



BANTEAY SREI

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

Annual Report 1 January – 31 December 2015



Phnom Penh, 31 January 2016

CONTENTS

CONTENTS.....	1
ACRONYMS.....	2
GENERAL INFORMATION.....	3
VISION.....	3
MISSION.....	3
GOAL.....	3
PROJECT OBJECTIVES.....	3
BACKGROUND INFORMATION.....	3
EXECUTIVE SUMMARY.....	5
COUNTRY CHANGING CONTEXT.....	7
RESULTS OF PROJECT IMPLEMENTATION.....	8
1. WOMEN’S LEADERSHIP AND PARTICIPATION IN POLITICS AND PUBLIC DECISION-MAKING.....	8
<i>Key Achievements.....</i>	8
<i>Key Challenges to Reach the Objective.....</i>	13
<i>Lessons Learned/Planned Adjustments.....</i>	14
2. WOMEN’S ECONOMIC EMPOWERMENT AND SUSTAINABLE LIVELIHOOD.....	14
<i>Key Achievements.....</i>	16
<i>Key Challenges to Reach the Objective.....</i>	22
<i>Lessons Learned/Planned Adjustments.....</i>	223
3. GENDER JUSTICE AND HUMAN RIGHTS, ADDRESSING GENDER-BASED VIOLENCE.....	23
<i>Key Achievements.....</i>	234
<i>Key Challenges to Reach the Objective.....</i>	34
<i>Lessons Learned/Planned Adjustments.....</i>	34
4. EVIDENCE-BASED ADVOCACY.....	35
<i>Key Achievements.....</i>	356
<i>Key Challenges to Reach the Objective.....</i>	39
<i>Lessons Learned/Planned Adjustments.....</i>	39
5. ORGANISATION CAPACITY DEVELOPMENT.....	39
<i>Key Achievements.....</i>	40
<i>Key Challenges to Reach the Objective.....</i>	447
<i>Lessons Learned/Planned Adjustments.....</i>	47
IMPACTS.....	49
APPENDICES.....	51
SELECTION OF PROJECT PHOTOS.....	52

ACRONYMS

AAC	-	ActionAid Cambodia
BB	-	Battambang
BtS	-	Banteay Srei
CAFOD	-	Catholic Agency For Overseas Development
CBO	-	Community Based Organisation
CCWC	-	Commune Committee for Women and Children
CC	-	Commune Council
CNRP	-	Cambodia National Rescue Party
CO	-	Community Organizer
CPP	-	Cambodian People's Party
CEDAC	-	Cambodian Centre 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
CPU	-	Child Protection Unit
CWCC	-	Cambodian Women's Crisis Centre
DCA/CA	-	DanChurchAid/Christian Aid
DDC	-	Donor Development Committee
D&P	-	Development and Peace
EPRP	-	Early Preparedness Response Plan
FCC	-	Female Commune Councillor
FFS	-	Farmer Field School
GBV	-	Gender Based Violence
GIZ	-	Deutsche Gesellschaft für Internationale Zusammenarbeit
GPN	-	Gender Peace Network
HVCA	-	Hazard, Vulnerability and Capacity Assessment
HR	-	Human Resource
IWDA	-	International Women's Development Agency
LAC	-	Legal Aid of Cambodia
LANGO	-	Law on Associations and Non-Governmental Organizations
MC	-	Management Committee
M&E	-	Monitoring and Evaluation
MoWA	-	Ministry of Women's Affairs
NAPVAW	-	National Action Plan to Eliminate Violence Against Women
NGO	-	Non-Governmental Organisation
NGO GPP	-	NGO Governance and Professional Practice
NPA	-	Norwegian People's Aid
PDWA	-	Provincial Department of Women Affairs
PDRD	-	Provincial Department of Rural Development
PRA	-	Participatory Rural Appraisal
RHAC	-	Reproductive Health Association of Cambodia
SNA	-	Sub National Authority
SR	-	Siem Reap
TL	-	Team Leader
TPO	-	Transcultural Psychosocial Organisation
VAW	-	Violence Against Women
VDP	-	Village Development Plan
WASH	-	Water, Sanitation and Hygiene
WCCC	-	Women and Children Consultative Committee
WRM	-	Water Resources Management
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):	USD 2,460,041.00
Project Location (5 years):	Phnom Penh, Siem Reap, Battambang and newly identified provinces (Oddar Meanchey and Preah Vihear), 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. BtS registered as a local non-government organization (NGO) with the Cambodian Ministry of Interior in June 2000 and passed to full local management on 1 July 2000. BtS evolved from an Australian NGO, the International Women's Development Agency (IWDA) that had been working in Cambodia since 1985.

With over twenty years of 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 rights 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 and 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 28 Cambodian staff (25 women), working in three locations: 6 staff (5 women) in the Phnom Penh office, 7 female staff in the Battambang office and 15 staff (13 women) in the Siem Reap office. It is envisioned that the organisation will require a similar number of staff to implement the new 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, Banteay Srei commenced a restructure of the organisation in order to realign some senior level responsibilities under the positions of both an Operations Director and a Programs Director. Further changes in responsibilities and the overall structure continued during 2014 and into the first half of 2015. The move from the old structure to the new structure was completed in the first half of 2015.

Banteay Srei has full bylaws, administration, personnel, financial, gender and child and vulnerable woman protection policies. Day to day operational decisions were made by the executive director, working with a management committee that includes the Programme Managers (one each for BB and SR), the Finance/Administration Manager, and the Communication and Donation Liaison Coordinator for the first six months of the year, and during the second half of 2015 the core management committee will include the Executive Director, the Programs Director and the Operations Director. This body reports to the Governance Board that 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 the 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 second 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 a summary of Banteay Srei achievements from the period January to December 2015, based on the expected outcomes of the 2015 strategic plan.

This year Banteay Srei's work reached 17,578 beneficiaries (2,635 direct and 14,943 indirect) in BB and SR, comprised of 8,390 women (235 with disabilities), 4814 men (87 with disabilities), 1,955 girls (7 with disabilities) and 2419 boys (7 with disabilities). These beneficiaries were positively influenced by one to five of our main programs, namely women's leadership and participation in politics and public decision-making; women's economic empowerment, sustainable livelihood, disaster preparedness and natural resource management; gender justice, human rights and community action against gender-based violence; evidence-based advocacy; and organisation capacity development.

67% of female district and commune councillors demonstrated increased capacity to lead women leader forums. 60% of CFs demonstrated increased capacity to mobilise more community people and local authority to participate in small group meetings and workshops to develop VDPs. 21 VDPs were created and included issues raised by community people, 70% of which are issues affecting women and children. 100% of the 5 target communes in BB reported an increase in gender responsive budget from USD 250 up to USD 1,335 per each commune, and 100% of the 5 target communes in SR reported an increase from USD 700 in 2013 to USD 4,000 in 2015, including a contribution of USD 3,000 from UNICEF. Male commune councillors increased their recognition of and support for the role of female commune councillors to 50% by allowing women to attend trainings with NGOs, teaching them proposal writing and supporting their opinions. 33% of communities reported increased access to public services as a result of more responsive district and commune councils, as the fee charged for each public service was posted on the information board at commune offices and health centres and the delivery of services was better.

According to the field monitoring and end line evaluation of the WASH and WRM project, 82% of the 68 direct beneficiaries for income generation activities in SR showed an increase in household income and improved family health and nutrition practices, while 86% of the 30 families in Battambang also improved their family income and increased household assets, as well as 9 families increasing their plantation by accumulating more land. 41 target vulnerable women in SR were provided with training in agricultural and vocational skills, 50% of whom applied their acquired skills to generate income. 43% of trained vulnerable women in BB initiated, improved and managed income generating activities. 35% of trained vulnerable women and CFs reported an increase in their household income and savings, being able to send children to school, acquire new assets and repair houses. 43% of target vulnerable women increased household resilience, as measured by household asset growth, and had enough money to accommodate basic needs and medical expenses and pay off credit. 45% of the target vulnerable women reported and demonstrated improved family health and nutrition practices. 45% of target vulnerable women and their families demonstrated increased understanding about the sustainable natural resource management practices. We can also see an increase in access to potable water from 94% to 98%, as well as improved treatment methods for drinking water: boiling, ceramic filters and bio-sand filters. There was also an increase from 72% to 74% for those with access to improved hygiene.

75% of target vulnerable women and their families changed their attitude towards social and cultural norms. 50% of young people and youth demonstrated increased awareness of gender equality, women's rights and GBV. 70% of target communities demonstrated increased awareness about and support for women's right, including rights of women with disabilities. 45% of GPNs reported increased confidence and improved capacity to provide primary intervention to GBV cases. 50% of SNAs demonstrated improved capacity to provide appropriate intervention to GBV cases on time. 65% of GBV cases were reported and appropriate actions taken to reduce the number of serious GBV incidents in the target communities. 65% of vulnerable women who experienced violence in BB and SR were well protected and their well-being improved. 50% of

them had access to different forms of social and legal support provided by Banteay Srei, partners and local authorities. 65% of men who committed violence in the target villages took responsibility for their actions and behaviour, and transformed themselves.

33% of women who experienced land and natural resource management issues voiced out their concerns in public forums. 13% of women and their communities collected and shared information as evidence for advocating for more gender responsive practices and fair access to services. 45 community people (42 female) in SR understood about their rights and demanded a settling of the problem that they faced. 12 CFs and community people, including 1 woman and 2 men with disabilities, from BB were supported to attend the International Women's Day 2015, International Day of Deaf and Mute People, Workshop on Farmers Network and Marketing Chain, and National Women Forum. Three female CFs and three female community people were supported to attend a rally to submit a letter to the National Assembly, Cambodia National Rescue Party (CNRP) and Cambodian People's Party (CPP) regarding the support of women in political positions.

Banteay Srei has successfully moved from the old organizational structure to a new structure, thanks to substantial support from the board, the management team and CORD. A process for communicating with staff about the new organisational structure was developed and implemented. Existing job descriptions have been reviewed and job descriptions for new positions were developed and shared amongst staff. The existing salary scale has also been reviewed. The new structure requires 47 staff members: 7 in Phnom Penh (PP), 17 in BB and 23 in SR. A further 19 staff members also need to be recruited in 2016. 60% of staff demonstrated improved performance. The funding situation of the organization is stable even though some of the budget was lost due to the conversion of currency and the exchange rates. Banteay Srei has a monitoring system in place and it has been used effectively by relevant staff, but we are in the process of improving the existing database to ensure its accuracy and reliability. 21 village CBOs and 2 commune CBO networks in BB and 25 village CBOs and 3 commune CBO networks in SR have been created and registered, and had their policies and guidelines acknowledged by the local authorities. 50% of CBOs and CBO networks in the phased out villages in BB continue operating and are actively supporting their members. 80% of CBOs and CBO networks in the 32 target villages in SR continue operating actively.



Mushroom compost making in Kampong Seima village

COUNTRY CHANGING CONTEXT

Cambodian women suffer many forms of discrimination throughout their life in their home as well as within the society. This leads to many of them becoming victims of violence. Violence against women (VAW) is a serious human rights violation and continues to be a problem in Cambodia, especially domestic violence. VAW limits women's economic, political and social empowerment and is a serious obstacle for sustainable and equitable development of Cambodia. While actual incidence of domestic violence is difficult to quantify, various studies have revealed that 22% of women reported incidents of violence after the age of 15, with 65% committed by their husbands; 36% of ever partnered men admitted committing physical or sexual violence against an intimate partner during his life time. 54% reported at least one act of emotional abuse, and 53% reported perpetrating economic abuse.¹

In 2015 there was an update from Neary Rattanak III to IV. The 2nd National Action Plan to Eliminate Violence Against Women (2nd NAPVAW) was organized by the Ministry of Women's Affairs (MoWA). The 2nd NAPVAW is different from the 1st NAPVAW because the 2nd is being implemented at the sub-national level and reinforced throughout the previously implemented, existing laws by multi stakeholders, especially relevant ministries such as the Ministry of Interior, Ministry of Justice, Ministry of Health, Ministry of Culture, Ministry of Education and so on.

