbours. 41% have not really shared with others and they are just busy with their own farm work.
- Marketing skill: 100% stated that they have learnt some marketing skills from their parents. However, they did not care about profit and loss. They did not use scales to weigh their products when they sold them. They decided the weight based on their estimation/assumption. Since they joined the project in 2011, they have learned more skills about marketing through meetings and training/workshops. They have learned to know real needs and marketing price. Some said that they often ask for the market price before selling their crop products with proper weight.

2.2.2.2 Conduct a reflection meeting with the trained farmers to exchange their livelihood experiences and form producing and marketing groups (SR)

In Siem Reap: A reflection meeting was conducted with the participation of 242 farmers (214 women) and 15 role model farmers and extended farmers (all women) from 13 villages in Don Keo commune. Farmers shared and learnt from each other about their farming practices. We could see that farmers plant multiple crops, which shows that they have more understanding about the benefits of plantation and sharing their knowledge to other farmers within their communities. 5 farmers have a larger scale of farming by using the drip irrigation system. One farmer is successful in selling his products at higher price than market as his products use natural fertilizers and compost. People understood that chemical products would damage their health. Therefore, they bought organic products even they were more expensive.

The rainy season rice field program helped secure food for 34 poor families during the shortage period of 3-5 months per year.

3 farmers were supported to attend a workshop on climate change and they used the opportunity to display their products such as banana, corn, bean, cucumber, etc.

2.2.3.1 Coordinate and cooperate with district government technical departments, NGOs and private sector to provide technical and follow up coaching support, join action on marketing analysis and accessibility and enterprises, and address issues/challenges faced by members.

In Battambang: 20 farmers (10 female) were supported to attend a workshop on accessing market and product selling which was facilitated by Banteay Srei in Battambang at the Provincial Department of Agriculture. 73 people (33 women) attended, including farmers, NGOs, relevant officers from the provincial department of agriculture and wholesalers from Boeng Chhouk market (the market in the middle of the town). Participants in the workshop gained knowledge about which products are local products and which are traded from foreign countries. Local products include morning glories, cucumbers, salad and a few types of cabbage, etc. and imported products include potatoes, onions, carrots, tomatoes, bell peppers, etc.

Key issues were also raised and discussed critically to find solutions. One of the main issues raised is that due to the fact that some products are sold at a low cost on the market, therefore not providing enough or any profit to farmers whose plantations are at a high cost, the farmers then have to borrow money from various sources with interest rates in order to support their plantation costs. A solution proposed to this issue was that farmers need to build a farmers network in which they will together set the price for their community products; this action will start in December 2014. The other issues raised were that there is limited water availability—not enough to sustain the agricultural practices of the farmers- and the roads are damaged, making the transportation of their products from their farms to the market very difficult. The solutions proposed to these issues are that farmers could use the drip irrigation system in order to reduce their water consumption while using water resource efficiently, and that farmers need to continue to raise the damaged roads issue with the local authorities so they could fix the roads through the commune investment program. .

In Siem Reap: two reflection meetings were conducted in Tabrok village with 24 (22 women) project members, CF and FCC. The meeting explored issues that affected project members in practicing their agriculture activities. Through the discussion, participants came up with a number of key actions that will be managed by the FCC who will communicate with outsiders to provide immediate interventions.

Solutions found in the meeting are shown in table below:

| Problems | Solutions |
|--|---|
| Limited labor | People help each other. |
| Limited techniques | FCC will contact district office of agriculture and HARVEST organization to help |
| Limited access to market | FCC will find a middle man for products. Just inform her when the product is available. |
| Difficult to choose product that fit markets | Find which season people plant what product to avoid high supply vs. low demand. |

In Siem Reap, a meeting with stakeholders was conducted with participation from 17 persons (5 female) from CEDAC, Plan, VIR, KRY, female commune council, commune chief, district office of agriculture from Angkor Thom and Pourk, Inter-district office broker and seller from Samaki market and Plung village. Some of the issues are identified during the meeting that include: poor people are not easy to involve in the project, farmer’s products don’t have a market, low soil quality, small land, women with disability could not involve with the project, working as group is not always success and get low dividend share that it is not appropriate with weight spent, and duplicated work among NGO in the same target areas and beneficiaries. A number of feedback from stakeholders for the future work in a sense of collaborative way that include: inform to farmer about market price, support self- help group, form production and marketing group, strengthen production group and regular monitoring of their practice and building the farmer network with other farmers in the target areas of Banteay Srei. Before supporting farmers on any skills or supporting them with materials, the organization needs to consider market demand in order to avoid decrease in price that leads to the failure of farmers.

2 community representatives were supported to attend a network meeting organized by the GRET organization in Siem Reap. The meeting shared about agriculture through ecological systems, agriculture adaptation to climate change and there was also sharing experiences from Burma about how to select good seedling and how to plant to make the rice growth well. There was also sharing of experiences from farmers across the country and the Ministry of Agriculture shared about plastic cover plantation, etc. There was also shared information from the Ministry of Agriculture on the prohibition on 116 types of chemical products for agriculture that farmers aren’t allowed to use. There was also a field visit to plantation of farmers in Sret Kert village, Kantraing commune, Bakorng district, Siem Reap province. The community representative felt uncomfortable asking questions due to the meeting being mostly in English. This is what BS need to consider next on how to allow the community to attend and able to understand and share, question and answer easily.

There was also a cooperation project between BS and Srer Khmer organization on joining partnership for implementing the “Improving the livelihood choices of disputes land women and their families Project in Siem Reap province” This project is for a period of 7.5 months started from mid-July 2014 and will be ended in 31 December 2014. The progress report is available on requested.

Outcome 2.3: More poor families in Banteay Srei target areas have improved accessibility and control over sustainable natural resources, including land rights and water management, and have adapted agricultural practices to mitigate the impact of climate change and natural disasters

We could see a more responsive attitude from the local government in improving the community's accessibility and control over water resources after the local authorities attended the water assessment and planning with the community. A number of activities were mobilized by village authorities in order to fix the community problems: two water canals were rehabilitated with the contributions of people mobilized by village authorities, a road damaged in three areas was fixed and a new water canal was dug. We could see that about 70% of the participants gained knowledge on infection and water hygiene practice, water source. More community people and CFs understood about the basic rights in controlling their land and the process of attaining land ownership. 100% of the water filter beneficiaries demonstrated improved family hygiene practices following the technical advice. We could also see an increase in awareness on rights to access land water resources among communities with action planning to lobby for land ownership and equal access to water resource and the plan is going to be implemented in 2015.

2.3.1.1 Provide financial and technical support to community representatives in facilitating a meetings with community people and stakeholders including local authorities and SNA to ensure that their HVCA assessment and plan reflect their reality and cover gender issues; and to ensure budget allocation for HVCA plan implementation

In Battambang: 5 meetings were organized in order to get feedback from stakeholders on HVCA plans. These meetings lasted 2 days each and were conducted in 5 different villages in Battambang, namely Ksach Poy, Kampong Seyma, Konsek, Thmey and Rong Ampil villages, with a total of 430 (252 female) participants including 9 people with a disability (7 female), 152 children (38 female) who accompanied their parents, CF, village authorities and community people. The meetings were facilitated by CO and TL. As a result, participants reviewed and were happy with the five HVCA plans and we could see that key gender issues have been included in the plan such as no wheel chair for WWD, no toilet, women having no skills to earn livelihood, etc.

In Siem Reap: Two meetings were conducted with 98 (90 women) community people, CFs and local authorities in Sras and Tabrok village to seek for feedback from all relevant stakeholders on HVCA assessment and plan. The meeting discussed about information that was raised in the first meeting while developing HVCA, resource analysis towards addressing hazards, roles of women and men, stakeholders information, prioritized activities and action plans. Participants were happy with the action plans and have a sense of ownership on that project as they were fully empowered to develop the plans.

As the result of the interview with communities, 100% of 23 randomly selected participants stated that they have a clear plan for mitigation of natural disaster and they were ready to integrate it into CIP step 2 that will be conducted in their villages in July 2014.

Disaster mitigation plans of Tabrok and Srah villages found that 100% of 54 randomly selected participants, 5 from village authorities and 66 community people did not comment on HVCA plan because they found that is the reality of what is happening in their villages and they push community participation to implement this plan well. 100% plus 2 village chiefs from Taprok and Srah stated in FGD that 42 families have applied individually such as setting small dam at their rice field to retain enough water. Before, they did not care about this then their rice field often failed to produce good crop. 15 families have readily prepared food reservations before floods and drought. They also encouraged other families to take care themselves and families when there is a storm or flood. VDP in Taprok, informed that there will be 2 canal constructions (1 canal = 400 metre, another one = 500 metres) connected to 4 drainages. They also heard that the commune plans to build 4 roads (1 road made by concrete and the other 3 road made by laterite). However, these plans have not been implemented yet.

2.3.2.1 Coordinate and cooperate with experience partners/consultant in community dialogue on women's right to land (SR)

Three community dialogues were conducted with the participation from community people, CF and village and commune authorities from 21 villages from three communes in Siem Reap, with a total of 406 people (305 women). Experienced partners were invited to the dialogue, including resource people from LICADHO, Adhoc and Land office of Angkor Thom district. The resource persons shared about land ownership in the APSARA area and land ownership outside the area and process of requesting for land ownership. 50% of the

participants understood about the basic rights in controlling their land and the process of making land ownership. Approximately 60% of participants raised questions on issues related to land in APSARA area and domestic violence especially in divorced cases.

2.3.3.1 Water cycle management assessments and planning Development of partnerships with technical support providers

15 staffs (13 female) from both Battambang and Siem Reap provinces received training on water cycle management delivered by CAFOD. After having received this training, these staffs will facilitate a WRM action plan in 4 villages in Siem Reap and 5 villages in Battambang.

5 meetings were conducted in each of the five villages in Battambang, namely Ksach Poy, Kampong Seyma, Konsek, Thmey and Rong Ampil, with the participation from 167 (135 female) people, including 2 women with a disability, 25 boys and 13 girls. As a result, communities from these five villages have developed their WRM plan.

We could also noticed that after the local authorities attended the WRM plan development meeting, a number of activities were mobilized by them in order to fix the community problems: two water canals were rehabilitated with the contribution of people mobilized by village authorities, a road damaged in three areas was fixed and a new water canal was dug.

In Siem Reap: 132 (110F) participants from six villages in SR namely, Sras, Sambour, Trapaing Thom, Kork Dong, Kork Thmey and Tabrok. 16 women leaders/CFs attended to collect information for water cycle management and planning.