In 2015 there was more room for interested groups to enter into direct communication with the National Assembly members and the opposition parties occupy almost half of the National Assembly as well as sitting in the chair of half of the Specialized Committees. Many NGOs and citizen groups have moved to contact directly, and enter into productive dialogue, with these committees. After joining the parliament, both political parties have agreed to draft an amendment to the Election Law, which is due to be ready for the next 2017 Commune Election, 2018 National Election and 2019 Election of Capital/Provincial, Municipality/District/Khan Councils. The amendment of the law regarding the election of members to the National Assembly was approved in April 2015 after continual discussion and negotiation since 2011. This improvement of amended law has not shown a commitment to promoting women's participation in politics even though the civil society organizations advocated with the state on the articles relating to the measurement of gender equality in the election law, so this made the CSOs and NGOs disappointed with the government.

The controversial Law on Associations and NGOs (LANGO) was passed by the National Assembly on 13 July 2015 without consultation with the civil society organisations and relevant stakeholders. This law along with the Telecommunications Law, Trade Union Law and Cybercrime Law that will be probably passed without proper consultation will threaten the fundamental rights of Cambodian people and civil society organisations, especially the rights to freedom of expression, association and assembly. The law covered both the national and international NGOs and Associations operating within Cambodia. The law contained many clauses and provisions that have potential negative impacts on the socio-economic development of the citizens. The LANGO has also been found to contradict the National Constitution and other national and international laws that Cambodia has ratified. The campaign of NGOs and grassroots organizations to oppose the passing of the law only saw minor changes in the last draft that was approved by the senate.

In October, the police failed to prevent the brutal assault of two opposition lawmakers, Nhay Chamreoun and Kong Sophea, outside the national assembly by members of the ruling Cambodian People's Party, amid strong evidence that the attack was facilitated or organized by senior figures. In November, the Phnom Penh Municipal Court issued a warrant for the arrest of Cambodia National Rescue Party President Sam Rainsy, which was clearly a politically motivated move. On Monday 16 November, Sam Rainsy was stripped of his position as a member of the National Assembly (NA) by the NA's standing committee, who used the arrest warrant as justification. This development is the latest in a string of arrests, convictions, threats and beatings orchestrated by the Royal Government of Cambodia against the opposition party in recent months. This crackdown represents a major threat to democracy and fundamental freedoms in the Kingdom of Cambodia.

¹ NAPVAW 2013-17 (Draft), page 12 (with reference to MoWA 2009 and Fulu et al, 2013)

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.

We have seen an increase in the number of female candidates being selected as leaders in local government structures. In SR, 5 CFs (4 young women and 1 senior) were selected as deputy village chief and members. One CF was promoted from deputy village chief to become village chief and one female village member became deputy village chief. Based on the observation of the program implementation and interviews, 16 female commune councillors from 9 communes have improved capacity in planning and using gender responsive budget to support women and children, including issuing vital record for villagers and aiding women with the delivery of babies.

67% of female district and commune councillors demonstrated increased capacity to lead women leader forums, being able to develop the plan and budget for the forums, mobilise women leaders to attend the forums, raise questions for discussion, facilitate the forums well, and analyse and address women issues. Based on the meeting minutes and forum reports, 57% of the CFs in the target villages participated in the district and commune meetings and forums. Female commune councillors are currently representing 18.35% of 109 commune councillors in 13 target communes of Banteay Srei. This year two CFs who were young women discussed with the provincial manager in BB on how to be registered as candidates to stand for the Commune Election 2017.

60% of CFs demonstrated increased capacity to mobilise more community people and local authority to participate in small group meetings and workshops to develop VDPs. 21 VDPs were created and included issues raised by community people, 70% of which are issues affecting women and children, for example health, water and sanitation, vocational skills, GBV, kindergarten and small business management. 50% of vulnerable women demonstrated increased confidence to raise concerns in the community meetings and VDP development process.

100% of the 5 target communes in BB reported an increase in gender responsive budget from USD 250 up to USD 1,335 per each commune, and 100% of the 5 target communes in SR reported an increase from USD 700 in 2013 to USD 4,000 in 2015, including a contribution of USD 3,000 from UNICEF. The budget was used to address women and children issues, including providing study materials and issuing birth certificates for poor children, paying for medical treatment for survivors of GBV, paying for the delivery of babies for vulnerable women and promoting health care in the communities.

Male commune councillors increased their recognition of and support for the role of female commune councillors to 50% by allowing women to attend trainings with NGOs, teaching them proposal writing and supporting their opinions. For instance, a female commune councillor in Bavel commune requested that her name was placed on the top of the candidate list for Bavel district council election, and if she was rejected, she would resign, so the male commune councillors from Cambodia National Rescue Party agreed with her. 33% of communities reported increased access to public services as a result of more responsive district and commune councils, as the fee charged for each public service was posted on the information board at commune offices and health centres and the delivery of services was better.

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.

1.1.1.1 Provide technical and financial supports to female commune councils in organizing women leader forum.

12 Women Leader Forums were conducted with the participation of 462 women from 4 communes in Siem Reap and 5 communes in Battambang. The participants are comprised of district councillors, commune councillors, representative from the Commune of Women's Affairs, CFs, health centre officers, village authorities, teachers, school principals, chief of the Women and Children Consultative Committee, woman networks leaders and Banteay Srei staff. The forums were facilitated by the female commune councillors who have been coached by Banteay Srei staff to organise the forums. All presentations focus on the protection of women's rights and improvement of their income generation. Based on the pre-test and post-test results, 50% of the participants demonstrated their knowledge about CEDAW, NAPVAW and Neary Rattanak IV through the questions and answers session. 65% of the participants actively expressed their opinions on relationship building, leadership challenges, human rights, gender and the utilisation of gender responsive budget to address children's and women's issues in their communities. All participants demonstrated increased courage and capacity in organising the forums, for example preparing proposals and plans, inviting participants and finding venues. 5% of these forums were supported by the commune budget. The commune budget for gender response was previously USD 1,000, but thanks to generous support of USD 3,000 per each commune from UNICEF, the budget increased up to USD 4,000 for 2015.



Women Leader Forum in Bavel district

CF facilitating the Women Leader Forum in Doun Kaev commune

Table 1: Gender Responsive Budget by Commune in 2015

Commune	Gender Responsive Budget per Year (USD)	Comments
Leang Dai	3,170	Some communes have received budget less than the previous year because there is some contribution from political parties and NGOs to support social services for women and children, so female commune councillors excluded it from the budget.
Wat Kor	900	
Bansay Treng	1,335	
Khnach Romeas	720	
Bavel	600	
O Mal	900	

1.1.2.1 Provide training on leadership and women's rights to politics to new CFs especially young women and women with disabilities.

In SR, Banteay Srei provided a training on leadership for 35 CFs (31 women) from 18 to 20 May 2015 in Angkor Mondial Restaurant. Based on the pre-test and post-test results, 80% of the participants understood leadership concepts, especially self-awareness, effective teamwork and community mobilisation. 50% demonstrated their commitment to applying what they have learned in fulfilling their roles as CFs in their respective communities, providing support and encouragement to one another when they face problems in their families, and further strengthening their capacity to be involved in leadership positions and politics.

1.1.3.1 Workshop with five major political parties and stakeholders to promote women in leadership and political positions.

This activity was not implemented because the 2017 Commune Election was taking place too far away in time and we had not identified yet the women who wanted to be involved in politics. Therefore, we used the budget

destined for this activity to provide training on women in politics for 33 women. The group was comprised of 7 commune councillors, 3 commune women's affairs officers, 1 commune assistant, 17 CFs, 4 village authorities and 1 woman villager. The training took place at Angkor Mondial Restaurant, Siem Reap province, from 26 to 27 October 2015. Based on the pre-test and post-test results, 90% of the participants effectively acquired practical knowledge about leadership, such as utilisation of power, negotiation, relationship building, planning and the importance of women in politics. 66% were able to show their favourite political parties that they have capacity and commitment to contributing to the development of their communities by facilitating Women Leader Forums, addressing domestic violence, helping poor families to send their children to school, issuing identity cards and birth certificates, promoting democracy, negotiating with the commune councils to allow women to be the deputy village chief, advocating for women to be involved in politics, promoting sanitation and hygiene, and sending children and pregnant women to have medical treatment and delivery at the hospital.

1.1.3.2 Workshop on women in politics with CFs and women activists from 7 communes.

This activity was not implemented because the 2017 Commune Election was taking place too far away in time and we had not identified yet the women who may want to be involved in politics. Therefore, we used this activity budget to conduct a dialogue with 34 community women leaders and activists in order to identify the women who volunteer to work in politics. 90% of the participants demonstrated their good understanding of the importance of women in politics. For instance, Ms. Ki Ya, a CF from Prohit village, said, "If women support women in politics, it means helping women to understand women and escape from social and family constraints." 27 participants equivalent to 64% demonstrated confidence and commitment by contacting their favourite political parties to register as candidates to stand for the 2017 Commune Election. The other 7 women also demonstrated strong commitment, but reported feeling too old, so they prefer to support and encourage committed young women to achieve their goals.

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

1.2.1.1 Provide technical and financial support to CFs in facilitating small group meeting with target communities for VDP development.

In SR, a meeting was conducted to reflect on VDP, with participation of 34 CFs (29 women) from 11 villages in Doun Kaev commune, to discuss the projects in VDP that received support and increase capacity of CFs to facilitate the small group meetings within the communities. The results of the meeting indicated that some of the projects in VDPs in 2014 have been getting the desired responses, while others still require more focus throughout 2015. Some of the projects included solar power supported by Apsara Authority to 50 families, raising awareness about the commune village safety program by the police, building local roads by the commune council, building public resting places by the villagers themselves amongst a number of other projects supported by other organizations. By the end of the meeting, CFs had increased knowledge about facilitation skills, monitoring the VDPs after being integrated into CIP and identifying issues for 2015.



Small Group Meeting in Community

21 small group meetings were conducted and facilitated by CFs with a total participation of 1,155 community people and CFs (994 women). Around 50% of the participants raised their concerns and issues in developing VDPs, CIPs and CDPs, including difficulty travelling around the village, lack of irrigation system and water sources to do farming, unavailability of clean water, use of unclean water, poor sanitation due to lack of latrines, theft, gambling, late intervention in gender based violence, late issue of and high fee charging for birth certificates and family books, rape and unemployment. Participants also raised these issues in public forums with local authorities and the forums at provincial and national levels. The meetings provided a refreshing perspective on basic human rights, cultural rights, political rights, economic rights and social rights. The meetings also reflected on the role and responsibilities of commune councils. As a result, 21 VDPs in 21 villages were developed, incorporating women's and children's issues.

1.2.2.1 Support CF to conduct two workshops with community people on gender and disabilities, basic human rights, involvement of people in VDP&CIP monitoring and natural disaster.

Two workshops were conducted and facilitated by GPNs and CFs with the participation of 863 people (716 females), comprised of 14 village authorities (4 females), 78 CFs (56 females), 765 villagers (650 female), 5 female BtS staff and 1 female volunteer from 9 villages, from 13 to 17 July 2015 and 11 to 19 November 2015. The total participants included 23 people with disabilities (8 females), 2 women with HIV/AIDS, and 147 children (78 girls). After the workshops, the participants demonstrated understanding of gender and disabilities, basic human rights and their participation in VDP&CIP monitoring through questions and answers. 70% of the participants could answer the questions about human rights. 80% understood disability and gender. 70% could ask and answer questions about the prevention of natural disasters. 10% were able to monitor and demand in the VDP and CIP planning and implementation process by participating in the monthly meetings with commune councils and asking the village chiefs and commune councillors along the streets and in village meetings. 11 (8 female) of 18 CFs (13 female) increased their capacity, confidence and courage to facilitate the workshops, analyse the topic of discussions and initiate good questions to ask the participants.

1.2.2.2 Cooperate with commune authorities to prepare VDP&CIP in 21 villages through a democratic development process.



A woman sharing community issues to prepare VDPs in Doun Kaev village

Banteay Srei cooperated with 1,553 local authorities, CFs and community people (1,215 female) from 21 villages to prepare and reflect on VDP and CIP. The cooperation included three main activities.

- In July 2015, Banteay Srei encouraged 1,266 people (1,006 female) from 21 villages in 4 communes to participate in the first stage of the planning process and raise their issues and demand to be included in the CIPs.
- In November 2015, three meetings to reflect on VDP and CIP were conducted in Rooul, Doun Kaev and Leang Dai communes with the attendance of 227 participants (197 female), comprised of female commune councillors, commune chiefs, village authorities, CFs, community people and Banteay Srei staff.
- On 7 December 2015, Banteay Srei supported and cooperated with the local authorities to conduct District Integration Workshop in Angkor Thom District Office to present, consolidate and sell CIPs. There were 63 participants (19 female) comprised of 1 district governor, 2 district councillors, 2 provincial advisers, 1 district adviser, 15 focal persons of women's affairs and commune clerks and chiefs, and 15 staff from local and international NGOs.

60% of 1,553 participants demonstrated courage to raise their issues and demand to be included in CIPs, such as requesting latrines, planting trees, issuing family books and birth certificates for poor families free of charge, supporting saving groups, providing agriculture techniques and materials, providing tailoring skills to women with disabilities, promoting laws and rights and education, providing water filters and water well pumps, irrigating the rice fields, creating more jobs, providing literacy classes for children who drop out of school, preventing or promoting safe migration, resolving land disputes, intervening in GBV on time and so on. 90% of the issues were included in the CIPs, and 30% of the community issues, especially those of women, received positive response from relevant stakeholders.

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.

1.3.1.1 Provide training and coaching to female commune and district councils on planning and budgeting, spending and how to advocate for increasing gender responsive budget and reflect on the effectiveness of gender responsive budget utilization including reflection on role and responsibility of commune councils respond to local governance principle.

A training on the utilisation of commune gender responsive budget was offered by a provincial adviser at the Polytechnic Institute of Battambang from 23 to 25 March 2015 to 37 participants (28 female), comprised of female leaders at commune and district levels, female staff and volunteer from Banteay Srei, and male staff from Srer Khmer. According to observation, 70% of the 28 women leaders became able to create plans and budgets, handle expenditures, prepare quarterly reports for Commune Committee for Women and Children (CCWC), and lobby for increasing gender responsive budget for supporting women and children.

In SR, a training along with two coaching sessions on the utilisation of commune gender responsive budget and the preparation of plans and social budgets was offered by a provincial adviser in cooperation with Banteay Srei to 23 participants (15 female), comprised of female commune and district counsellors, CFs, female village chiefs, commune clerks and 2nd deputy commune chief. 80% of the participants shared their experience with one another, and all female commune councillors understood the process of utilising commune gender responsive budget to address women and children issues, including providing financial support for women to have pregnancy check-ups and deliver babies, providing study materials to poor children, and offering emergency support to woman survivors of GBV.

A reflection workshop on the commune budget preparation and utilisation, CCWC action and budget planning and preparation of CCWC financial report for promoting social services in an equitable manner was conducted and facilitated by two provincial advisers at the Provincial Department of Health in BB from 20 to 21 October 2015. There were 36 participants (27 female), comprised of female leaders at commune and district levels, female staff from Banteay Srei and male provincial advisors. 40% of the 9 female commune councillors in the target areas negotiated with the commune councils and were encouraged and supported by Banteay Srei to increase budget for supporting vulnerable women and children in the communities. The

budget for CCWC increased from KHR 1,000,000 (USD 250) up to KHR 7,000,000 (USD 1,750) per each commune.

1.3.2.1 Dialogue with men group to raise women status especially young women in leadership.

On 22 May 2015, a dialogue was conducted with 30 men who did not support women in leadership at Angkor Mondial Restaurant in SR to discuss gender equality, good men, women in leadership and the support that men can provide for women to participate in leadership through group discussions, video education, stories in the newspapers and questions and answers. 80% of the 30 men were actively involved in the discussion and indicated a positive attitude to support women in leadership. They raised various examples of good women in leadership who have worked actively and contributed to the community development. They emphasised that it is good for more and more women to work in leadership positions.

1.3.3.1 Provide technical and financial support to community and CFs to attend commune monthly meetings and monitor public forums.

- Banteay Srei provided financial support for buying snack for 5 communes to conduct 12 commune council monthly meetings.

Table 2: Financial Support Provided by Banteay Srei to Target Communes in BB in 2015

Commune	Financial Support Provided by Banteay Srei
Wat Kor	KHR 480,000 (USD 120)
O Mal	KHR 480,000 (USD 120)
Bansay Treng	KHR 480,000 (USD 120)
Khnach Romeas	KHR 480,000 (USD 120)
Bavel	KHR 720,000 (USD 180)

- Banteay Srei provided financial support for 117 community people (49 female) and 306 CFs (134 female) from 9 villages to attend 12 commune council monthly meetings. Each village received KHR 480,000 (USD 120). The total number of participants was 423 (183 female), excluding 3 Banteay Srei staff. The meetings were conducted in 5 different communes and facilitated by the chief of commune councils.

All CFs and communities discussed about GBV cases that happened in their communities and actions taken to address those cases, previous monthly reports, credit collection, cow banks, planting crops, raising awareness by RainWater Cambodia about hygiene and sanitation as well as water management and safety, rights of people with disabilities, gender, climate change, natural disasters, women forums and the improvement of community resources. Only 10% of the participants asked questions and expressed their opinions of the topics of discussion, but 50% reported various issues during the meeting.

In SR, 25 CFs and community people attended monthly commune council meetings and demanded relevant stakeholders to settle problems affecting their communities, for example GBV and a delay in issuing birth certificate and family book. As a result, the local authorities intervened in GBV cases more effectively and provided faster public services for the communities and charged fee based on the official rate decided by the government. 145 CFs and community people participated in and monitored the public forums organised by the local authorities. 10% of them raised their concerns in the forums. CFs and communities provided feedback on the leadership of CFs, shared transparency and accountability of project resource management and any changes made. 572 community people (498 female) expressed their opinions on community resources management in the community convention.

Key Challenges to Reach the Objective

- All women leaders and activists who received training and joint the dialogue demonstrated strong commitment to participating in politics, but do not have skills to negotiate with their favourite political parties to include them in the candidate list. They therefore request Banteay Srei to further strengthen their capacity on preparations to be women in politics, negotiation and planning.
- Male commune councillors and representatives from most political parties did not want to include women as candidates to stand for election because they perceived that women are inferior to men in interpersonal

communications and utilisation of power with relevant stakeholders to execute the tasks and women are supposed to stay home to take care of household chores and children.

- Migration rate is increasing, making it difficult for the project to reach the target number of beneficiaries as planned.
- Fewer men than women participated in the meetings to prepare VDPs and CIPs. All participants were able to raise and discuss about their issues, but they have very limited understanding about VDPs and CIPs. Only a few can contribute their ideas to the development of VDPs and CIPs.

Lessons Learned/Planned Adjustments

- Women who want to stand for the 2017 Commune Election start being actively involved in the activities in the community and of political parties in which they are interested, share the knowledge they received from the trainings with the community members and working group of political parties, and advocate for young women to be included in candidate list.
- Small group meetings provide an opportunity for community people and CFs to meet one another and think deeply about their issues to be readily available for being integrated into CIPs.
- Banteay Srei increased local jobs by providing agriculture techniques and materials support for beneficiaries to start their agriculture activities for generating income. We could see several families stop migrating and enjoy their agriculture activities as their main source of livelihoods.
- We should invite equal number of women and men to participate in the development of VDPs and CIPs so as to achieve a balance of views. We should provide more mentoring and coaching support to key participants, such as CFs and local authorities, on how to develop an effective and efficient VDP and CIP and encourage them to share their knowledge and experience with the communities.

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.

According to the field monitoring and end line evaluation of the WASH and WRM project, 82% of the 68 direct beneficiaries for income generation activities in SR showed an increase in household income and improved family health and nutrition practices, while 86% of the 30 families in Battambang also improved their family income and increased household assets, as well as 9 families increasing their plantation by accumulating more land. We can also see an increase in access to potable water from 94% to 98%, as well as improved treatment methods for drinking water: boiling, ceramic filters and bio-sand filters. There was also an increase from 72% to 74% for those with access to improved hygiene.

41 target vulnerable women in SR were provided with training in agricultural and vocational skills, 50% of whom applied their acquired skills to generate income. 43% of trained vulnerable women in BB initiated, improved and managed income generating activities, including production, marketing and customer relationship. 108 members (77 female) of income generating groups, namely vegetables and mushroom growing, chicken raising and credit, demonstrated improved livelihood, at least having enough vegetables for consumption in their families. 35% of trained vulnerable women and CFs reported an increase in their household income and savings, being able to send children to school, acquire new assets and repair houses. Saving groups saw an increase in interest by providing credit for members to buy and sell vegetables, do farming and grow crops.

43% of target vulnerable women increased household resilience, as measured by household asset growth, and had enough money to accommodate basic needs and medical expenses and pay off credit. Their relationship with neighbours and within families was better, their opinions were well recognised by others and their behaviour and attitude changed. Husbands and wives helped each other do household chores, earned income to support the families and made decisions together. 45% of the target vulnerable women reported and demonstrated improved family health and nutrition practices, for example eating home-grown vegetables and doing exercise, as evidenced by reduced medical expenses.

All VDPs and CIPs in the target villages and communes included gender responsive disaster risk reduction (DRR), but since the limited commune budget allocated was just enough to respond to a maximum of two villages, the target villages of Banteay Srei did not receive DRR budget. 45% of target vulnerable women and

their families demonstrated increased understanding about the sustainable natural resource management practices, including water resources and land use and ownership, for example installing water well pumps and storing water during the rainy season for use in the dry season.

Banteay Srei cooperated with Srer Khmer to implement a project named “Integrated Farming and Marketing for Vulnerable Women and their Families to improve their Livelihood”.

- 183 farmers including 172 women received training on home gardening, which focused on land preparation, compost making, botanical pesticide making, pest management, vegetable seed storage and management, covering crops for improving soil fertility and good agricultural practice.
- Home gardening: After the training and seeing the results of the first cycle of demonstrations, 75% of farmers who attended the training applied home gardening that could at least serve their daily needs for family consumption but were not yet able to sell vegetables to the market. Even though having vegetables for daily needs helped villagers reduce daily expenses, the persons interviewed expressed an interest in home gardening as a complementary occupation to contribute to their livelihoods but they faced a major obstacle in lacking water during dry season and input materials to perform home garden activities.
- Rice production: There were new techniques on land preparation, using new improved seed varieties and seed purification was applied by up to 75% of farmers who attended the training.
- Chicken raising was a successful activity compared to other activities such as rice and home gardening as most farmers fully followed the technical guidelines. Some families have increased their income by selling some chickens while others raised chicken for their daily consumption.
- 217 farmers including 202 women received training on food processing. The course provided opportunity to famers to learn on how to use vegetable from their farm and created final food processing such as pumpkin juice, soybean milk, mungbean milk, fermented soybean, fermented Chinese radish and mustard. Food processing is an important way of providing an opportunity for farmers to value add and keep and store their produce longer for the market or to keep for home consumption.
- The farmer forums were conducted with 139 participants including 106 women from Battambang and Siem Reap provinces. Farmers were actively engaged in direct dialogue with key stakeholders and technicians on employment, social security, agriculture and health.
- The training on market chain analysis on agriculture value chain was provided to 155 farmers including 147 women.
- 8 Farmer Associations were formed in all project villages with a total of 151 members (145 female). The number of members for each group ranged from 18 to 22 people. Each Farmer Association organizes regular monthly meeting and discuss saving and agriculture technique, shares experiences in agro-ecosystem and comment on the issues they faced.



A farmer getting rid of weed from the rice field in Lbeuk village

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.