In Battambang, we provided support to the farmers based on the selection criteria as the following:

| Material support | Detail beneficiaries |
|------------------------------------|--|
| Water filter | 90 units to 90 Household (55 female headed household) |
| Water jar | 206 units to 206 Household (149 female headed household) |
| Well | 10 wells to 37 Household (18 female headed household) |
| Pond | 1 pond to 44 Household (25 female headed household) |
| Drainage for water flow in and out | 1 Lou to 33 Household (5 female headed household) |

In total 410 people received support (252 female headed household). Indirect benefits to 1420 people (628 female) include 18 people with disabilities (9 female).

There was also cooperation from the provincial department of rural development in checking quality of water and conducting awareness raising on the clean water to 5 villages. The 10 wells tested the quality of water by the department of rural development and it is useable.

An awareness raising on WASH and WRM was conducted in 5 villages in Battambang with cooperation from provincial department of rural development. The total number of people that attended was 304 (215 female). According to observations and question and answers, we could see that 70% of participants understood the importance of clean water utilization, how to make water clean, water jar care, how disease might be caused by unclean water utilization, hand washing etc. We could also see that 90 families who received the water filter is using it and follow the hygiene practice.

2.3.3.2 Identification and documentation of advocacy issues following analysis of water assessments (including specific analysis of women's access and role in WRM).

A number of issues were identified by the community that include, unequal access to water in Battambang because of the water canal supports water for utilization and agriculture for a large group of people in the multiple community and there is conflict due to unequal rights in accessing the water. In Siem Reap, a water river that remains from the long time ago that one community is using was damaged by spoiling of pig manure from the local entrepreneur. BS will support the community to document the two cases for the purpose of advocating with relevant stakeholders to make the community have equal access to water and use it with conservation of water resource for future sustainability.

2.3.3.3 Awareness raising and advocacy on women's water resource access and management

In Battambang: Five village meetings about WASH and Water management, one day each, were conducted in five different villages in Battambang, namely Ksach Poy, Kampong Seyma, Konsek, Thmey and Rong Ampil villages. The participation came from 174 people (126 female) from CFs and community people, including 2 men with disabilities, 6 children (3 female), and the rest being from village authorities, CFs, CBOs, health centre, elderly from pagoda and community people. The meetings were facilitated by CO, TL and SLC. As a result, 70% of the participants gained knowledge about water source, hygiene, unclean water and its negative effects.

There was a training on advocacy on water resource management to community women, CFs and village authority with a total of 49 participants (37 female). The training contents included advocacy, creating people participation in water resource management, people mobilization skill to work on water resource management, sustainable water resource management and characteristic of leaders.

2.3.3.4 Further development of WASH intervention within water management plans alongside technical support partners to identify appropriate WASH interventions. (field coaching support by technical person)

5 water management plans were further developed based on the HVCA with technical support and field coaching support by CAFOD. See 2.3.3.1

2.3.3.5 WASH community level awareness and mobilisation Implementation of WASH interventions within water management plans (including water filters, water impounding, rainwater harvesting and wells)

In Siem Reap: 6 community level awareness raising workshops were conducted in five different villages, namely Tarbok, Sambour, Trapaing Thom, Srah, Kork Dong and Kork Thmey with the participation from 251 (235 female) community people. Contents of these workshops included water cycle management, water pollution, value of water, hygiene practice and water container. We could see that about 70% of the participants gained knowledge on infection and water hygiene practice.

The post training evaluation found that:

- How people view their awareness: 100% of 54 randomly selected participants who attended the awareness raising were able to remember almost all of the contents that they learned such as water sanitation, polluted/ contaminated water, not clean house in/outside, no latrine, people passing stool in open space, ponds/river without fence that allow cows/buffalo enter to make water contaminated, wells without cover, people washing clothes at place close to the well or ponds, latrine located near the well and often they collect water from the well to be used quickly not keep for some hours. They raised that if we poorly practice sanitation and hygiene, it can cause people unhealthy such as diarrhoea, abdominal pain, typhoid fever, kidney stone, often cystitis, skin disease, dried and not clear skin and bad/ sticky hair.
- What to do to make this situation better: They said that people should stock clean water in the jars with proper cover, boiling water for drinking, or drink water from the clean filter and keep water & kitchen materials clean such as glass, pot, water containers, jars and kettle.
- How people applied their knowledge: 20% out of 54 randomly selected participants stated that they have practiced water sanitation and hygiene better that before by boiling water for family drinking and use water filter everyday. They used to do this way but they practiced better after attending more awareness raising about water sanitation and hygiene. Other 80% stated that they could not practice properly yet because they are very busy with business/farm work far away from home and did not enough money to buy water filter.



WASH community level awareness raising

BS SR started to implement the water resource management action plan as the following:

- Dig ponds for two villages, Sras and Tabrok, by starting with some activities after the meeting with community people to discuss about pond digging in Sras and Tabrok village. The project benefits to 250 (130 female) community people. The pond digging started with a clear process by forming a committee with 26 persons (16 female) from community people, CF, local authority and BS staffs. The committee divided its task of whom to monitor what and which date that they need to monitor.
- Distributed water jars to 30 poor and poorest families paired with an introduction on how to use it properly.

2.3.3.6 Training of 3 partners in development of water resource plans

14 BS staff (12 female) have been trained about WASH and WRM with field practice and continue to develop water resources plans that are 4 plans were developed in Siem Reap and 5 plans were developed in Battambang.

2.3.3.7 Coordination with technical support providers for implementation of water resource management plans.

A technical support provider was identified as Rain Water Cambodia, a local organization who has expertise on WASH & WRM to support the implementation of water resource management plans. A new proposal was developed to make the project more effective and increase skills for generating income for beneficiaries from the water and sanitation related activities. The project is under the financial support of CAFOD.

Additional Activity regarding WASH and WRM

See 2.3.3.7, Regarding to this, BS worked with CAFOD and finally contracted with Rain Water Cambodia to provide technical support to the existing beneficiaries in 6 villages in Siem Reap and 5 villages in Battambang about WASH and WRM by the project started from 15 September to 28 February 2015. Please see Reference 1: RWC Project Progress Report.

Key challenges to reach Objectives

- Community still facing with livelihood insecurity due to lack of ownership of the land, no active engagement of the different income generation group members, or cooperative/networking action, and lack of initiative about future plans as well as high cost of new technologies application.
- The biggest challenge we have faced is that due to the delay of buying the land for the Agricultural Farm building, as well as its construction itself.
- We also faced challenges and difficulties in the construction of the Vocational Training Center for women with disabilities. Indeed, the constructors were not doing the work with the quality that was agreed upon, and this on various occasions. For example, they tried to use pipes and toilets that were of a lower quality than the one specified in the agreement.

Lessons learned/Planned adjustments

- Farmers need to adapt to some new technologies they can afford for example: they could produce compost and natural fertilizer which is low cost that they need only raw materials that they can find within their community.
- Facing this delayed in building agriculture farm, Banteay Srei's temporary solution was to at least provide training to farmers who possess a small piece of land. However, in order to implement the project with landless farmers, the land will be bought and build the building in early 2015.
- The committee created to monitor the construction of the Kralanch Vocational Training Center has proved to be an extremely valuable asset in the construction of the building and has helped us make sure that the work done by the constructors was of good quality. Without this committee, many technical mistakes would have occurred during the construction of the building, jeopardizing the quality and sustainability of the centre. As well, the community was involved with the committee, which proved to be a rich and effective experience for Banteay Srei. Involving the community in the committee and the project was very good because it gave a sense of ownership of the Center and the project to the community people.
- Having to hire a lawyer to go through the contracts regarding the Vocational Training centre, BS learnt that its work was very important in order to make sure that everything was legal and appropriate for us. However, we also found out that his services were really expensive, so for further projects of this kind, we will need to take into consideration the fees related to a lawyer work.

3 Gender Justice and Human Rights, addressing Gender-Based Violence

Objective 3: increased awareness and positive changes in attitudes and behaviour on gender equality result in a reduction of gender-based violence in Banteay Srei target communities.

Key Achievements

Outcome 3.1: More women and men in communities have increased understanding of and are actively working to address all forms of gender-based violence and harmful gender norms, including violence against women with disabilities.

There was an increase among GPNs and CFs knowledge about rights of women with disabilities, who indicated their respective and supportive attitude and behaviour towards women with disabilities. More community people understood about sex and gender, gender based violence related to people with disabilities and mainstreaming women with disabilities into communities. Men shared housework with their wife and shared the experience on international women's day celebration. We could also see more women and men, and especially women with disabilities, expressing their feeling and understanding about women rights through the international women's day and 16 days campaign celebrations.

3.1.1.1 Three two day training courses for a total of 92 participants (GPNs and CFs from 23 villages in the 5 communes in SR

In Siem Reap: A two day training course on fighting against discrimination against women with disabilities was conducted with 41 GPNs/CFs (31 female) from 10 villages. The content included disabilities and discrimination against people with disabilities, analysis on barriers to women with disabilities to join with society, women with disabilities and gender based violence and women with disabilities mainstreaming. ‘

Participants expressed that there is really limited care about women with disabilities within each community as well as little compassion from their family, community or institutions regarding the difficulties they face. There was a belief from some community people that if a disabled woman is pregnant, her baby will also be born with a disability. The training provided reflection through role play that gave a chance for participants to reflect on all the words used by people in the community about women with disability, without knowing themselves that they were discriminating women with disabilities. 90% of the participants understood and expressed that they were really interested with the training contents and indicated their respective and supportive attitude and behaviour towards women with disabilities and volunteered to facilitate the Village

cluster outreach activities/mobile forums. As the result of post training activity, an evaluation in June 2014 revealed that 80% of 21 randomly selected participants responded that they are able to share and reflect on what they learnt with others when attending village meeting and 100 % of 97 randomly selected participants responded that they are supportive WWDs and all 7 randomly selected villages have included the issues of WWDs in their VDP.

3.1.1.2 Provide technical and financial support to GPNs to conduct village promotion on GBV & disabilities issues (BB)

In Battambang: Awareness raising workshops were facilitated by CFs, Village Authority, together with volunteer people with disability in 10 different villages namely, Kompong Seima, Chrab Krasaing, Damnak Loung, Kon Sek, Prey Roka, Daksorsor, Thmey, ROUNG Ampil, Svay Chrum and Kompong Chhnang I villages. The total number of participants was of 983 (686 female), including 40 people with a disability (25 female and 4 girls), community people, village authorities and CF. At least 85% of the participants indicated their understanding on the training contents increased, including disability, sex and gender, gender based violence related with person with disability and mainstreaming women with disability into communities.