2.1.1.1 Complete the building for women development centre in Kralanh.

The rail for the centre to allow access for WWDs is built. Everything was completed as of May 2015.



The Women Development Centre is fully completed and operated.

2.1.1.2 Provide vocational and life skill training to women with and without disability.

37 vulnerable women, including 8 with disabilities, received vocational skills training supported by Banteay Srei, 11 of whom learned chicken raising, 3 growing crops, 16 sewing, 4 weaving, 1 cooking, 1 studying English and 1 make-up. 50% of the trainees have practiced their skills and increased their income to send children to school and purchase household materials. Those raising chicken can generate an approximate income of KHR 40,000 per week, planting crops KHR 30,000 per day, weaving scarves KHR 8,000 per day, make-up KHR 20,000 and cooking USD 90.

Amongst the 37 trainees, 20 poor and vulnerable women, including 4 with disabilities, stayed in and received training in sewing skills (16 women) and weaving skills (4 women) from the Women Development Centre, and 1 poor woman stayed in and received training in cooking skills from Friends International Cambodia. Based on the capacity assessment, 16 of them finished their training by the end of December 2015, one of whom has a job as a chef at the Master Food Restaurant, one who is deaf and mute sews clothes at home, and the other one weaves scarves and clothes at home. 4 women dropped out and one woman was newly recruited in November 2015 to learn how to sew scarves.

The 37 vulnerable women attended 3 meetings on life skills which focused on gender, violence against women, family relationships, health care, hygiene and sanitation, migration, business plan and discrimination against people with disabilities. 14 of the women created a safe plan after a security risk assessment, for example forming saving groups to raise capital for their future businesses. Based on daily observation, 80% of the women demonstrated increased understanding about sexual relationships between a husband and a wife and a greater confidence to strengthen their relationship, and knew how to use their rights and had courage to complain when they are physically, emotionally and psychologically abused by anyone.



Trainees in actions at the Women Development Centre

2.1.2.5 Provide training on agriculture technique and marketing to the beneficiaries based on their needs.

BtS provided seeds and materials for 26 farmers (18 female) who have other 85 family members (48 female) from 7 different villages in BB. BtS provided 4 pesticide sprayers for 4 families, 6 water pump motors for six families, 1 water pump generator for 1 family, 1 drip irrigation system for 1 family, 3120 mushroom composts for 6 families, chickens and materials for building cages for 7 families (each family received KHR 664,000) and seeds for 4 families. We also raised awareness of the farmers about migration risks; life skills related to their income generation activities such as maintaining materials and storing seeds, marketing products, creativity in growing crops, processing products and saving money; and hygiene, sanitation, health and environment.

Activity 2.1.2.1, 2.1.2.2, 2.1.2.3, 2.1.2.4, 2.1.2.6, 2.1.3.8 and 2.1.3.9 were not implemented due to the fact that BtS has been unable to buy the land at this time. BtS has consulted with DCA/CA and our board about changing the budget for purchasing land to empower women economically in Siem Reap province, including the support to vocational training centres for women with disabilities.

As of now, three activities have been supported in Siem Reap:

1. Support individual home gardening to 30 families,

30 poor families (28 female) received support in the form of material contributions to their home gardening.

- 15 families received a water jar
- 6 families received a ring
- 5 families received a pump well for each
- 3 families received a pond for each
- 30 families received seeds (corn, long bean, eggplant, cucumber, chilli and morning glory)
- 6 families received a water pump generator for each

The 30 families have already begun planning for more crops with their contribution; for example, the family who received the pond, they will need to buy a pumping machine themselves, and the family who did not receive the water jar will need to buy one themselves also. None of the above supports provided without contribution from beneficiaries. The 30 families are aware that they need to use the materials provided from the project to improve their livelihoods, if they do not use it for, they will be required to pay back the supports received.



Corn plantation in An Dangkun



Long bean plantation in Kork Thmey

2. Support collective gardening in an existing piece of land (about 1 hectare) owned by one CBO.

Forests on a land area about 1 hectare were cleared by a machine. By working with the CBO, CFs discussed how to use and manage the land with Banteay Srei staff, as they want to have conditions for using land for the beneficiaries. Below are the conditions that they decided:

- The beneficiaries can have access to the land for up to 10 years, but if they fail to take care of their plantation, CF can stop them and allow other beneficiaries to use the land.
- 4 families who volunteered to first start the plantation must assign one member as a leader.
- CFs, communities and beneficiaries who volunteer to plant their crops on the land together with Banteay Srei staff make up a total of 16 people (13 female) who have planted fruit trees on the land in order to promote a green environment and nutrition for communities. CFs, communities and beneficiaries set roles amongst themselves to take care of the fruit trees and expect to have a suitable yield to share with each member who has been involved in both planting and caring.



Vegetables and fruit trees planting

3. Set up clean water system at and provide materials support for the women development centre.

The clean water system was set up for the women development centre. Materials for weaving and sewing were bought and used for advancing the skills of vulnerable women, including women with disabilities, in sewing clothes and weaving scarves. The centre is attracting clients to buy clothes and scarves.

Activity from 2014 that was completed in 2015: Coordinate and cooperate with experienced partners or consultant to conduct a research on gender and local livelihoods trends and requirements, for example rural migration, current livelihood opportunities, new products and markets, and women's entrepreneurship empowerment, to inform livelihood program activities. The finding of the research was submitted and used as the key strategies for formulating plan under objective 2.

Activity not in plan 2015 but was conducted as it is associated with exploring more opportunity to improve livelihood activities under objective 2. A research entitled "Resource trends assessment and feasibility study for improving food security and livelihoods resilience through sustainable harvesting, rehabilitation and marketing in Siem Reap" was conducted and the findings were submitted and finalised.

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

2.2.1.1 Conduct reflection workshops with existing income generation groups and farmer networks to ensure women's skills and capacity in managing household decisions on food production, food utilization and nutrition.

Banteay Srei conducted and facilitated 3 reflection workshops with existing income generation groups and farmer networks (mushroom, chicken, fish sauce and crops) from 9 villages in 3 districts in BB to share their experience in income generation activities and strengthen their social relationship. The workshops were attended by a total of 108 participants (77 female), comprised of 14 CFs (8 female), 87 members of income generation groups (63 female), 2 female representatives from the commune health centre, 4 female staff of Banteay Srei and 1 male staff of Srer Khmer. 27 participants (19 women) shared their experience, knowledge and recommendations for raising chicken, growing crops using drip irrigation system, growing mushroom, making fish sauce and finding markets to sell products with other participants and neighbours. All participants said they and their partners helped each other, regardless of division of work for men and women, and made decisions to purchase materials together, which enhance mutual trust. The representatives from the health centre raised awareness about the importance of nutrition and exercise.

Banteay Srei conducted 3 reflection meetings with a total of 79 participants (75 female), comprised of 57 members (55 female) of income generation groups and 22 model farmers (20 female), in SR. 80% of the farmers shared their experience and results of growing crops, such as preparing the land and making pesticides. 80% of the farmers understood the importance of growing crops for their own consumption without any chemicals and for generating income to support the family, and seeing these benefits, their neighbours start growing their own crops. 25 farmers saved up to KHR 428,700, 90% of which is borrowed and repaid based on the guidelines of the group. 90% of the participants shared their success and failure in doing rainy season farming. Farmer named Ly Phoeurn said, "The rainy season farmer groups help poor families like mine to have land to do farming to get some rice to accommodate the demand in the family for a while and earn some money to send children to school." 50% of the 57 program members shared techniques and benefits of farming with 25 other farmers. As a result of a discussion, all members decided to divide pieces of land to do farming individually in 2015 so that they will not get jealous of one another in farming and harvesting. The farmland available to provide for the members is 1.5 hectares divided into 5 pieces, and there are 6 members, so 1 member receives 1 piece.

102 members (85 female) of the rice mill income generation group attended a reflection meeting regarding barriers hindering the development of their rice mill projects. The barrier to the members was that they faced difficulties in bringing their rice to be processed in community rice mill because the place is far from their house and the road is rough and some private rice mill owners come to collect rice from their home. There was also a discussion about the benefits of getting their rice processed in community rice mill, which include the fact that they do not lose rice and do not pay any fee. After the discussion, some members changed from

processing their rice in the private rice mill to processing it in community rice mill, as they have been aware of the benefits.



A female CF facilitating a reflection meeting about rice mill project

2.2.2.1 Conduct a meeting reflection about farmland practice and set action plan for improvement.

Farmland in Srah and Tabrok was used by 9 families (4 families in Sras and 5 families in Tabrok) for generating income. The farmers plant crops rotationally in order to get full use of the land year round, including long bean, cucumber, morning glory, corn, cabbage and watermelon. A farmer in Tabrok village said, “This year I stopped going to the farm in the mountain area, as the utilization of community land gains greater income. Before, my husband did not help me at all, but now he helps me to take care of the plantation and also appreciates the other men who come to help their wives who plant their crops in this community land”. 4 reflection meetings about the practice of growing crops on this farmland were conducted with 7 farmers to prepare the future plan and select additional farmers to produce crops. 2 of the farmers shared their experience of growing crops with 15 other farmers.



Farmers discussing about growing leeks on the farmland at Tabrok village

2.2.2.2 Provide training to farmer on rice intensification system.

35 female farmers from Lbaeuk, Ta Snae and Kouk Thmei villages participated in the training on rice intensification system two times at Booyoung School in Doun Kaev commune from 21-23 July 2015 and at Lbaeuk village from 29-30 September 2015. 30 of the farmers attained a good understanding while 5 got medium understanding of seedling physiology, stages of growth, cleaning seeds, sowing, using fertilisers and pesticides and storing seeds. 18 of the farmers demonstrated commitment to applying rice intensification system when there was enough rain because they said that they used few seeds but got good harvest, while the other 17 farmers are thinking of applying the method. 1 farmer practiced growing 1 Rice Seedling on 1,000 square meters of land. Banteay Srei staff monitored and encouraged the farmers to apply what they have learned.

2.2.3.1 Support agriculture techniques to women survivors of violence who are practicing their agriculture skill by cooperation with partners.

In SR, 30 of 120 woman survivors of GBV received capital to grow crops and raise chickens (11 women) and run small businesses (19 women). The profiles of the 120 woman survivors were documented individually for measuring changes. The District Office of Agriculture in Pourk provided training on chicken raising techniques 6 woman survivors. As a result, 5 famers have improved their skills in preparing cages, feeding and separating young chickens from their mothers for the purpose of generating more eggs. One farmer still has to put this technique into practice.

2.2.3.2 Connect agriculture network both within and outside province.

In SR, 2 female farmers were supported to attend a network meeting organized by CEDAC and Plan International Cambodia in SR to mainstream climate change into CIPs. The farmers brought their products for exhibition, including corn, cucumber and long beans and were able to sell all of them. Farmers learned from other famers about organic farming and chicken raising.

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.

2.3.1.1 Meeting with relevant local authorities (local and sub-national levels), NGO partners and communities about disaster risk reduction's implementation.

30 community people and local authorities (24 female) attended a meeting to discuss about the prevention of and intervention in disasters. Village chief and commune councillors responsible for natural resource management and DRR presented their plan to prevent disasters, including prevention, emergency support and rehabilitation. The challenge the authorities have faced in preventing natural disasters and rehabilitating victims is the fact that they do not have enough resources. The community people requested the authorities to provide emergency support to all victims on time, while the authorities requested the villager to report the disasters immediately to the village or commune chief. As a result, the local authorities demonstrated good collaboration with villagers in supporting victims, especially women, to have access to emergency package. 65 victims of a cyclone received interventions from the local authorities and relevant NGOs on time.

2.3.2.1 Provide technical and financial support to community representative to prepare village meeting to process rehabilitation of pond in Konsek village.