As the results of the training evaluation:

- 90% of the participants understand the meaning of disability
- 70% of the participants understand sex and gender
- 70% of the participants understand gender based violence related with person with disability
- 70% of the participants agree and encourage the idea to have better facilities for people with disability in some specific locations such as health centre, police station, pagoda and many other important places in order to allow them to access available services and participate in development activities in their village.
- 60% of the facilitators were able to properly facilitate the event, with clear explanations to participants and independently, while the remaining 40% were help by CO and Team Leader as they were not confident enough to do it independently.

We could see some change among people with disabilities. At the beginning, we noticed that they felt afraid to communicate with other people, keeping them away from the community, as they felt that they are different from other people and are scared of suffering from discrimination. Therefore, at first, they were not engaging a lot with other people. However, we noticed at the end of the event that participants provided a really compassionate expression to people with disability, by talking with them, having fun together and not discriminating at all.

3.1.1.3 Coordinate and cooperate with partners in organising joined events during 8 March and 16 Days that will include separate men and women dialogues about their experience on violence in the families, laws education, video education, discussion, sharing experiences and commitment to stop GBV

In Battambang: The 103rd International women's day was conducted in Borvel village with the participation from 314 people (256 female). The topic of the event was "Education is really important for social development". We could see a positive reflection from one of the participants, as she felt this event was taking more into consideration people with disabilities, as there were disabled participants expressing their real life experience to the public, explaining that they have the same rights as other people and must be equal in order to be happy within their family. There was also a show depicting a role model family in which the husband and wife shared household work together, were always understanding and forgiving of each other, making mutual decisions, encouraging each other to socialize with the community and living a violence-free relationship.

In Siem Reap: A meeting was held at BS SR office to prepare the agenda and process of celebrating the International Women's Day. Participants were from the district office of women's affairs personnel, four FCC, a women association representative, as well as BS staffs (all female). The meeting served to the preparation of a clear agenda choosing its topic from the Ministry of Women Affairs "Education Equality is Important in Social Development".

Following the preparation meeting, four celebrations of the International Women's Day were conducted in four different communes: Rerl and Pourk, Done Keo and Leang Dai, with the participation of 546 people (341 female) from community people, village authorities, CFs, female commune council, police, school

teachers, students, district office of women affairs and deputy district governor, chief of commune committee on women and children and other village, commune and district authorities. We could see that Female Commune Councils (FCC) were confident in facilitating the event due to the frequent individual coaching received from BS staff. FCC could manage the content of the event, process and manage time well with fruitful questions and answers among participants on the meaning of March 8th. During the celebration, a number of important messages were distributed, including that women and men working the same hours should earn the same wages, the importance of taking care of maternal and child health, as well as some information on the history of the International Women's Day. There was also a performance by a group of orphanage children that showed discrimination against people with disabilities, the importance of education equality in social development, domestic violence and intervention. After the performance, there was a fruitful question and answers session among participants that showed that they were really excited with the performance and understood well its meaning.

BS involved in a joint action to end violence against women that was conducted through the joint group dancing in celebrating the 16 Day campaign. The group dancing events coordinated by UNwomen to partners with more than 30 local and international NGOs for the group dancing nation-wide. The event is also shared through press release, radio broadcasting, Facebook etc.

The 16 Days Campaign to end violence against women was conducted in both Battambang and Siem Reap province through different scenarios: In Battambang, the event was celebrated in two different places; in front of Boeung Raing and Chrabkrasing market, Watkor commune, Battambang city. About 400 people made up of local women leaders, female commune councils, police and other local authorities attended. In Siem Reap, the event was conducted through street walking in 41 villages in six communes; Leang Dai, Peak Sneng, Chub Tratrav, Rerl, Pourk and Donekeo communes in Angkor Thom and Pourk district. There were about 1000 people comprised of men and women with disabilities, children, local women leaders, village chiefs, police, district offices, schools and community people.

The event promoted the meaning of the 16 Days Campaign and encouraged men to stop using violence against women through messages including "ending violence against women is starting from us, committing violence is damaging family and society, no exception on sanction to perpetrator who committed violence, no violence, happiness will happen in family, parents must not use violence on children that it make them fear" etc. People were wearing a white ribbon to show their support. A number of human rights documents were distributed to key stakeholders and posters and leaflets were posted on the information boards, public places and on their community homes. There was also joint group dancing with songs to educate about violence, domestic violence and human trafficking.

A number of participants were interviewed shortly about their feelings. Both local authorities and community people expressed that they really feel happy with the event as it can reach many people through the street walking and especially reach the perpetrator of violence with meaningful message to stop violence.

3.1.2.1 Identify young people who have willingness and active in providing intervention and prevent GBV to be part of GPNs

In Battambang, we promoted young people, especially girls with disabilities, to be part of CF or GPN through the disabilities mainstreaming activity. We could see that one girl is very active and BS started to get her involved in some events including training on advocacy in Phnom Penh and attending the women leader forum etc. 2 young women in 2 villages were promoted to be CF while the CF migrated. While in Siem Reap, 2 young women were promoted to be CF from two villages.

Outcome 3.2: More communities have effective preventive measures and strengthened networks to address all forms of gender-based violence in a comprehensive manner, engaging men, women, NGO partners and duty-bearers.

60%-80% of GPN are confident and demonstrate capacity in facilitate the semi-annual GPN meeting with 80% of them are able to provide counselling to GBV case. GPNs are more responsive to the GBV issues by improving their semi-annual meeting to discuss about GBV cases that occurred in each village. The GPNs raised issues and came up with solutions, and engaged villages and commune authorities in responding to these problems. Another success was that men acknowledged and addressed their violent attitude by reducing their drinking and settling issues by talking instead of using violence.

3.2.1.1 Provide technical and financial support to GPNs in facilitating semi -annual commune meeting of CFs/GPNs (1year 2Time)

In Battambang: There were meetings of GPNs from five communes in Battambang; Watkor, Omal, Bansay Treng, Knach Romeas and Bovel commune conducted twice time a year. The first meetings took three days (one day for each commune) with the total participation of 90 people (56 female). GPNs shared about the number of cases that occurred, the way they provided intervention, issues they struggle with and also about the positive change of women and men. This included 10 men who used to always being drunk and maade problems for their family who reduced their drinking and start settling issues by talking without using violence. 6 women who used to talk aggressively to their husband started talking more nicely to them, resulting in the reconciliation of their couple. Below is a list of problems raised and solutions found during the meeting:

| Problems | Solutions |
|--|--|
| Family experiencing violence remained silent about their issues and didn't seek assistance | GPN built a closer relationship with their neighbour and tried to understand the issue and to get closer to them. |
| Violence was happening while men GPNs were not at home as they need to go outside for work, and therefore men could not obtain counselling | Not only men can counsel men, but women are also able to do it, as well as sometimes asking for village and commune authorities to help. |
| Could not provide intervention on time when violence occurred | People need to report in a timely manner to the police or GPN when or after the violence occurs. |

The second meetings took three days and one day for each commune, Watkor and Omal conducted together in Watkor commune hall, Bansay Treng conducted in the Thmey pagoda, Knach Romeas and Bovel conducted in Saing Raing pagoda with a total participation of 107 people (68 female) from GPN, CF, CBO, commune police, village and commune authorities. The GPN reported that there were 30 cases of violence that they provided intervention with cooperation from commune police, village and commune authorities. If comparing it to the last six months in the first semi-annual meeting, there is a decrease in reporting cases, 7 cases.

We could see that for both the first and second meeting, 6 GPNs from five village indicated their capacity increase in facilitation of the meeting. They have used their skill in networking to solve VAW case with collaboration from village and commune authorities and supporting both women and men to have positive behaviour change. According to the sharing contributions from CF and the GPN, 60%-80% of them are confident to be able to provide counselling to women and men who have experience violence. The GPN and CF are able to facilitate with good preparation; well prepared session plans, have form for information collection, purpose of the meeting and document well prepared, active participation from participants and case management recorded in the book.

In Siem Reap: The first GPNs semi-annual meetings were conducted three times in four communes; Leang Dai, Pourk, Don keo and Rerl, with the participation from 80 people (45 women) comprising of GPNs and CFs. Only one commune, Kampong Thkov, conducted one annual meeting with the participation from 8 GPNs and CFs (5 female). We could see that all GPNs (16 people) indicated their capacity to facilitate the meeting on their own, following a clear agenda including reporting violence cases, how to fill case management forms and sharing about counselling practices. On the session of sharing about laws and policies related to GBV, we could observe that GPNs still needed support from GBV coordinators to help share more as they still have limited knowledge about laws and policies; GBV coordinators need to provide more coaching to GPNs on the matter. During the meeting, an issue was also discussed that sometimes women and men who experienced violence come and seek counselling from GPNs but the GPNs cannot respond in a timely manner due to their busy schedule. The suggestion was that the women and men could come to the peace center for counseling whilst they could not seek for support from the GPNs. As the result of the post activity evaluation revealed that 60% of GPN & CFs feel self-confident and are able to provide better counselling to women survivors of DV and perpetrators.

The second GPNs semi-annual meetings were conducted three times in four communes; Leang Dai, Pourk, Don Keo and Rerl, with the participation from 93 people (57 female) comprising of GPNs and CFs. Every case that happened in every village, there was good cooperation from village and commune authorities and neighbours in providing interventions. 80% of GPNs and CFs are confident to provide counselling to women

and men who have experienced violence. 1 or 2 GPNs and 1 or 2 CFs from each village indicate their capacity to facilitate their own meeting and use their skills in networking, collaboration with relevant stakeholders in solving VAW cases and support behaviour change.

3.2.1.2 Coordinate and cooperate with partners to conduct awareness raising on responsibility of key persons who have role in GBV prevention and protection and connect partner to support non-violent communication and positive-parenting/family

In Siem Reap, three meetings were conducted with men and women who are community people and CFs about alcohol consumption with participation from 60 persons (6 female). The discussion was around stopping alcohol consumption to stop violence in families. The facilitator was from the Friend organization and a doctor from provincial department of health. They started by asking participants to share their daily life of drinking alcohol, one person drank between 1-2 liters per day and if they drank one glass, they needed another. The facilitator and doctor asked participants about negative effects of alcohol consumption and they shared; they became sick, it affected their memory, head, threatening their children, lost their job, wife didn't want to be with them, neighbor didn't want to talk with and cause violence etc. The doctor shared more negative effects from alcohol consumption and encouraged participants to seek her advice at any time if they want to stop drinking. For the family with poor ID, there will be no charge and transportation cost will be given back to the participants.

In Siem Reap, four meetings with families who drink alcohol was conducted by BS's gender based violence coordinator.

The first meeting has 39 men participate, the second meeting has 31 men participate, the third meeting had 35 men participate and the fourth meeting has 28 men participate. We could see some changes in the men who committed to stop drinking from the first meeting to the second meeting, to the third meeting and to the fourth meeting. There was some sharing about real situations of drunk men such as:

- Mr. A shared that he could see the smile of his wife when he reduce drinking
- Mr. B shared that he is able to think much more better than before
- Mr. C shared that he never goes out drinking, he asked his wife to buy goods and left him at home. One day when he didn't see his wife buy alcohol for him, he also did not get angry
- Mr. D shared that he stopped drinking for a short period and then go back to drink again but not as much as before

After sharing experiences from men, the facilitator also gave examples about causes of violence that come from drinking. In this example, the perpetrator was arrested and fined money. A video was also displayed under the title "Phseng Kmean Sramoal." It means smoke no shadow. This video educates people about a family with alcohol drinking by men and committing serious violence in his family. Finally, he ends up in jail, arrested by the police. The facilitator introduced some points in the law that even though the wife did not put forward the complaint to the police against the husband, who is the perpetrator and who committed violence on her, it is the police's role and responsibility to go and arrest the perpetrator. Women have rights to request protection order to protect her from the perpetrator for about 2 weeks to 2 months. During this time, if the woman has any danger; it is automatically the husband who is the perpetrator.

3.2.2.1 Provide technical and financial support to GPNs to advocate for government budget/resource allocation for emergency support such as food, travel cost, medicine... to women and girls survivors of GBV

The activity was mainstreaming with various events including; monthly commune council meeting, women's leader forum, district public meeting etc. As a result we could see more response from the FCC on women's and children's issues.

Outcome 3.3: Survivors of gender-based violence receive holistic recovery services including counselling, social and legal services and reintegration, through direct interventions, effective partnerships and referral systems.

411 women and girl survivors of GBV were supported by the Safe House (273 cases) and the Peace Centre (138 cases). The services included emergency support, shelter, and psychological and legal counselling. 100% of women and girls who experienced violence were well protected and improved their well-being with continued support from the GPN and FCC when they go back to the community. All women who experienced

violence accessed different forms of legal and social support by the Peace Centre and referrals to partners. Men shared their life experiences with each other and provided comments to each other, finding mistakes that they did that caused violence and committed to change their behaviour. We could also see 80% of the men who used violence in target village who came to receive services from the Peace Centre take responsibility for their actions and transformed themselves toward positive behaviour.

3.3.1.1 Provide safe shelter for women who suffer from violence (BB)

273 cases received (161 repeated cases) intervention from the SH program in Battambang. We could see that the majority of the cases were rape cases. Among the 273 cases, 185 cases were rape cases, while the rest were domestic violence cases. The women and girl survivors received emergency support, shelter, and psychological and legal counseling. Women were provided with legal counseling and with financial support to seek redress through the justice system.

3.3.1.2 Emergency support such as rice and food to provide to clients (BB)

24 women and girls received emergency livelihood support when they returned home. They were provided with a small package of money, food, mat, soy sauce, etc. for their living. 15 clients out of the 24 were under 18 years old. Women and girls expressed that they were really happy with the support as they could not find any means to survive their livelihood without this support.

3.3.1.3 Provide Peace Centre and counseling services for families, women and men experienced GBV including family livelihood plan (SR) (Will provide per diem to police for case intervention and management.)

138 cases (53 repeated cases) were supported by the Peace Centre. Women and girl survivors of GBV received counseling, legal support and economic empowerment by joining in existing income generation groups in their villages. The Peace Centre has an important role in providing intervention to GBV cases at the provincial level and in cooperating with the Gender Peace Network at the local community level.

138 Women and girls who experienced violence received counseling from Gender Peace Network and the Peace Center and some were referred to partners for obtaining legal and social services which were not available at Banteay Srei. The women and girls who experienced violence received counseling services from the Peace Center and some were referred to partners for obtaining legal and social services which were not available at the Peace center.

We could see 31 out of 35 men who received the service from the Peace Centre changed their thinking toward non-violence attitude on women and make a clear plan of action to change their practice within family to avoid violence happening. More men come to received services from the peace centre.

The first counselling session was conducted with a group of 10 men and a group of 10 women at the provincial level. These men and women already use individual counselling services and came together to share and learn about each other's experiences in overcoming violence situations. The male group discussed about the definition of love, what are good men, good husbands and good fathers and family relationships.

The women group discussed about their situation after having received counselling from the Peace Centre, identifying what are the causes to making the men change and finding methods to settle remaining problems. Women and men were motivated to support each other to ensure sustainable positive behaviour change.

Together men and women explored the way for positive change, such as talking about the issues rather than using violence, ways to help the men reduce their alcohol consumption, etc.

A women's group counselling was organized twice with 18 participants to share experiences on VAW and women & men's positive behaviour change in marital relationships. See details from the discussions as below:

- A discussion on the use and signification of words, "good women", "good mother" and "good wife"
- Sharing about relationship in family.
- Building relationship in family by showing the video "Nom Banjuk Samlor Khmer"
- Sharing about domestic violence law

Women shared their experiences in life with each other and provided comments to each other, accepting they also have a role in keeping a peaceful environment in their house. Women analysed roots causes of violence, and started to change their belief that violence is caused only from alcohol consumption, but rather it is caused by many other causes including relationships within the family. We could also see changes in women's

perception that they did not need to provide any intervention to other women facing violence as it is seen as a personal family matter. Women now tend to help other women, often by telling the police or local authorities when they see violence occurring. An additional thing that women found is that not only men can stop violence occurring but also women.

A men group counselling session was organized twice with 20 participants. Men shared about violence against women and men & women positive behaviour changes within family relationships, with details as below:

- What are “good men”, “good husband”, and “good father”?
- Domestic violence
- Video education “Plerng Kmean Psheng” and “Chun Rorng Krous”
- Cycle of changing

Men shared their experiences in life with each other and provided comments to each other, finding mistakes that they did which caused violence and they committed to change their behaviour.

Banteay Srei supported two cases to be settled by the non-court conflict dispute resolution committee. One case was in Don Keo village in which the woman and man decided to reconcile with a clear agreement made by the commune and to come to the Peace Centre for counselling. Another case was in Andangkun village in which the woman and man decided to reconcile with a clear agreement made by the village chief.

3.3.1.4 Conduct in-depth assessment of the Peace Centre (SR)

The activity is not implemented due to there is no budget available for doing this.

3.3.1.5 Advertising and promotion of the Safe House (BB)

Promoted safe house through radio FM91Mz, Battambang in January, February, July, August, that is twice a day; in the morning connected with news from newspaper and afternoon as a sport advertisement and increase to 6 times a day from 6:30am to 9:00pm in November and December with 10 days for free from the radio. We could see that among the clients coming to the SH, 60% came due to this awareness raising and promotion radio show, as they contacted us through the number provided during the show.

3.3.1.6 Conduct mini-workshops for the clients on human/women rights and laws related to VAW (BB)

Provided life skill programs through 19 workshops at the Safe House with total of 170 persons (131 female) who are women and girl survivors of GBV and their family members including their witnesses. In every life skill program meeting, BS spent about 30 to 45 minutes providing information on human rights, especially women and children rights, nutrition, hygiene, etc. The workshop introduced the life skill program about hygiene practice such as washing pillows, nets, blankets and clothes after they have been used as well as taking care of the children’s hygiene, which includes; cutting nails for children, washing hair, tying hair, cleaning the teeth and washing hands before eating, etc. The participants were also introduced about how to strengthen themselves when there is violence inflicted on them, how to seek support from outsiders - such as people who are closing to them, village, commune authorities, police or the safe house etc. The workshop introduced the policy of support from the Safe House, living habit in the Safe House, how to seek for legal services from partner, risk of leaving children with other people when parents migrated, birth certificate for children and internal communication within Safe House to the participants. The workshop also introduced information about stopping smoking to 10 men and 4 women and as a result we could see that participants reduce smoking 50% and they tried to smoke outside the safe house. 70% of the participants have a good understanding of the topics and share in discussions and question and answer sessions.

3.3.2.1 Refer cases that required further legal and social supports that are not available at the Safe House and Peace Centre to partners

There were 88 cases referred by the safe house in Battambang to partners including Reproductive Health and Association of Cambodia, Legal Aid of Cambodia, CWCC, ARM, Cam Act, SISHA, CPU, LICADHO, Caritas and World Hope International and provincial hospital. 27 Cases were referred by the Peace Centre to Legal Aid of Cambodia, CWCC, AFESIP and LICADHO, TPO, Adhoc.

3.3.3.1 Monthly meeting with female commune councils to follow up GBV cases and provide on-going technical coach support

In Battambang: 16 meetings of female commune councils were conducted, with the participation of 345 women, including female commune council, district office of women affairs, district council and deputy district governor from 14 districts and a town, provincial department of women affairs and Safe House personnel. These monthly female commune council meetings provided the chance for FCC to bring issues on the table to discuss and find solutions, share experiences in settling the GBV cases, seek for collaboration among communes and the district office of women affairs asking for their support. The FCCs were also informed of the Safe house policy during the meeting. We could see that a number of difficult issues were raised, including the limited intervention from police when a case happens, women still having superstitious beliefs such as thinking they could only win a case on a specific day of the week according to which Chinese year they were born in and some women negotiating with the perpetrator without letting FCC intervening in the case know about it. We could also see that communes collaborate with each other to settle cases together and have a sense of active collaboration in cases where work is needed across two communes.

The meetings also shared about non-court system dispute solution committees and that if there is no solution at the committee, the FCCs need to refer the case to the safe house with clear report. For rape cases, the FCCs play important role in filing complaint to the court in case that parents of the survivors tried to settle outside the law. The meeting was also shared about how the majority of violence cases happen mostly in poor households. The FCC tried their best to function their duties as the conflict solution committee and if they still could not settle, the FCC will refer the case to the safe house. The meetings provided an opportunity for Banteay Srei to share about its policy of GBV support and emergency support, to remind people about FCC and to write meeting minutes and reports as well as attach relevant official necessary documents (family book, ID card, birth certificate, marriage certificate and the minute meeting of the counselling with FCC) for every violent case supported by them so that it is easy to refer to the court if needed. The meeting discussed the situation of every case - whether the case was closed, or whether they need to provide further assistance or follow up action if needed.