In BB, the pond in Konsek could not be dug due to technical issues concerning the high water level and thick weeds. The budget was altered to spend on the supply of water jars and the digging of 4 pump wells in Konsek village instead. We provided 44 water jars to 44 families in Konsek village, comprised of 44 direct beneficiaries (30 female) and 188 indirect beneficiaries (85 female), to store water in both dry and rainy seasons. 35 direct beneficiaries (15 female) and 97 indirect beneficiaries (56 female) have access to water from the wells and utilize it in a sustainable way. The water from the five wells was tested at the Provincial Department of Rural Development and the results showed that it has no arsenic. A water management committee is formed for each well and has three members. We interviewed some beneficiaries and got some positive changes as a result of their water accessibility, as quoted by a woman from a poor family named Sopheap, "In the past I used water from a pond or river or bought it from a seller in the village which required

spending money daily. I used the land for digging the pond to store water in the dry season, which prevented me from having the excess land for planting crops. Now I can access clean water freely from the pump well nearby, it makes my life much easier and my children can also get the water by themselves”.

2.3.2.2 Support community to set up drip irrigation system on community lands in Srah and Tabrok village.

The activity was not implemented because the farmers on the community lands used to experience difficulty in maintaining and using drip irrigation systems provided by Cambodia HARVEST and Srer Khmer, so they still wanted to apply the conventional farming method. 8 families have increased their income as a result of planting vegetables on the lands. The budget was changed to install a clean water tank with a capacity of 3,000 litres for a school in Srah village, which can be used from the middle of 2016 and will benefit around 200 students and teachers. RainWater Cambodia has already been contracted to build the tank. We also supported the building of fences around 3 ponds, in which water was extracted through pipes to irrigate the crops.

Activities Implemented by RainWater Cambodia, a Partner

RainWater Cambodia conducted community behaviour change triggering session in collaboration with the Provincial Department of Rural Development (PDRD) in the target villages in both BB and SR. The aim is to transform the behaviour of the community, to enable the community to have access to potable water and improved sanitation and hygiene, and to find the latrine demands for getting support from local suppliers and entrepreneurs. Through triggering behaviour change communication, the participants have increased their understanding of sanitation and hygiene. As a result, 90 participants have volunteered to purchase latrines.

RainWater Cambodia collaborated with Siem Reap PDRD and Banteay Srei to celebrate the World Water Day. 223 participants (123 female) attended the event and increased their understanding about the importance of water and general knowledge about how to make the water safe for drinking.

Activities Implemented by Srer Khmer, a Partner

Srer Khmer staff organized village visits as well as meetings with local authorities and involved 264 farmers (210 female) in the introduction of a project entitled “Integrated farming and marketing for vulnerable women and their families to improve their livelihood in Siem Reap and Battambang provinces”. The purpose of the project is to identify livelihood issues and beneficiaries in each village to implement the farmer field school (FFS) project. 25 farmers per village were selected to attend this FFS.

225 farmers (206 female) from 6 villages in SR received a training on straw mushroom production and living soil. This training provided opportunity for farmers to learn how to use rice straw to grow mushroom around their house and get more understanding about how to improve their soil.

A series of trainings on Integrated Farmer Field School to four new villages in SR (Peam, Prasat Cha, Plung and Bampenh Reach) have been conducted by focusing on home gardening and rice and chicken production. The training was conducted once every week in each village with about 20 farmers, most of whom were female, from May to August 2015. Each village has organized field demonstrations on home garden, chicken and rice that can help participant practice what they have learned, such as land preparation, compost making, botanical pesticide making, pest management, vegetable seed storage management, crops covering, good agricultural practice, chicken cages, breed selection, breeding, sanitation, botanical vaccination, feeding and pest management, rice stages, rice seed management, rice purification and rice pest management. The farmers received follow up and coaching support from Srer Khmer so that most of them were able to put their skills into practice.

Key Challenges to Reach the Objective

- Many students who finished their vocational training lack capital to buy materials for using their skills to run a business in their villages and they have tried to find jobs in Siem Reap province but could not get one until now.

- This year a lack of rain and hot weather led to a decrease in yields. Farmers did not have practical agriculture techniques as they continued to plant the same crops over the years. Rats damaged both crops and drip irrigation systems.
- Income generating projects such as chicken raising, fish paste, rice cooperatives, mushroom cultivation and fish raising in some villages have not progressed as much as planned. Most of the challenges were high cost of raw materials and low productivity.
- The farmers who received training on rice intensification system could not link theory with real practice because there were no rain and water sources nearby the fields, so they waited until the rain falls in order to practice their skills.

Lessons Learned/Planned Adjustments

- We have connected the trainees with self-help groups in their villages in order to obtain a loan and link them with enterprises and factories around the city to help them get jobs.
- Srer Khmer provided coaching support to farmers about how to prepare the land, how to grow different types of crops on the same land, how to take care of the crops, and how to naturally protect the crops from insects. Farmers shared experiences and knowledge amongst themselves. Farmers were seeking support from the commune council during the monthly commune council meeting, regarding the rats destroying their drip irrigation systems.
- Project members organized a meeting with CFs and each member of the income generation project reflected upon the process of developing each project. Some projects were deleted and new projects were created instead.
- The program members of rainy season farmer groups found it difficult to do farming together because they got jealous of one another in the labour they invested in farming and the harvest they got, so through discussion they decided to divide pieces of land to do farming individually in 2015. The farmland available to provide for the members is 1.5 hectares divided into 5 pieces, and there are 6 members, so 1 member receives 1 piece. This reflects that there is less sense of community and social cohesion in the target areas of Banteay Srei. In the next step, Banteay Srei will design program activities to strengthen the relationship amongst villagers and promote the benefits of working in groups to achieve a common goal.

3 Gender Justice, Human Rights and Community Action against 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.

75% of target vulnerable women and their families changed their attitude towards social and cultural norms, in which women should stay home taking care of household chores and children and tolerating physical and emotional abuses committed by their husbands. Now families provide an equal opportunity for both boys and girls to go to school and men share household chores, while more and more women actively participate in full-time employment in various sectors. The government and civil society organisations promote women's rights and empower them to engage in program activities and sometimes to lead their communities. 50% of young people and youth demonstrated increased awareness of gender equality, women's rights and GBV as evidenced by their active involvement in the promotion of women's rights and prevention of GBV in their respective villages. 70% of target communities demonstrated increased awareness about and support for women's right, including rights of women with disabilities.

45% of GPNs reported increased confidence and improved capacity to provide primary intervention to GBV cases, as reflected during the two GPN meetings. They provided counselling to survivors and perpetrators of GBV, referred the cases to the local authorities for resolutions, and documented and followed up the cases. 50% of SNAs demonstrated improved capacity to provide appropriate intervention to GBV cases on time, for example reconciling wives with husbands and getting them to sign contract to stop committing violence. 65% of GBV cases were reported and appropriate actions taken to reduce the number of serious GBV incidents in the target communities. GPNs reported a significant decrease in physical violence due to migration, increased understanding about DV law, busy working and forgetting to argue with each other, and village authorities actively promoting human rights. However, verbal violence such as cursing still prevailed.

65% of vulnerable women who experienced violence in BB and SR were well protected and their well-being improved. 50% of them had access to different forms of social and legal support provided by Banteay Srei, partners and local authorities, for example accommodation, counselling and vocational and life skills training. 65% of men who committed violence in the target villages took responsibility for their actions and behaviour, and transformed themselves.



Children raising awareness about GBV in Plong village

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.

3.1.1.1 Conduct separate women and men community dialogues in 9 target villages in BB on gender, power relations, traditional culture, sexual orientations and women's rights including rights of women with disabilities and their experience on GBV.

Separate women and men community dialogues were conducted and facilitated by community organisers and GPNs in 9 villages in BB, including Kampong Seima, Chrab Krasaing, Damnak Loung, Prey Roka, Dak Sorsor, Rong Ampil, Svay Chrum and Kampong Chhnang I, from 17 to 23 February 2015. There were 302 participants (212 female), comprised of 3 female staff of Banteay Srei, 7 village authorities (2 female), 33 CFs (12 female), 259 members (186 female) from families experiencing violence and happiness. The participants also included 8 people with disabilities (6 female), 20 children (11 girls) and 2 people with HIV/AIDS (1 female). Based on observation, 80% of the participants demonstrated their understanding about social and cultural norms and perceptions towards gender, human and women's rights, GBV issues, and the causes and effects of a happy family. 80% believed that they have the rights to be involved in the development of their community, have access to social services, file complaints for divorce, receive support from local authorities in settling their issues, vote and stand for elections. 70% understood the rights of people with disabilities, including political participation and access to education and employment, and did not discriminate against them. 7 (4 female) of 15 CFs facilitated the dialogues reasonably well, being able to explain the topics and raise questions and engage participants in the discussion.

In SR, separate women and men community dialogues were conducted in 11 villages and women dialogues in 9 villages with 725 participants (349 female). Based on questions and answers raised during the dialogues, 90% of the participants demonstrated their understanding about GBV and related laws and policies, gender and disabilities, women's rights, and legal and social services for woman survivors of GBV. The men's group

demonstrated strong commitment to reducing and ending violence against women because they experienced that violence affected not only the livelihood in their families but the whole society, for example neighbours hating them. The women's group were also committed to strengthening the relationship in the family in order reduce violence. All of the participants were happy with the social and legal support for women with disabilities and promised not to discriminate against them by involving them in the development in their villages.



A group of women participating in the dialogue



A group of men participating in the dialogue

3.1.1.2 Coordinate and cooperate with partners in organizing joined events during the International Women's Day and the 16 Days Campaign to end violence against women with also including laws education, video education about stopping violence, discussion and sharing experiences and commitment to stop GBV.

Banteay Srei celebrated the 104th International Women's Day under a theme of "Leading the Way: Cambodian Women after Women's Global Agreement in 1995" on 5 March 2015 with the participation of 207 people (128 female) from 8 villages in Bansay Treng commune, Thma Koul district, BB. The participants are comprised of local authorities, public services providers, teachers, students, CFs and community people, including 3 people with disabilities (1 female). Based on observation, 70% of the participants understood the

meaning of the event, especially women’s rights, and shared their opinions on the elimination of all forms of violence and discrimination against women and girls and the promotion of women in political and leadership positions through dialogues between men and women. The participants discussed the fundamental rights of women, including 8 hours of work per day, equal wage between men and women for the same labour and protection of woman and child health.

32 villages in six communes in Siem Reap were supported to conduct five separate celebrations of the 104th International Women’s Day in Pourk and Rerl, Doun Kaev, Leang Dai, Choup Trav and Peark Snaeng communes with a total of 708 participants (534 female), comprised of CFs, local authorities and community people. Based on the results of the interviews with participants, 70% of them understood about the causes and effects of GBV and legal and social services provided by relevant stakeholders to survivors. A female deputy district governor of Angkor Thom district raised the issue of informed the participants about cost of public services so as to avoid future corruption. She also expressed the idea that women need to know their own rights and requested the men not to abuse these rights. There were some contributions from men about their experiences and ideas in supporting women in leadership positions. Male support is a crucial factor for providing women with the chance to be leader and exercise their rights within society. There was also a short educational performance by a group of young people to educate about solidarity in the community. A family in Kork Por village received a prize from the provincial governor for being a role model family. The model woman said, “In a good family, the husband and wife need to support each other in earning income, doing housework and understanding each other, as well as settling problems together”.



Celebration of International Women’s Day in SR

On 4 December 2015, Banteay Srei in cooperation with the female commune councillors organised the 16 Days of Activism Campaign: Wear the White Ribbon to end violence against women and children in Bavel district, Battambang, with a total of 175 participants (129 women), comprised of 31 Caritas Cambodia staff, 2 CPU staff, 3 female commune councillors, 121 village authorities and community people, 5 police officers, 3 female district councillors, 1 district women’s affairs officer, 1 National Radio staff, 1 CTN television staff, 2 volunteers and 4 Banteay Srei staff. The campaign intends to serve as a platform for separate women and men community dialogues and disseminate the law, experience and commitment to end gender based violence. The participants put white ribbons on 400 people in Bavel Market. 100% of the participants understood the meaning of the event and messages shouted out during marching.