3.3.3.2 Provide technical and financial support to female commune councils in monitoring and on-going support to Safe House clients

14 FCC from 14 communes provided reports on their monitoring of the GBV cases with different statuses, including cases they try to settle outside the court, cases in which the perpetrator tried to negotiate to provide land to survivor in order to make her change her mind and revoke the complaint, cases in which survivors are already safe by living in a secure place with the support from another NGO, etc. FCCs monitored the case closely and provided intervention as needed including referring for health treatment, investigating the process outside the court and reporting to the safe house for immediate intervention, provided counselling to the survivor family to be patient and waiting for settlement through the law etc.

3.3.4.1 Quarterly meeting with NGO partners to share information and ensure that women and girls who are supported by different partners are receiving comprehensive and cohesive support especially government fulfils its role as duty-bearer and for appropriate response to GBV

In Battambang: There were four quarterly meetings with NGO partners conducted at BS BB office with the participation from 28 (14 female) people for the first meeting and 26 (16 female) people for the second meeting. There was a sharing of results about the implementation of the SH for 3 months and about the challenges faced by participants. In some cases it had been reported that there was a lack of cooperation from the partners in settling the problem; during the meeting, participants sought for more collaboration among all relevant partners to help settle the cases. Caritas organization also announced its plan of creating a centre to provide vocational training to women, planning to support at least 50 people/year.

LAC, CWCC, SISHA, CPU, LICADHO and other relevant agencies including the health centre and the provincial police are cooperating to maximize legal and health services and assistance available to survivors of violence. The project partners with legal services consulted clearly with the clients and referred women who decided to take their cases to the court. A girl had access to WHI for reintegration services.

The third quarterly meeting was conducted in July at the provincial department of women affairs with participation from 32 persons (21 female). The meeting followed up the case that is discussed during the previous meetings in April. The case is a rape case to a girl happened in Ang Por, Omal commune, Battambang city. ARM organization, World Vision Cambodia and the provincial department of social affairs reported the situation of survivor after she left the center to sell labor at Pailin province. The partner will investigate more and provide support based on the assessment of the needs of the girl. The safe house also

shared three months report and next three months plan to the meeting. The safe house as well as other partners in the meeting raised about a concern with the new court who just coming into the position, the concern about delays in court processing and the court declaring results without letting them know first.

The fourth quarterly meeting with NGO partners was conducted at the Safe House with participation from 27 persons (15 are women) that include 18 NGOs representative, one provincial health centre personnel, one provincial department of women affairs personnel, one provincial department of social affairs personnel, a commune police and 5 BS staffs. The Safe House shared about progress during last three months August-October and the female commune council shared about cases that were followed up. The discussion about challenges was also an agenda for this meeting but during this time there were no significant problems. The following are some of the follow ups shared during the meeting: a rape case that the girl received supported from World Vision Cambodia on skill training and her mother is going to get support by Hagar, a rape case that the Safe House referred to RHAC for health treatment is now recovered.

Key challenges to reach Objectives

- International women's day on 7th coordinated by SILAKA was blocked and could not be implemented as planned due to prohibition from the government. 2 female CFs with one BS gender based violence coordinator were due to attend the celebration. There were about 50 security guards from Phnom Penh Hall breaking up a group of civil society organizations who came to Wat Phnom to pray for a former strong woman, Yeay Penh who represents as a strong women leader for women in next generation to follow.
- The 2CFs did not have chance to share issues and concerns from women that they collected the results from in Rerl and Don Keo commune's International Women's Day celebrations.
- The Safe House is facing two main challenges. The first one being that the level of confidentiality among our partners is not yet satisfying. For example, there was a case in which the health centre was careless with the confidentiality of a rape case, leading to the perpetrator knowing about the case and trying to bribe the survivor so she would not process the case to court.
- The second challenge we faced is that since we have told the community people about the real fees of various public services, some public services employees and officers are not inclined to work with us as they can no longer ask for informal higher fees for the public services.

Lessons learned/Planned adjustments

- Banteay Srei aims at giving feedback to the partners directly, as well as in the safe house partner meeting, especially to the health centre to encourage them to be more careful about confidentiality. We also need to make sure that people know more widely about the situation of informal fees.

4 Evidence-Based Advocacy

Objective 4: Enhanced leadership of Banteay Srei for evidenced-based advocacy role at the local, national and international levels, to advance women's rights and gender equality.

Key Achievements

Outcome 4.1: Women and their community are working together in solidarity to claim their rights, leading to positive changes on women's issues at sub-national and national levels.

We could see an improvement as more women mobilise together in order to voice their land and water resource related issues to be heard in the public. Women actively spoke out with confidence about their problems and created a collective voice of action through a formal processes in order to demand local authorities to settle their issues.

4.1.1.1 Supporting the development of Local government water management plans (incorporating community action/ water management plans) with selected local government counterparts

4 community water resource management plans in Siem Reap were integrated into the commune investment plans and 5 more plans in Battambang will be integrated in July according to the commune schedule.

4.1.1.8 National and international advocacy on water governance and related DRR issues.

A meeting was held with community people and CF in Bampenh Reach with the participation from 45 people (42 female) to discuss about issues that affect communities. There were two key issues discussed:

A company that pumps sand made a community road and the company that feeds pigs released pig manure into the community river, resulting in various problems such as cows becoming sick from drinking the river water, people developing skin problems, the death of fish, the river water could no longer be used to water vegetables, etc. Communities analysed stakeholders that could support them, including LICADHO, LAC, Adhoc and BS, and then found the name of a company and its responsible person. A second meeting was conducted with the community people and CFs in Bampenh Reach village, again with the participation from 19 people (16 female). The purpose of the meeting was to write a letter to local authorities requesting a solution. The FCC met with the company before the meeting and the company agreed that they will come to meet with communities. The letter to local authorities has not been sent yet as the communities are waiting for the meeting with the company to see how they could settle.

Outcome 4.2: Banteay Srei is actively engaged in networks and coordination mechanisms, including utilising media, at provincial, national, regional and international levels to influence changes in policies and practices based on experiences at the community level.

Women with disabilities increased their confidence in socializing in public through their supported participation and involvement in the international women's day celebrations in Phnom Penh. Moreover, women were mobilized to voice their issues of land affected by Apsara authorities.

4.2.1.1 Coordinate and cooperate with experienced partners to develop advocacy strategy and plan, including identification of key research topics on women related issues, effective utilisation media including capacity building for implementation, for Banteay Srei

See activity 4.2.1.2 that the advocacy strategies for each of the four different communities issues were identified, shared and set action plan for implementing in 2015.

BS director attended a meeting with Commission 8 at National Assembly with also participants from SILAKA, GAD/C, and Comfrel. We meet the 8th committee at the national assembly, Ke Sovannaroath, CNRP representative and from Siem Reap. She would like to know more about issues affecting women at the grass root level so that she could has chance to facilitate for problem solving with intervention from relevant government authorities. BS director also shared ADRA report, Safe House GBV data, APSARA issue and all other important issues that happened to women to be heard by them. The commission 8th committed to study more about women situation in Siem Reap.

BS director attended the CSO Forum on Beijing +20 Review. The success advocacy was that the UN committee agreed to create a stand a lone goal for gender equality is a separate goal from other goals in the MDGs due to it is essential.

4.2.1.2 Provide training to Banteay Srei staff and community representatives on public speaking and effective utilisation of media

A training on advocacy was provided to all BS staffs and community members from both Battambang and Siem Reap province with a total of 44 people (41 female). The training was facilitated by an independent social analyst, Dr. Kem Ley. The training introduced participant to share about their issues confronting their life that include land rights, unequal access to water, environmental pollution, people security and health etc.

The training introduced the concept of advocacy and step in doing advocacy, risk management and finally came up with an action plan for the owner of their issues that is a continuous step towards problem settlement in a collaborative way. Below are step of doing advocacy:

- Collect information, research and document the story
- Set clear objective and purpose
- Set activity (method and plan)
- Implement the plan
- Monitoring and evaluation
- Set action plan (based on the evaluation of previous implementation)

4.2.2.1 Identify NGOs/groups working with women with disabilities and build network with them

There are 2 women with disabilities from Siem Reap and 4 people with disabilities (2 women) from Battambang who were supported to attend the 16th national forum on people with disabilities in Phnom Penh. The women with disabilities felt surprise that the government and NGOs support women with disabilities by creating vocational training centre with enough facilities to women with disabilities. Also, they could see other women with disabilities with different types of disabilities that are more difficult than theirs, so this made the 6 people with disabilities feel more confident about developing themselves more. The 6 people with disabilities showed their excitement and commitment to share what they know to other women with disabilities in their village who have no hope in life to stand up.

4.2.2.2 Support women with disabilities to attend network events at local, national and international levels

In Battambang: Supported two chiefs of CF as women (2WWDs) to attend International women's day in Phnom Penh, which was organized by GAD/C under the topic "solidarity among women in all generations in Cambodia". At the end of the event, there was a petition jointly agreed by all the participants to be submitted to the National Assembly requesting to modify the Kingdom of Cambodia's laws and policies according to the following points:

- To include sex and gender into the DV law.
- To encourage domestic girl helpers to have one day off per week and to support these girls to attend school until at least the end of grade 9 with the house owner covering for and supporting all costs.
- To create a law that would monitor the number of girls dropping out of school.
- To have more women working at the provincial department as leaders and not only as deputy leaders.
- To stop corruption at grassroots level when survivors of GBV come seeking for support.

In Siem Reap, supported 4 women with disabilities together with another 16 community people, CFs, GPNs (12 female) from both BB and SR to attend a community dialogue with CCFC in Phnom Penh. The topic was about sharing the last update information about drafted law on agriculture land management. The meeting shared about last update drafted law, farmer and NGOs action regarding to the law inputs and they also share about the basics of advocacy regarding the drafted law. The group come up with action plan for the network as the following:

| Activity | Place and time | Number of Participant | Responsible Person |
|--|---|------------------------------|--|
| Strengthen core group | 9-10/2014 at PP | 45-50 persons | Core group |
| Awareness raising and collect thumb print | 9,10,11 at communities | 100,000 persons | All network member |
| Submit petition | 12/2014 | 1500-1700 persons | All network member |
| Radio broadcasting | 9-12/2014 93.5 VOD and FM 105 in 9/2014 | | |
| Meet with ADB, FAO, MAFF and Parliament to discuss about the drafted agriculture land management law | 9/ 2014 | | BS: 3 persons CCFC: 5 persons ART: 2 persons PNK: 2 persons ICC: 2 persons |

We could see that 2 women with disabilities out of the 4 are active and confident to discuss their concerns/needs with others and the committee to share what they learned to other community people in the village.