Banteay Srei in cooperation with relevant NGO partners organised the 16 Days of Activism Campaign under the theme “Violence Is Never Acceptable: Shift the Blame” to end violence against women and children in Khemra Raingsey Pagoda in Pourk district, Siem Reap province. There were a total number of 644 participants (409 women), comprised of local authorities, CFs, village volunteers, NGO partners and villagers.

We put white ribbons on 1,000 people, including those travelling along the streets and staying at home, men and women experiencing domestic violence and the participants in the campaign. 60% of the 1,000 participants understood the messages about and consequences of gender based violence that are passed by the speakers and performers. Ms. Yun Yoeurn said, “In the past, I advised my daughter to be patient and follow the advice of the elders, but now I advise her to think and make decisions and not to tolerate any violence against her. 70% of the 175 participants interviewed demonstrated commitment to reducing and ending domestic violence and showed messages, in which men have to share household chores and stop committing violence against their wives, husbands and wives work hand in hand to earn livelihood and become the role models for children, and men reduce or stop consuming alcohol.



16 Days Campaign in Bavel District

3.1.2.1 Reflection meeting with young people about their involvement in community development and actions against gender based violence.

A reflection meeting was conducted with 7 young people (5 female) from Tabrok and Sras villages. All participants demonstrated a good understanding about gender equality, women’s rights, sexual and reproductive health rights, sexual orientations and GBV and related laws. All of them demonstrated confidence to promote women’s rights and GBV laws within Tabrok and Phlounng villages. They had initiative and commitment to form a group to prevent and intervene in GBV in their villages on time.

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.

3.2.1.1 Provide technical and financial support to GPNs in facilitating GPN six monthly meeting.

2 GPN biannual meetings were conducted and facilitated by GPNs in each of the five target communes, including Bavel, and Khnach Romeas, Bansay Treng, O Mal and Wat Kor, in BB with a total of 201 participants (139 female), including 2 men with disabilities, 2 women with HIV/AIDS and 4 children (2 girls). The participants are village authorities, GPNs, commune councillors, male police officers and female staff of Banteay Srei. GPNs shared information about 47 ongoing and 90 closed GBV cases and the type of each GBV that happened from 2012 until 2015. The number of GBV cases that GPNs were aware of decreased from 30 in late 2014 to 18 in early 2015 because the commune councils, World Vision Cambodia and AMARA raised community awareness about GBV and related laws, and families that experienced GBV migrated and were very busy earning livelihood. Women demonstrated a greater understanding of the laws related to GBV and had courage to file a complaint for divorce. Men helped do household chores, took care of children, discussed

with their wives, and understood and cared for the feelings of their wives. 55% of the participants understood the meaning and purpose of CEDAW, Neary Rattanak IV and NAPVAW that were highlighted during the meeting.



GPN meeting in Kampong Chhnang village

In SR, four meetings at commune level were conducted and facilitated by CFs with 88 participants (78 female) to discuss the issues in order to find viable solutions. In Trapaing Svay, the problem in which individuals were digging ponds in the public spaces belonging to the community not been settled yet, so CFs will raise the issue in the commune monthly meeting. In Tabrok, a company making bricks required digging up a lot of land. This leaves large holes in the ground, which could be potentially dangerous for children and animals to fall into. In response to this, CFs will talk with the owner of the company. A company still released the pig manure into the public river, so CFs will bring the issue to discuss in the commune monthly meeting.

3.2.1.2 Provide training to GPN based on skill assessment result.

In SR, Banteay Srei assessed the skill needs of 51 GPNs (34 female) in 32 villages and identified the skills that need to be strengthened, and as a result, a training was provided to them to strengthen their interventions in GBV cases. The participants understood more about the history and purpose of CEDAW and NAPVAW as well as the mechanisms to protect women, for example requesting protection order and contract to protect the wealth before divorce. Based on the pre-test and post-test results, 90% of the participants demonstrated increased understanding about how to intervene in GBV cases. 36 GPNs received coaching about counselling, and 80% of them used their skills to provide counselling to survivors and perpetrators. 20% shared their experiences of being injured while intervening in GBV cases.

3.2.2.1 Provide training to local authorities and police officers on GBV case intervention in compliance with the law.

In SR, a training titled “Interventions in Compliance with the Law” was provided to 54 local authorities, police officers and CFs (26 female). The training was facilitated by an officer from the Ministry of Women’s Affairs and a judge in Siem Reap. A female commune councillor raised a practical rape case that she reported to an NGO to bring about discussion and recommendations from the participants. Based on the answers to questions, 75% of the participants understood about the GBV case interventions in compliance with the law as well as identifying appropriate behaviour and attitude in response to problems faced by woman survivors.

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.

3.3.1.1 Provide safe shelter for women who have experienced violence and their children including food, health checks, travel costs, legal services and first aid.

The Safe House of Banteay Srei in BB provided services for 75 new survivors of GBV, comprised of 30 woman survivors of domestic violence and 10 girls and 35 women survivors of rape. 5 (3 women and 2 girls) of the survivors of rape have disabilities. The Safe House received 110 repeated visits from the clients, 40 of which are domestic violence cases and 70 rape cases. The Safe House accommodated 248 witnesses, composed of 133 women, 64 men, 35 girls and 16 boys. 26 perpetrators, including 2 of domestic violence, were arrested and put in jail by the police and gendarmerie. The services provided include the following:

- Counselling: 75 survivors
- File lawsuit to the court: 32 survivors
- Attend court hearing: 54 survivors
- Attend the trial: 22 survivors
- Meet the judge to receive the court order: 2 survivors
- Meet the commissioner: 2 survivors
- Pelvic examination at the provincial hospital: 33 survivors
- Psychological examination at the provincial hospital 3
- Physical health treatment at the provincial hospital: 2 survivors
- Sexual health treatment at the provincial hospital: 1 survivor
- Sexual health treatment at RHAC: 14 survivors
- Sexual health treatment at Angkor Hospital for Children in Siem Reap: 1 survivor
- File lawsuit to the provincial police: 6 survivors of rape
- File lawsuit to district/municipality police: 1 survivor of rape
- Meet lawyers from ADHOC, CWCC and LAC: 17 survivors
- Refer to stay at the centres of NGO partners: 3 survivors
- Escape from husbands to stay temporarily at the Safe House: 5 survivors
- Receive emergency support package from the Safe House: 6 survivors
- Receive emergency support package from the LICADHO: 9 survivors
- Receive bicycles from the 88bikes: 25 survivors

The survivors were and witnessed were referred to the Safe House by CFs, deputy district governor, Cambodian Children's Trust, Child Protect Unit of Cambodian Children's Fund, provincial referral hospitals, provincial commissioner and female commune councillors.

3.3.1.2 Provide emergency support, such as food and transport, to women and their children who choose to return to their homes following a stay at the Safe House.

In BB, Banteay Srei with some contributions from LICADHO provided each of 4 girls and 2 women survivors with an emergency support package amounted to USD 50. A package included a bag of rice, a mosquito net, 1 blanket, 3 kilograms of soap powder, 6 bottles of fish sauce, 6 bottles of soybean sauce, 10 cans of fish, 1 kilogram of pork sausages, 1 kilogram of salt, 1 kilogram of sugar and 1 kilogram of garlic. The team leader of the Safe House in consultations with LICADHO and ADHOC Cambodia visited the families of the survivors and assessed their situations and decided to provide packages to the poorest families.

Provided emergency support to a girl survivor of a rape case in Or Korki village, O Da commune, Komreang district where the perpetrator was her brother in law. Her living situation is poor, and the village chief certified that she is from a poor family, so the Safe House decided to provide her with an emergency support package. The case received legal support from CPU and ADHOC.

Provided emergency support to a girl survivor of a rape case in Chamlong Romaingleu village, Meanchey commune, Samloat district where the perpetrator was unknown. Her living situation is poor and the village

chief, female commune council and commune chief certified that she is from a poor family, so the Safe House decided to provide her with an emergency support package. The case received legal support from CPU.

Provided emergency support to a woman survivor of a rape case in Bour village, Bour commune, Phnom Prek district where the perpetrator was a fellow villager. Her living situation is poor and the village chief, female commune council and commune chief certified that she is from a poor family, so the Safe House decided to provide her with an emergency support package. The case received legal support from LAC.

Provided emergency support to a girl survivor of a rape case in Sambok Ork village, Kampong Preang commune, Sangkae district where the perpetrator was her father. Her mother had passed away due to an illness. The girl was referred to live with her uncle and aunt in Kaos Kralor district. NGOs involved in the case were LICADHO, CPU and HAGAR. Her living situation is poor so the Safe House decided to provide her with an emergency support package.

Provided emergency support to a girl survivor of a rape case in Kraper Lech village, Sampov commune, Banon district where the perpetrator was her Thai brother in law. Her mother was old, and her father was sick. The girl is the one who supported the family financially. The case was carried out by LICADHO, ADHOC and HAGAR. The Provincial Department of Social Affairs conducted a rapid assessment regarding her living situation and found that she was in need of emergency support, so Banteay Srei provided her with an emergency support package.

Provided emergency support to a female survivor of a rape case in Tangen village, Takream commune, Banon district. The perpetrator was her neighbour. The woman has a psychological disability and is living with her older sister and ill father in poor living conditions. The Provincial Department of Social Affairs conducted a rapid assessment and found that the woman was in need of emergency support, so Banteay Srei provided her with an emergency support package.

3.3.1.3 Advertise and promote the safe house through radio spots and printing of 300 T-shirts.

We advertised the Safe House through a 2-minute spot 5 times per day in March, August and September 2015 on the National Radio Chamkar Chek Battambang and 9 times per day in December 2015 on the Sangkae Radio. The spot tells briefly about the services, address and contact number of the Safe House. 20% of the clients who came to receive services from the Safe House knew the information from the radio. We decided not to register every client in case management but we provide them with counselling and information relevant to their cases, because in some cases the survivors have enough resources to go through the court process, our services do not accommodate their needs, and they are living outside our target areas. The Safe House. Printing t-shirts was cancelled due to the loss of finances through rate of exchange from AUD to USD.

3.3.1.4 Conduct mini workshop for the clients on human/women rights and laws related to VAW, as needed.

The Safe House facilitated 14 mini workshops with groups of 59 clients (42 female), including 25 children (18 girls), and individual meetings with 55 clients (34 female), including 17 children (15 girls). 70% of the participants actively discussed and understood the topics, which included the consequences of smoking cigarettes, water, sanitation, hygiene, effects of speaking on phone too much, benefits of green vegetables, side effects of medicine, the importance of birth certificate, policy of the Safe House and 16 Days Campaign. All participants practiced what they learned during the meeting and at home, as they looked more hygienic during the next visits.

3.3.1.5 Support Peace Centre for psychosocial and law counselling services for woman and girl survivors and male perpetrators of GBV (180 clients).

Counsellors and the police provided legal and psychosocial counselling to 281 clients at the Peace Centre, including 199 direct clients (134 woman survivors, 2 girl survivors and 63 male perpetrators) and 82 indirect clients (51 women, 19 girls and 12 boys) who were family members and received counselling on how to support survivors and perpetrators to get out of violence. 29 of the clients were referred to NGO partners, 15 of whom have been in the court process (5 stayed in Cambodian Women's Crisis Centre). 22 husbands have completely changed their attitude and 28 others stopped using violence but still got jealous and complained, after the wives received counselling and found the way to change the attitude of the husbands through discussion, requesting husbands to receive counselling at the Peace Centre and requesting the village and

commune authorities and relevant organizations to find the solutions. 6 cases filed complaints to the commune and district authorities to change the attitude of the husbands before reaching divorce.

3.3.1.6 Encourage and support women and girls to join existing income generation groups.

87 clients who came to receive services from the Peace Centre have been the members of existing income generation groups in the target areas, such as saving groups, credit groups, agriculture groups and rice cooperatives. They have demonstrated a general increase in the standards of living as they were able to purchase household materials and send children to school. Some clients did not join any group because they have work to do outside the target areas and they do not have enough time to participate in activities of those groups.

3.3.1.7 Update, publish and distribute contact names and numbers of stakeholders who provide GBV intervention support.

Banteay Srei updated, published and distributed 128 posters in 31 villages in 7 communes in 3 districts in Siem Reap province. The posters have contact names and numbers of stakeholders who provide GBV intervention support, especially the numbers of the local authorities, village volunteers, village chiefs, commune councillors, police, commissioners, District Office of Women's Affairs, district governors and district councillors. CFs, GPNs and village chiefs in 21 villages brought the woman survivors of GBV to the contact address published for them. CFs and village chiefs in 5 villages called the commune police and female commune councillors to intervene in 15 GBV cases on time. For example, a village volunteer called the village chief and a female commune councillor to inform about a husband beating his wife in Sandan village, and the village chief called the police and commune chief to intervene immediately. GBV that happened in the communities was reported and addressed on time, thanks to the posters that allow them to know where they can get the emergency services.

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

The Safe House referred 33 survivors to the provincial hospital for pelvic examination, 3 for psychological examination, 2 for physical health treatment and 1 for sexual health treatment; 14 to RHAC for sexual health treatment; 1 to Angkor Hospital for Children in Siem Reap for sexual health treatment; 17 to ADHOC, CWCC and LAC for legal support; 3 to NGO partners for long-term shelter; 9 to LICADHO for emergency support; and 25 to receive bicycles from 88Bikes.

The Peace Centre referred 16 clients to CWCC, 7 to LAC, 1 to TPO, 3 to LICADHO, 2 to Christian Centre and 1 to the Rehabilitation Centre of the Provincial Department of Social Affairs. 4 of the clients got divorced, 14 reconciled and 12 were in the court process.

3.3.3.1 Facilitate monthly meetings for female commune councillors of Battambang province with Safe House staff, allowing exchange of information regarding VAW as well as the promotion of the Safe House so that councillors understand how they can refer women to the shelter.

The team leader of the Safe House and an officer from the Provincial Department of Women's Affairs facilitated 18 monthly meetings with 247 participants (235 female) from 14 districts, comprised of 158 female commune councillors, 28 female district councillors, 28 female representatives from District Office of Women's Affairs, 18 female deputy district governors, 6 male district commissioners, 6 male gendarmerie, 2 female staff of Caritas Cambodia and 1 female village volunteer. We engaged the commissioners and gendarmerie in the meeting because we intended to build close relationship between female commune councillors and the police to help women and girl survivors in their community. Banteay Srei staff shared information on the policy of and supports provided by the Safe House with all participants, and discussed about the current status of all cases whether they have been closed or ongoing and whether the participants have feedback or request in supporting each other to settle cases. The participants discussed about 267 closed rape cases, 131 ongoing rape cases, 177 domestic violence cases and 55 ongoing domestic violence cases. The commune councillors also shared the lessons learned from engaging the third party, particularly relatives, in solving gender based violence faced by the women who did not want to receive intervention from others. The

commune councillors raised the difficulty in following up the cases because almost all of the families of gender based violence who live in the districts near the border migrated to work in Thailand. The police requested female commune councillors to help women and girls on time and know the flow of providing service such as health care and shelter.



Monthly meeting between female commune councillors and Safe House staff

3.3.3.2 Provide technical and financial support to female commune councillors to facilitate visits to villages in their district to provide on-going support to women who have been referred by the Safe House.

The female commune councillors were supported to visit and monitor the clients of the Safe House, including 20 survivors of rape cases and 5 survivors of domestic violence, when they returned to their villages. They provided them with such interventions as reporting to the commune police to arrest a husband who beat his wife, referring the survivors to the hospitals for health treatment, investigating the case, reporting to the Safe House for immediate interventions, providing counselling to the survivors' families, and waiting for settlement through the court. They faced some difficulties in monitoring the cases, for example some clients having migrated, the isolation of their houses, rough road difficult for travelling during the rainy season and insecurity. Therefore, they could not monitor all the clients that came to receive services from the Safe House.

3.3.4.1 Support quarterly meetings with NGO partners, to share information and ensure that women who are supported by different organizations are receiving comprehensive and cohesive support.

The Safe House conducted three quarterly meetings with NGO partners, local authorities and state actors. The first meeting was held on 23 January 2015 with 34 participants (22 female), the second meeting on 24 July 2015 with 35 participants (24 female), and the third meeting on 30 October 2015 with 36 participants (24 female). The purpose of the meetings was to report the past quarter activities, strengthen partnership, raise women and children problems and formulate next action plan. The Safe House shared the policy and services provided to the clients free of charge. All participants updated the cases in which they intervened, and they demonstrated strong commitment to cooperating with one another to settle the ongoing and upcoming cases so that survivors of GBV will be receiving comprehensive and cohesive support. The participants also raised the problems faced in this quarter like corruption and the delay of cases being processed at the court. We received recommendations for providing better services to clients from all participants, for example inviting a representative from the court to join our next meeting.



Quarterly meeting between Safe House and NGO partners and local authorities

3.3.4.2 Participate in coordination and partnership meetings with other partners and relevant stakeholders.

The Peace Centre staff participated in the following coordination and partnership meetings.

- 4 Network Meetings organized by the Provincial Department of Women's Affairs to discuss about information sending system and exchange experience of intervening in GBV cases to help women and children.
- 2 Criminal Justice Meetings organized by LAC in cooperation with the prosecutors.
- Commune Committee for Women and Children Meeting to discuss about the challenges faced by female commune councillors in accessing gender responsive budget and support, for example capacity building by the provincial treasurer, provided for them to access and use the budget to address women and children issues.
- 4 Women and Children Consultative Committee (WCCC) Meetings to discuss about serious cases and request cooperation to intervene in those cases and raise challenges faced in finding the solutions.
- Meeting with the Ministry of Interior about the trafficking law.
- Meeting with the judge from the Court of First Instance to request cooperation, check the divorce case of Ms. Meas Ty and push it to reach a divorce verdict.
- Workshop on Alternative Dispute Resolution organised by GIZ in cooperation with the Department of Women's Affairs.
- Radio Program to discuss GBV cases, which drove the local and provincial authorities and relevant stakeholders to actively intervene in the cases.

In every meeting, the Peace Centre staff always asked questions, raised issues and requested relevant stakeholders to pay attention on and intervene in GBV cases on time, and we always received good cooperation, support and positive responses. All of these meetings and mechanisms strengthen responsibilities amongst sub-national government and NGO partners working together in settling violence against women and girls through effective partnerships and coordinated responses.

3.3.4.3 Participate in non-court system dispute resolution meetings.

Banteay Srei was actively involved in non-court dispute resolution for 15 cases, in which husbands and wives in 5 cases decided to get divorced and in 4 cases were reconciled and 6 cases are in the process of being settled. After receiving counselling from the Peace Centre, one woman filed a complaint to Svay Dangkum commune to settle her case and require the husband to pay USD 500 as an obligation for food and continued to request a divorce verdict from the court. This year the authorities in the target areas of Banteay Srei actively

intervened in GBV cases and had the capacity to better settle disputes, especially the commune councillors in Leang Dai, Peark Snaeng, Roeul, Doun Daev and Pourk communes always settled the cases, when requested, even without the participation from NGOs. Dispute Resolution Committee in district and commune always settled the cases without any delay, when requested by NGOs and victims. The authorities used words full of respect and no longer put the blame on the victims as they always discussed the reasons. The Provincial Department and District Office of Women's Affairs called the police to question about the case that has already been settled or that has been in the process of being settled, and directly visited the families of the survivors.

Key Challenges to Reach the Objective

- Some people still hold the belief that women are inferior and just wait for the support from men as reflected in a saying, “Women cannot move around a stove,” which means that women should stay home, taking care of children and household chores, and thus they do not need to get higher education and employment.
- Most GPNs viewed GBV as an individual problem rather than social problem, and they were not very responsive to the cases that happened, as they said that if the family that experienced GBV did not come to ask them for help, they would not intervene in the cases. They are afraid of that family saying, “Mind your own business,” when they intervene in the case. Some villages have only one GPN due to migration, meaning that when violence takes place, there is a lack of personnel to offer support.
- Some survivors of domestic violence cases hesitated to file complaint to the court because they think that processing the cases at court incurs high legal cost to them. The Safe House and NGO partners thoroughly explain the importance of settling the case at the court to them, but they remain fearful and reluctant.
- A perpetrator came to the Safe House and aggressively questioned why his wife dared to file a complaint against him. He was afraid of his wife standing up to challenge him.
- NGO partners set a strict regulation that requires woman and girl survivors of GBV to have identification documents, such as marriage certificate, birth certificate or family book. This presents a barrier to survivors who do not have those documents in receiving interventions and services.

Lessons Learned/Planned Adjustments

- Banteay Srei has initiated various programs to empower women to break out of the pot and participate in community development and public decision-making. For example, the majority of the CFs that have been recruited to manage different aspects of the program, such as rice cooperative, savings, microcredit, animal raising, home gardening and vegetables production, are women.
- Banteay Srei should further instill the concept that GBV is a social problem that affects everyone in the community into GPNs, and thus GPNs should be more proactive in intervening in GBV cases that happened in their respective villages. We need to recruit 2 GPNs for each target village and provide enough technical and financial support for them to intervene in GBV cases. The training provided by Banteay Srei to GPNs, local authorities and police officers together provided an opportunity for them to reflect upon one another and strengthen their relationship so that they will work well together to address GBV on time.
- Survivors of GBV are more afraid of the legal system than the violence committed by their husbands. The Safe House will provide comprehensive information and advice for the survivors to take well-informed legal decisions.
- The Safe House called the police who have a contract with Banteay Srei to come and stop the perpetrator from disturbing the Safe House. The Safe House team are concerned about their safety, and plan to move to a new location near the court because this can better ensure their security and the team need to be in regular contact and cooperation with the court. We consider recruiting a full time guard to ensure the security of the Safe House and ensure that this place is confidential and anonymous for women to escape from violence.
- Banteay Srei has worked with local authorities to promote the importance of identification documents and encourage people to apply for ones. We will approach partners and convince them to provide responsive services to woman and girl survivors although they do not have any identification document.
- Banteay Srei has cooperated well with the relevant NGO partners and local authorities to address gender based violence in Battambang and Siem Reap provinces by engaging them in monthly and quarterly

meetings so that we can raise and address the issues together. We also hold special case conferences with concerned NGO partners and authorities to resolve complicated GBV cases so that the survivors and their families receive coordinated comprehensive and cohesive support.

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.

33% of women who experienced land and natural resource management issues voice out their concerns about land titling, development of the Apsara Authority that affected their land rights, demolition of their houses and deforestation in public forums. 13% of women and their communities collected and shared information as evidence for advocating for more gender responsive practices and fair access to services. In Damnak Lourng village in BB, 30 villagers complained about a company transporting soil along the street in the village, which affected the safety of children going to school and produced dust that caused them diseases. The company was backed by the local authority, so the villagers resorted to blocking the access of the trucks.



16 Days of Global Action on Rural Women under a theme of “No Land, No Life”

45 community people (42 female) in SR understood about their rights and demanded a settling of the problem that they faced. They created a plan to work with local authorities and stakeholders to discuss with the owner of an animal farm and sand pumping company through meetings. As a result, the company has accepted their actions, agreed to build a pig manure container to store the pig manure and moved the location of sand pumping to a more suitable location. However, the communities were still not happy with the response about pig manure as it still emitted a strong odour. This complaint was filed to district authorities, who promised to find a better way to settle it after no response was seen from commune authorities.

12 CFs and community people, including 1 woman and 2 men with disabilities, from BB attended 4 national events, namely the International Women’s Day 2015 under a theme of “Empowering Women, Empowering Humanity: Picture It”, International Day of Deaf and Mute People under a theme of “Promoting Sign Language and the Capability of Deaf and Mute Children”, Workshop on Farmers Network and Marketing Chain, and National Women Forum under a theme of “End Discrimination Against Women in Politics”. One female member of vegetables growing group was elected to be the vice president of the Natural Farmers Network, and two men to be the members of the network. The vice president of the network was also selected to be the member of the Forum on Farmers Network and Marketing Chain supported by Oxfam. Target community representatives from SR tried to reach the First and Eighth Committees of the Cambodian National Assembly to share evidence about the significance and challenges of women’s work and

empowerment in local economies with the national policy makers. The challenges included the policy of the Apsara Authority and community markets.