In Battambang, supported two farmers to attend pre-national farmer forum in Phnom Penh organized by NGO Forum with other 70 farmers (30 female) from 24 provinces and cities of Cambodia. The meeting shared about agriculture that farmers follow for techniques of climate change adaptation, fish raising, mushroom plantation, gender, credit group etc. We could see that the 2 farmers shared their understanding and committed to share what they learned to other farmers in their community.

Supported 3 CF (1 female) from 3 villages in Battambang to attend 5th National farmer forum in Phnom Penh organized by Council for Agriculture Rehabilitation and Development of the Council of Minister and NGO

Forum with the funding support from DCA/CA. CFs connected with other farmers from 24 provinces and cities and shared about their success in small business management, seedling keeping, natural fertilizer utilization, creating marketing plan. The CFs also understand about important message from the forum that the development at the community or NGOs need to align with the government plan that it can support to each other toward a common goal.

Key challenges to reach Objectives

- Government at district, commune and village in Leang Dai commune, Angkor Thom district prohibited and threatened community people against expressing their rights and demanding for the government to settle the issues affecting their land compensation settlement by APSARA to the people).
- There were some behaviour changes from the government at sub-national level including district councils, commune councils and village leaders. They have become less cooperative with BS and expressed that this is because BS is associated with the opposition party. Below are some of the facts from BS SR about this rumour:
 - A district council argued that BS works with CF who is an activist of the opposition party
 - A female commune council member in Rerl called and said that she was afraid that BS would call her or community to demonstrate against the government.
 - Both district, commune and village authorities pay less attention to any event that BS invites them to attend
 - A village leader complained to a CF that CFs always raise problems

Lessons learned/Planned adjustments

- There was a public forum on land issues affected by APSARA with participation from 86 (66 female) community people whose land was affected. The communities are from Trabrok, Bampenh Reach, Plung, Sambour, Trapaing Thom, Kork Por and Kork Thmey village. The public forum was allowed officially by the provincial governor of Siem Reap to organize at Angkor Kjung You, in front of Siem Reap provincial hall and supported by IDEA organization. However, a woman, as advocacy activist, was called by the district governor, commune council and village chief who asked her to go back home or otherwise, she would get problems. At the same time, a commune police officer also went to her home to threaten her. However, she still came to the public forum and brought the petition which reached the provincial hall. She got a response from the provincial governor who promised to ask APSARA to settle the land issue with the communities. Moreover, 40 community people (28 female) failed to attend this public forum as Angkor Thom district police did not allow them to attend the public forum. As a result, community representatives met with provincial governor and got a response back that he will ask APSARA authorities to settle the issues. Then we could see later that APSARA called for communities with those lands affected to meet and negotiate about compensation. 9 Families accept the compensation of 20 cents per square meter and the remaining families demanding for 40 cents per square meter due to different geographical potentiality of land and then there was not agree and need to settle later.
- There is less cooperation from sub-national government including district, commune and villagers with the BS program that it could slightly affect to the program. For example, there is less participation from them. BS agree that any association with a political party is seriously wrong and BS work with all political parties without bias to any; we work only to promote women in politics. In settling to this issue, BS's acting program manager will set a meeting with all BS SR staff and will also consult with PP office. They will discuss the mechanism to talk to the sub-national government about the issues and explain them clearly, including BS's role, in order to avoid confusing and seek for their increased cooperation with BS. Also refer to more explanation under lessons learned in objective 1.

5 Organisation Capacity Development

Objective 5: Banteay Srei organisation reflects quality improvements in governance, management, financial, and information systems that support effective programme management and delivery.

Key Achievements

Outcome 5.1: Banteay Srei Governance Board provides highly professional and effective oversight of the organisation while Management are responsive and accountable leaders, ensuring effective implementation of strategic and operational plans and organisational policies.

The governance board members have been more actively involved in governing the organization with respect with the organization policies, guidelines and practices. Board members identified what needed to be improved in order to support the function of Banteay Srei through a governance workshop. The governing boards are also conducting meetings regularly, while also providing timely and constructive feedback by visiting our projects sites. The board members also provided a review of policies and improved human resource system for the organization.

5.1.1.1 Conduct governance workshop

A one day workshop was facilitated by an external consultant who conducted the governance review. Four board members (3 women) participated in the workshop to reflect and discuss what to be improved in governance to be more effective. As a result from the workshop, the analysis and discussion of BS board concluded that BS Board is still making a step between Advisory Board and Governing Board. They are still quite active in helping Banteay Srei sort out issues and advising. Therefore they are not focusing enough on Governance measures. A new M&E committee is recommended to be established and an HR sub-committee will also need to be established.

When the consultancy was completed, the board decided to invite the consultant to join the board and help Banteay Srei implement the recommendations especially areas related to human resource management. The consultant accepted the invitation and formed the HR Sub Committee who then handled the restructure, appraisals, etc.

5.1.1.2 Develop and implement board annual work plan based on governance review

The board members agreed on a work plan to have four board meetings per year, of which two times with MCs and two times without MCs, and to meet more often according to the needs, an HR sub-committee was established and led by a new board member and two other board members and the director. The committee met regularly once a month to support staffing concerns, talked about the partnership with Women for Prosperity, support the structure review process with CORD and reviewed staff performance appraisal. All activities related to the board are integrated in the global annual work plan of BS.

5.1.1.3 Conduct quarterly board meeting

The first quarterly board meeting was conducted with 5 members of MCs, 3 board members which facilitated by a chair board. The second meeting was conducted without MCs and participated by the director and three board members facilitated by vice chair board. The third board meeting was about agriculture farm land, feedbacks from board field monitoring and other programs issues. The fourth board meeting was about new organization structure approval. The meetings addressed issues related to Banteay Srei partnership with other NGOs included CORD on structure review and organisational capacity development plan; fundraising, governance, leadership and management.

5.1.1.4 Board field visit (twice a year)

Two board field visits were conducted. The first board field visit was the treasurer of the Board visited the field offices and villages in Battambang and Siem Reap. She joined the appraisal meetings of 2 Program Managers, visited new selected target villages and the construction area. The second board field visit was conducted by two board members to both BB and SR together with IWDA team. The boards provided constructive feedbacks and the feedbacks were reflected by MC and then MC to staffs. The feedbacks include BS didn't have enough accessibility for women with disabilities, BS need to inform as prior consent to women and girl of GBV about their information or face to be heard or seen by other people, the safe house is not hide from the neighbour so that it is good to consider the safety and security of women and girl survivor of GBV.

5.1.2.1 Coordinate and cooperate with experienced partners or consultant (ie, CORD) to revise and implement Organisational Structure, Job Descriptions in accordance with new strategic plan, conduct capacity development plan and assessment

BS contracted with CORD to provide their consultancy services to:

1. Review of the 2010 - 2013 CORD/Banteay Srei Capacity Building Plan.
2. Review the current structure of the organisation in relation to the delivery of the 2014-2018 Strategic Plan.
3. Support the development of capacity building plans for Banteay Srei staff.

As a result, the last organisational capacity development plan 2010-2013 was reviewed with all staffs during the staff six month meeting in SR and CORD came up with some recommendations for developing the new capacity development framework as following:

1. Invest further in developing the management teams' capacity to create an enabling environment for staff to exercise existing skills and develop new skills
2. Consider recruiting new staff with skills in monitoring and evaluation, small business management, vocational training on agriculture
3. Develop current staff capacity in monitoring and evaluation (data collection, analysis, documentation), presentation skills/public speaking, CBO and network formation, information management systems, analytical and critical thinking skills, working with disability and youth, conflict resolution, democracy, political analysis, and small business management
4. Balance carefully the investment of time in capacity development with the need for ongoing delivery of programs and services – Cord suggests that Banteay Srei nominate the number of person days available annually for capacity development purposes and then use this information as the starting point for determining the feasibility of capacity development activities
5. Maintain existing good practices – these practices include ensuring that all capacity development activities are anchored in and informed by the real life experiences of participants, promoting scalable, action learning, valuing personal transformational learning and encouraging reflection and role-modelling
6. Ensure that all capacity development opportunities are followed up at least once (and preferably twice or more frequently)
7. Include a wider range of capacity development opportunities as well as more customised opportunities in developing a new capacity development plan
8. Invest further in capacity retention e.g. make full use of monthly learning days and handover processes for the purposes of knowledge transfer and capacity retention

An annual staff capacity development plan for 2015 was developed based on the staff capacity development frame work 2014-2018. The organization structure was approved by the boards. CORD will support MC in sending the message of new structure to all staffs after the process of the whole new structure discussed in February with having the job description for the new positions were developed and existing job descriptions were revised.

5.1.2.2 Staff reflection and learning meeting (including field exchange visit) every four months including coaching supported by external resources person such DCA on power analysis and empowerment approaches

There are two staff reflections were conducted. The first staff reflection meeting was conducted in Battambang with support as resource person from DCA/CA with participation from 30 staff members (26 female). As a result, staff understood on administration and personnel policies and the finance policy was reviewed with participation from all staffs. All staffs were also built their capacity on power analysis and empowerment approaches with a view to strengthening collective leadership to enable effective rights-claiming facilitated by a representative from DCA/CA.

The second staff reflection meeting was conducted in Siem Reap with resource person from donor collaboration, join training support to Banteay Srei by Diakonia and DCA/CA. Two resource persons from CLEC was also involved with the meeting to provide their experiences and knowledge on similar issues and learn from each other. There were 30 staffs (28 female) who attended. The meeting reviewed about power,

analysis and lesson that all staffs have learned during staff reflection and the meeting in Battambang and conducted a new session on collective leadership with field practiced and reflection. We could see that BS staffs have enough capacity to play model as collective leadership with good facilitation in the field with communities and local authorities. The future action plan is that staff will work more with the community especially on advocacy related land issues to support their action plan and will provide technical support either from BS or CLEC or outsider as needed.

5.1.2.3 Staff training on self-care (SH BB)

In order to be accredited to provide psychological counselling to women and girl survivors of GBV, it is required that the counsellor has a healthy psychological condition. One Team Leader, one counsellor and a counterpart staff from the Provincial Department of Women's Affairs tested for obtaining this certificate of psychological health from the provincial health centre of Battambang. All the three received the certificate that indicated that they have good mental health and qualified to provide counselling/intervening service on GBV issue.

5.1.2.4 Staff workshop with Action Aid

The workshop was cancelled according to the donor AAC's plan

5.1.2.5 Staff planning meeting with Action Aid

Annual work plan for 2015 was developed by 4 BS staffs responsible in Donkeo commune facilitated by the program manager (all are female). The plan was developed based on the format from Action Aid with budget detail based on each activity. The activities have detailed information including the name of the activity, number of participants, total budget, detailed budget to spend on what, and time frame. Annual monitoring and evaluation plan was also developed.

5.1.2.6 Staff training on self-help group with Action Aid

One child sponsorship staff attended training with Oxfam on self-help groups in Kampong Thom province. Staff learnt about the process of forming self-help groups.

5.1.2.7 Staff meeting on PRRP with Action Aid

A meeting was conducted with participation from BS staffs and 52 (49 female) from communities as beneficiaries and the CFs in 13 villages. The meeting was to share the achievements during the one year of project implementation from each village, share challenges and seek possible solutions for future action planning. A number of achievements and issues were discussed: children understand and practice about hygiene and have good connection with other children in the village, they are more brave and shared knowledge among other children. The challenges were that children migrated to work followed by their parents which is a child labor abuse and a lost opportunity involving in education. The solution was to create a project for children to earn income within their community.

5.1.3.1 Coordinate and cooperate with experienced partners or consultant to provide quarterly coaching and field practical support to leadership and management staff

The activity was conducted by the boards to the director, by the director to MCs, by MCs to team leader and by team leader to community organizer. The question was also asked if BS should continue to seek the boards for coaching as the boards worry that their work will become too close to the work of the director. It was decided that BS will consider the coaching of an external person in case of having a budget concerning to this.

5.1.3.2 MC and staff annual performance appraisal

The MCs and staff annual performance appraisal was conducted and finalized by the end of June. Due to the feedback from MCs, we could see that the appraisal provided a chance for staff at all level to review what they did well and identify the gap in their capacity in fulfilling their roles. The staff performance appraisal was revised with the support from CORD. It is smarter in measuring the quality of work done by each appraise staff, shorter and simpler, which reduces time for the filling as well as time for sitting together with the supervisor to discuss about each performance. The form was shared to all staff and practice for the 2014 appraisal. Some of the staff already filled in the old form, so that only some of the staff will apply the new form and the new form will apply for everyone in the next appraisal term.

5.1.3.3 Conduct Management Committee quarter meeting

Four MC meetings were conducted. An emergency MC meeting was also held about staff issues and new project idea. The second meeting discussed about the financial situation of the organization, preparation for conducting staff reflection, learning meeting and sharing update and news. The third meeting discussed about briefs partners/donors feedback from their visit and BS responses for action to be taken, internal financial visit feedback and action to be taken, update programme progress made, comment for baseline survey report and share about news and updates as well as staff issues. The fourth meeting discussed preparation for the annual staff meeting 2014, activity and budget plan preparation and staff issues. These meetings were participated by Program Managers, Finance and Admin Manager, Communication and Donation Liaison Coordinator and Director.

Outcome 5.2: Banteay Srei's financial systems and resource mobilisation plans provide transparent, accurate and timely information to support fundraising, program development and organisational plans.

We could see that the financial audits from donors demonstrated an increase adherence by management and staffs to financial policy and procedures and budget planning. Banteay Srei has secured funds to implement its activities in 2014, the first year of the strategic plan.

5.2.1.1 Conduct quarterly meeting for Donor Development Committee to update and implement Donor Development Plan

A Donor Development Committee meeting was conducted. Five members of the DDC participated in this meeting, namely one new Board member, Kasumi (as the result of the governance board workshop in early 2014, Janet as the Chair board had to step back and handed over her leadership role of the DDC to Kasumi), the director, the finance/admin manager, the communication and donation liaison coordinator and a foreign volunteer. The rest of the meeting was not conducted due to unavailability of each member as everyone was busy with other priorities.

5.2.1.2 Conduct annual meeting with all Banteay Srei funding partners and donors

A partners/donors meeting was conducted with participation from CAFOD, DCA/CA, Diakonia, NPA and BS MCs and boards. The meeting was facilitated by the new chair board, Ms. Angie Conroy. The meeting was started with a presentation on the most updated country/local context and progress made in responding to the context, presentation the next year plan 2015 (activity and budget) and a Partner/Donors presentation about their contribution and following by question and answer. The contribution from partners in summary of the funding support is that mostly their areas of focus fit to what Banteay Srei is focusing on and the financial support is the same or a slight increase for some partners that will be based on their back donors. There was also an increase in professionalism strengthen from donors/partners on financial system, capacity building and method of project implementation.

5.2.1.3 Conduct meeting with donors for the Donor Development Plan and building relationships

Not yet implemented due to time constraints with other priorities and the donor development committee didn't conduct a meeting since the second quarter of the year.

5.2.1.4 DCA/CA and BS meeting to discuss how BS inputs to the development of DCA/CA Cambodia's communication strategy and clarify mutual needs and action.

BS director meet with DCA communication officers both from Cambodia and HQ offices. We agreed that story of change, pictures and short video clip are important for our monitoring of the project progress. We need to capture the situation of our beneficiaries when they started and after their participation in the project. However, there was no specific form required for BS to use. DCA committed to work closely with BS staff to ensure that real change of women's life as the result of the project were captured.

5.2.1.5 Child sponsorship staff collect child messages and photos

784 messages from children (350 girls) and 480 photos (319 girls) from children were collected and sent to Action Aid.

5.2.1.6 Child sponsorship staff produce progress report for Action Aid

Two progress reports were produced and sent to Action Aid, one child progress report and one community newsletter.

5.2.2.1 Conduct weekly and monthly monitoring of finance through finance team and each office's authorized person (ie, Director for PP office) meetings, monthly accounting reports and donor financial reports

Monthly accounting reports and donor financial reports produced and submitted on time.

5.2.2.2 Conduct annual internal financial audit

An internal financial audit was conducted one time by the finance/admin team to Siem Reap and Battambang. We could see that all financial implementation was followed the policies and standard. Yet there are some recommendations was found and feedback to both BB and SR.

5.2.2.3 Conduct annual external financial audit

Contracted with an international standard audit company, KPMG and will do in February 2015. In 2014 BS was fully compliant and has taken the recommendations on board and implemented them.

5.2.3.1 Conduct four monthly reflection and learning meeting for finance team on finance and administration including resource person from board

There were three monthly reflection and learning meetings for the finance team on finance and administration which were conducted with the participation from a finance/admin manager, a finance/admin assistant and two accountants from BB and SR. The board member with expertise on finance could not attend this meeting due to time constraints. The meeting reflected about financial implementation, shared technical knowledge on financing and explored what are the supports that each member needs and how to help each other.

5.2.3.2 Provide on-going technical support and monitoring of financial procedures for non-financial/program staff for effective and efficient financial policy implementation, including budget monitoring and planning

The technical support on finance has been done through the six months staff meeting by reflecting on the challenges in implementing the financial policy that staff face and the support needed. The meeting was also to monitor the budget implementation of the six months and plan for the next six months.

Outcome 5.3: An effective management information system supports timely and accurate reporting, effective monitoring of activities and outputs and evaluating to measure outcomes and impact of work.

The baseline survey consultant team reviewed the M&E framework of the organization in order to ensure timely and accurate reporting, effective monitoring of activities and outputs and evaluating to measure outcomes and impact of the work in the new strategic plan that will be finalized in early February. The database management system is also taken into consideration for possibly setting it for the whole organization. The result from the baseline survey will also provide an effective data for Banteay Srei to monitor and evaluate the project implementation from year to year.

5.3.1.1 Coordinate and cooperate with experienced partner/consultant to review existing M&E Framework to improve collection, analysis and reporting of quantitative and qualitative information including Most Significant Change methodology

Discussed and included in the TOR for a consultant team for baseline and KAP survey that the team will not only conduct the survey but also review the existing M&E Framework that it is going to be finalized in early February together with the Baseline Survey.

5.3.1.2 Conduct baseline and KAP survey

Hired a consultant team to conduct the baseline and KAP survey for the new strategic plan 2014-2018. The assignment period is started from June and is going to finished by early February 2015. The baseline survey report first drafted was shared to all staffs with constructive feedbacks and then second drafted with MC's feedbacks. The M&E manual first drafted was also presented to the MCs and got feedbacks. Both final baseline survey report and the final M&E manual will be finalized by February at the latest.

Outcome 5.4: Community structures, including expansion into new areas, CFs in newer villages, CBOs in phased-out villages and Commune CBO Networks, are functional and operating in a sustainable manner for effective program delivery and community development work.

Banteay Srei is successfully entered new villages by conducting workshops to officially announce to stakeholders on their arrival, both in Battambang and Siem Reap. 23 new target villages were identified, in which 12 villages are from two communes in Banan district of Battambang and 11 villages are from two communes in Angkor Thom district of Siem Reap. The CF selection process was started and will continue to be ready in 2015. 2 existing CBO commune networks are being strengthened with a sense of solidarity and contributing effort among the communities.

5.4.1.1 Conduct a consultation workshop with community representatives to review and simplify phasing out process and indicators to focus on institutional development of CBO in each villages to prepare for phasing out

Key staffs meeting from both BB and SR meeting to simplify the phase out process and indicator. There are also involvements from village authorities, FCC, CBO, CF and community representatives in total of 51 people (43 female). The meeting reflected about step and indicators of phasing out on strong and weakness, and identify points for improvement. 70% of the participants are actively in the discussion and finally the process of phase out reduced from 11 to 8 steps as the following:

1. Meeting with CF for consultation
2. Workshop with CF and community to reflect the process and indicators (3 years 1 time)
3. Meeting with community to present indicators
4. Conduct phase out assessment
5. Workshop with stakeholders to create action plan
6. Implement the action plan with all stakeholders
7. Formally celebrate the phase out from success village
8. Support community's proposal

For the period of working in each village is 12 years classified by type of process as the following:

- Entering phase (3 years)
- Developing phase (6 years)
- Exiting phase (3 years)

The result of this discussion will also include in the new M&E guideline of Banteay Srei.

5.4.1.2 On-going technical and financial support to strengthen each village CBO

In Battambang: there were two meetings of CBO in Bovel and Knach Romeas. The first meeting was to reflect about their functioning roles and to identify challenges that they faced. It was found that due to the limited budget support to the CBO commune network in Knach Romeas commune, they cannot successfully implement the activity to support their CBOs at the village level. The solution found was that resource mobilization from each village agreed to contribute 10% of credit project from each village for this commune network. The CBO commune of Knach Romeas could then support CBOs at the village level in one village regarding the problem of having only one CF working with the money and the bookkeeping, more CFs will be selected for this village.

The second meeting was conducted with participation from 29 people (23 female) from CFs, CBOs and FCC. The meeting was to reflect about the structure of each commune CBO network in Knach Romeas and Borvel. As a result we could see that the structure in Knach Romeas could function well with more support to each CBO but the structure in Borvel is not functioning well due to some committee migration (2 migrated to Thailand and one still in the village but not active). Responding to this, the participant decided to select new members work temporarily. The network members is more widely exercising their rights by attending meetings with the commune monthly by actively raising VDP into the CIP, encouraging network members and authorities to understand about the difficulties of women with disabilities, HIV/AIDs, orphan or poor and no discrimination on them. Also, encouraging young women to be brave and to be involved in leadership in the future. We could also see an increased in budget for both networks, Knach Romeas increase from 4,090,000 Riels to 5,352,000 Riels and Borvel from 4,076,000 Riels to 4,417,000 Riels which show the sustainability of the network in managing their community projects and resources.

In Siem Reap, there was a meeting to create CBO network at commune level. There were 31 CFs (28 female) attended from 6 villages. CFs reflected about their success of the credit group and would like to make it to be the microfinance institution in the future. In order to become a strong CBO network, participants discussed about the networks need to have committee who has strong experiences in leading and being honest. They

need to have policy and clear purpose and the member need to understand about it, clear role and responsibility, need support from community, local authorities and relevant stakeholders, understand women and children issues and able to manage the resource in the network and find external resource to support the network etc. Following by this meeting, there was a meeting to vote for the CBO network conducted at Leang Dai commune hall with participation from 36 people (31 female) from CFs from 7 villages. The FCC, commune health center, district office of women affairs and commune police attended. The CF voted for one representative from their village, then there were 7 representative voted and finally all participants voted for each of the 7 representative for their title in the CBO network.

5.4.1.3 Support GPNs/community representatives to work as volunteer at the Safe House and Peace Centre

In order to allow CFs, GPNs and a resource person with experience in providing GBV intervention, Banteay Srei in Battambang, provided the chance to a GPN from Kompong Seima village to volunteer at the SH from 7:30 – 12 and to a Chief office of women's affairs (already retired from the government office) to volunteer from 2-5 for the period of 1 month.

In Siem Reap, we provided the chance for a GPN from Prolit village to volunteer to work instead of Saroan, a counselor who was on maternity leave. The volunteer assignment was that we would call this GPN seeking for her help when there would be a case needing counseling for the period of April-June and a GPN volunteer during the period from October to December. The GPN learned about the principle of confidentiality for the survivors of GBV. Currently, the GPN proceeds with the cases of the survivors of GBV by escalating it to relevant local authorities. However, they have realized that it is better to provide ownership to the survivors so that they can decide themselves how they would like to proceed.

5.4.2.1 Provide financial and technical support to Community Facilitators to conduct four monthly meeting of CFs at commune level

In Battambang, CF quarterly meetings were conducted one in Knach Romeas and one in Borvel separately with participation from 36 people (36 female) from CBO, CF, FCC, from 9 villages. The results showed that the bookkeeping in each village is going well even it is not completely 100% but it is functioning well with minor error. The selling and buying process followed financial standard. Regarding to policy of daily support rate of the CBO, they requested to increase the support based on market price due to the price at the market is higher than before. There are also a number of issues discussed, the rice cooperative is worst because each year they lost about 20% due to buying the rice at a high price and when they sell the rice is at a low price. The solution is that CF requested to change this project to credit group and when there is good situation for rice cooperative is back, they will change the credit group back to rice cooperative.

In Siem Reap, there were 13 quarterly CF meetings which were also conducted with the participation from 232 CFs (194 female). In the meetings, discussions and reflections were carried out to share information about the resources used in each project activity including within each community, as well as the challenges that they faced and what methods they used in settling the problems. For example, it was discussed that the cow bank currently has 36 cows, and that with the sale of some cows, a profit of 4 030 000 Riels was possible. As well, rice cooperative groups were able to sell some rice to members, depositing this money in the cooperative bank. As for the challenges faced, one CF resigned from her volunteering position as she found it difficult to collect loan repayment and interests from credit scheme members who have no intention to pay the money they still owe to the rice cooperative. Furthermore, announcements about the peace center services were made as well as reflections about Decentralization & De-concentration practices within their own communities. They were successful in requesting the change of one village chief, the old one having been replaced by another village chief, and continue to request the moving of the accountability box location as community women are afraid to put their complaints and comments in it as it is located in front of the commune office and police station.

We could see that in most of the credit groups, the members borrowed the money but not to create business, they got it to payback interest to the micro-finance institution. We could also see there was a decrease in reporting violence cases in every village that it reflected the reality from relevant stakeholders that there is a true decrease. We could see that the income generation projects that are progressing well include; saving, rice cooperative, rainy season rice field, plantation. An achievement was also shared from the CFs that the commune police provided 72 family books that people requested since 2012, now the 72 families received the family book. This come from the *CFs get the problem raised by community people then CF raised it in the monthly commune council meeting, CF raised the problem during the public forum at district level and the good governance forum of the commune that it also support from the village chief on this issue.* Participants

expressed that the meeting is really important as it allows an opportunity for her to understand and know the success and challenges and how they settle from one village to another in a collaborative way with local authorities.

5.4.3.1 Coordinate and cooperate with stakeholders in conducting feasibility study for possible expansion into new provinces and villages, including new modalities of working with NGOs

BS, in both BB and SR, networked with villages, commune, district, province authorities, primary and secondary schools principals, health centres and relevant NGOs in order to consult and collect information about the situation of the communities within the 23 new villages. As a result, all relevant stakeholders cooperated well in providing data and information and shared their experiences and advices to BS about future work and cooperation.

5.4.3.2 Workshop with stakeholders to introduce Banteay Srei

In Battambang: A workshop to introduce Banteay Srei to the new 12 villages from two communes, Cheng Mean Chey commune (8 villages) and Sneung commune (4 villages) in Banan district in Battambang was conducted with the participation from 285 people (169 female) from community people, village, commune and district authorities and some NGOs working in these areas, including World Vision, Caritas, Boribo and Help Age International organization. These 12 new villages include two communes, Cheng Mean Chey and Sneng. Banteay Srei's vision, mission and goal and strategic plan were shared to the participants and it was sought for their cooperation in the future while implementing the projects.

In Siem Reap: A workshop was conducted in each of the two communes, Peak Sneng (6 villages) and Chub Tatrao (5 villages) with the participation from 211 people (105 female) from village and commune authorities, children network, school principals, police, district office of agriculture, inter-sector district office, district council, school teachers, district governor and NGOs. The workshop announced BS was entering to work in these two communes (11 villages in total) and sought for the cooperation from relevant stakeholders. The official letter in entering to work in these two communes was also submitted to the provincial governor.



Workshop with stakeholders in Battambang



Workshop with stakeholders in Siem Reap

In Battambang, in order to provide close collaboration between BS and commune authorities as well as to observe the work at the commune responding to women and children issues and good governance, BS met with commune council in the new target areas, Cheng Mean Chey and Snoeng commune. BS introduced the plan to promote to a community facilitator in each village and its vision and goal. We could see that the commune council reported that they conducted regular monthly meeting with clear minute meetings, there are 70% participation from village level, example: 6 out of 8 villages in Cheng Mean Chey attended the meeting and 8 out of 12 villages in Snoeng attended the meeting. We could also see both commune and village authorities has good relationship with Banteay Srei and they hope that in the future there will has more development program to make positive changes in their communities.

In Battambang, there were 12 villages in Cheng Mean Chey commune were temporary selected CFs in which there are 68 CFs were selected (62 female) who are from village health's network, village development

committee, volunteer teacher and community people living in these villages. The meeting to select these temporary CFs was selected based on the criteria as the following:

- 1- Has permanent stay in the village
- 2- Cambodian Nationality
- 3- Age from 20 to 50 years old
- 4- Has initiative idea for community development
- 5- Able to read and write basic Khmer
- 6- Has morality in society
- 7- Willingness to volunteer to support community
- 8- Good relationship both within and outside the village
- 9- Able to work in team
- 10- No intention to migrate
- 11- Able to encourage women especially women with disability
- 12- Involve in existing network of any government or NGO committee

This is just the first step toward officially selected CF, that this step is to observe by interview directly with the selected person about their willingness, feeling and support from their family and neighbour to be the CF. BS will bring all those information in order to analyse and set up meeting with communities for officially selected the CF with acknowledgement from village and commune authorities in early 2015.

Key challenges to reach Objectives

- It was not realistic to expect the board to handle the organisational restructure process. External consultant is needed to facilitate the process.
- Some recommendations from governance review were not taken into action due to the absence of the Chair board early this year.

Lessons learned/Planned adjustments

- Structure review was not ready as quick as expected. It could create uncertain or insecure feeling of the staff. Clarity on the fair review process by external experienced facilitators with active participation of governance boards helped maintaining staff motivation and confidence.
- Due to the fact that 2014 is the first year of implementation of the new strategic planning, many efforts were set to achieve all objectives, including identifying new target villages, conducting a baseline survey, review staff capacity development framework for the last strategic plan and developing the new staff capacity development framework as well as conducting the research for informing livelihoods project. These efforts were provided by everyone at all levels of the BS family, including the board, director, management committee and staffs to manage the time very effectively.
- The committee created to monitor the construction of the Kralanch Vocational Training Center has proved to be an extremely valuable asset in the construction of the building and has helped us make sure that the work done by the constructors was of good quality. Without this committee, many technical mistakes would have occurred during the construction of the building, jeopardizing the quality and sustainability of the centre. As well, the community was involved with the committee, which proved to be a rich and effective experience for Banteay Srei. Involving the community in the committee and the project was very good because it gave a sense of ownership of the Center and the project to the community people.

APPENDICES

- Appendix 1- New target villages
- Appendix 2- Case Study of Women's Empowerment
- Appendix 3- Case Study of Livelihoods
- Appendix 4- Case Study of GBV
- Appendix 5- Case Study of Advocacy
- Appendix 6- Case Study of BS staff
- Appendix 7- Financial report January - December 2014

Below reference documents are available based on request

- Reference 1- Rain Water Cambodia Project Progress Report
- Reference 2- Srer Khmer Project Progress Report

SELECTION OF PROJECT PHOTOS





Empower women for positive change!