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.

4.1.1.1 Support communities to implement advocacy strategy that was developed in 2014 to demand for land ownership and utilization.

Banteay Srei staff has used the advocacy strategy that was developed in 2014 to support 10 communities that have experienced 4 issues to take collective actions to address their issues.

- The Apsara Authority has dug a canal to release water in the Angkor Wat compound so that it is not flooded during the rainy season. The canal has crossed the farmland, residential land and stream land of 65 families in Phloun, Ta Snae, Rohal, Prasat Char, Kouk Pou and Peam villages. The Apsara Authority compensated those families for their loss of land by paying KHR 800 per a square meter, but those families rejected the compensation, saying that it is not an appropriate price for their land. They requested the compensation of USD 1-5 per square meter, which was rejected by the Apsara Authority, so they filed a complaint to LICADHO, ADHOC, the Apsara Authority and village, commune, district and provincial authorities. While some families have accepted the compensation from the Apsara Authority, the other families still negotiated with the authority and the canal is still being dug.
- The Apsara Authority wants to rehabilitate an ancient pond in order to make clean water for selling to the villagers. This rehabilitation will affect the livelihood of 30 families in Lbaeuk village because they will not be allowed to access the pond for fishing and for water to irrigate their farms and feed their cows. Those families were supported by Banteay Srei to find legal support from LICADHO and ADHOC that advised them to thumbprint the complaint to be filed to the village, commune, district and provincial authorities to help them address the issue. The Apsara Authority and commune chief held a meeting and decided to cancel the rehabilitation of the pond.
- A manufacturer of bricks in Tabrok village has blocked the road, saying the company has bought most land around the village including the road. This has prevented 300 families from travelling to their rice fields and farms, so they have filed a complaint to the district authority that will address the case in January 2016.
- 5 families built their houses without getting permission from the Apsara Authority, so the authority wanted to demolish their houses. The leader of CBO network and commune chief negotiated with the Apsara Authority, reasoning that they already built the houses and if the authority demolished their houses, they would become poorer. As a result, the Apsara Authority decided not to demolish their houses.



CFs meeting with community people to advocate against the rehabilitation of an ancient pond in Lbaeuk village

109 families received legal advice from LICADHO and ADHOC and filed complaint to and the provincial court that helped them settle their issues successfully. The 10 communities have documented their issues and settlement process.

4.1.1.2 Support community to connect with network at provincial, national, regional and international levels.

3 female CFs and 3 female community people attended a rally to submit a letter to the National Assembly, Cambodia National Rescue Party (CNRP) and Cambodian People's Party (CPP) regarding the support of women in political positions. As a result, the messages from CSOs were submitted as plan together with traditional dancing method to attract the audience.

8 CFs and community people (4 female) met with the 8th Commission of the National Assembly. They raised issues affecting women, including land affected by APSARA that want to dig water canal on people's land and provide them with low compensation that some families could not accept. As a result, the case will be followed up during field observation, especially the individuals' rights in the affected areas.

2 COs and 3 CFs attended a national level forum on women in politics organized by SILAKA and UN Women. The forum promoted women's participation in politics through using alternative system by putting women and men in candidate list for both ruling and opposition parties to ensure gender equality in the election process, especially in the candidate list, as well as the general notion of young women in political positions. We currently have women filling 25 out of 123 seats of the National Assembly, equivalent to 20%. The forum called for NGO partners to increase the capacity of young women to be interested and confident in leadership positions. CFs will share this information to other CFs and communities in their village.

10 community representatives, who were the victims of the development of the Apsara Authority, from Leang Dai and Doun Kaev communes were supported to attend the Advocacy Network Meeting in Siem Reap facilitated by UN Women to discuss about the housing rights. They raised their concerns to UN Women that they are farmers who depend on land for livelihood, so if the Apsara Authority developed on their land and provided them with inappropriate compensation, for example KHR 800 per square meter, they could not use this little money to purchase another piece of land. UN Women promised to bring their issues to discuss with their top management and explained clearly about the housing rights. 80% of the 10 representatives shared their knowledge with other community people during the CFs and village meetings.

7 CFs and community were supported to participate in the fifth annual "people's congress" organised by the Cambodian Grassroots Cross-Sector Network at the Freedom Park on 16 November 2015. About 600 people involved in land disputes with private companies or powerful officials or both across 17 provinces aired their grievances on a host of issues in preparation to submit a petition to the government. The remarks of the participants would be collected into a report and submitted to the relevant government ministries by the end of the week, along with a petition from the communities asking for help in settling their various disputes.

4.1.2.1 Support communities to implement advocacy strategy that was developed in 2014 to demand for accessing to water resource and fair market for local produces.

The activity was not implemented due to the lack of budget and the government closing the flow of water as they needed to build a new canal. The community will follow up with the government after the canal was built.

4.1.3.1 Cooperate with gender networks to raise awareness on how to monitor the implementation of CEDAW, DV law and NAPVAW II.

Banteay Srei staff provided coaching session on the promotion of CEDAW, DV law and NAPVAW II to 4 GPNs at a rest house in Doun Ouv village, Leang Dai commune, Angkor Thom district, Siem Reap province. 4 GPNs promoted CEDAW, DV law and NAPVAW II in 3 sessions with a total of 118 participants (107 female) in order to collect feedback on implementation of and raise awareness about the history and purpose of CEDAW, DV law and NAPVAW II. 80% of the participants demonstrated an interest in monitoring and implementing CEDAW, DV law and NAPVAW II in their communities.



Peace Centre staff raising awareness about law and human rights

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.

4.2.1.1 Support community especially women with disabilities to attend network at community, provincial, national and regional level.

CFs and community people, including those with disabilities, from BB and SR provinces were supported to attend network at provincial and national levels.

- 2 female CFs were supported to attend International Women’s Day celebration in Phnom Penh on 8 March 2015.
- 4 CFs and people with disabilities (2 female) from Chrap Krasang and Prey Roka villages were supported to attend International Day of Deaf and Mute People under a theme of “Promoting Sign Language and the Capability of Deaf and Mute Children” organised by the Ministry of Social Affairs, Veterans and Youth Rehabilitation on 23 September 2015 with 400 participants from 12 NGOs.
- 2 female CFs who are active farmers attended the Workshop on Farmers Network and Marketing Chain in BB province facilitated and supported by Oxfam from 10 to 11 September 2015.
- 4 female CFs and 5 community women from BB and SR provinces were supported to attend the National Women Forum under the theme “End Discrimination Against Women in Politics” organised in Phnom Penh by SILAKA on 4 December 2015 in Phnom Penh. The forum was led by the Committee to Promote Women in Politics and co-organized by Banteay Srei and other NGO partners in Phnom Penh. 198 participants (147 female) joined the National Forum and raised their voice and concern on various issues related to discrimination against women in politics. Through the reflection with program staff at the end of the forum, the target group demonstrated increased understanding about the VAW law, the inclusion of women on the top of the candidate list along with men, the utilisation of commune budget, changing attitudes against cultural norms that limit women’s rights and freedom, and the causes of discrimination against women.



National Women Forum

- 9 people with disabilities (7 female) from SR were supported to attend a national network, and the other 6 people with disabilities (4 female) to attend a provincial network. 60% of them raised their needs and concerns and demanded for better changes in policies and practices with relevant stakeholders, and shared their knowledge from the networks with other people with disabilities in their communities.

4.2.2.1 Attend network events at all levels to bring concerns and needs of women in political, economic and social relationship to demand for changes in policies and practices.

From 27 to 28 October 2015, one Banteay Srei staff attended the GADNet Workshop on Gender Transformative Approach organized by Gender and Development for Cambodia in Phnom Penh, where he learned about gender blind, gender sensitivity and gender mainstreaming in project cycle management and organization.

4.2.3.1 Collect, analyse and document GBV case on women and children for keeping as evidence based advocacy.

The database has been developed and filled out regularly to document GBV cases that have received support and interventions from the Safe House and the Peace Centre. The information recorded will be analysed and used for evidence based advocacy.

Key Challenges to Reach the Objective

- When Banteay Srei encouraged and supported communities to demand appropriate compensation and justice, the local authority have accused Banteay Srei of being involved in politics, ruining our relationship and cooperation with them. The authority scrutinised and prevented the community people from attending advocacy network meetings at local, provincial and national levels.
- Advocacy strategy that was developed in 2014 to demand access to water resource was not implemented due to the governmental process required in the building of the big canal. The distribution of water was stopped until the canal is ready.

Lessons Learned/Planned Adjustments

- The utilisation of power by local authority for their personal benefits has presented a barrier to Banteay Srei successfully implementing her advocacy strategy and community people fully exercise their fundamental rights.
- The people were waiting for the government's plan of building the canal to be finished. The distribution of water was monitored and if it was deemed unfair, the community will need to implement the advocacy strategy to demand for fair access to water utilization.

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.

Banteay Srei has successfully moved from the old organizational structure to a new structure to improve and ensure program quality, organizational development, governance and accountabilities. This has been possible thanks to the great support from donors, the governance board, the management team and CORD. A process for communicating with staff about the new organisational structure was developed and implemented. Existing job descriptions have been reviewed and job descriptions for new positions have been developed and shared amongst staff. The existing salary scale has been reviewed. The new structure requires 47 staff members: 7 in PP, 17 in BB and 23 in SR. 20 more staff members need to be recruited in 2016.

Banteay Srei have submitted necessary documents to the NGO GPP assessment team for the renewal of NGO GPP Certificate and we are ready for the assessment. Members of the governance board have diverse skills and have been actively fulfilling their roles and responsibilities. They attended quarterly meetings regularly, conducted monitoring visits in both provinces, provided recommendations on the implementation of programs and approved the organisational policies. The human resource management system is effective and underpins appropriate staff management. All directors, provincial managers and team leaders demonstrated improved leadership and decision-making skills, as evidenced by performance appraisal results and revised job descriptions. 60% of staff demonstrated improved performance based on the appraisal results. Strategic and operational plans and organisational policies were respected, followed and amended where required, as recorded in the minute of the Annual Staff Meeting.

Banteay Srei has a monitoring system in place and it has been used effectively by relevant staff, but we are in the process of improving the existing database to ensure its accuracy and reliability. All relevant and important information was appropriately documented in both soft and hard copies and was accessible by key staff. Performance appraisals provided evidence that 70% of program staff had competency in data collection and analysis, were able to produce reports on time though the quality and accuracy were compromised, and had the ability to use the information to improve the program implementation. The six-month and annual reports reflected the program outputs, outcomes and impact, demonstrating Banteay Srei's achievements.

21 village CBOs and 2 commune CBO networks in BB and 25 village CBOs and 3 commune CBO networks in SR have been created and registered, and had their policies and guidelines acknowledged by the local authorities. 50% of CBOs and CBO networks in the phased out villages in BB continue operating and are actively supporting their members. They used their own resources to conduct meetings regularly without the technical and financial support from Banteay Srei. 80% of CBOs and CBO networks in the 32 target villages in SR continue operating actively. Performance appraisals provided evidence that all program staff have competency and technical expertise that matched their roles and responsibilities. The feedback from target beneficiaries indicated improved performance of Banteay Srei staff.

During the reporting period, there was significant effort invested in the organizational development. We have consulted and revised several policies such as staff personnel policy, finance and admin policy, and women and child protection policy. The Emergency Response and Preparedness Plan was developed under technical support from DCA/CA. Staff capacity building from our back donors equipped Banteay Srei staff with enough capacity to deliver results very effectively and efficiently.



Celebration to phase out of Rong Ampil village

Key Achievements

Outcome 5.1: Banteay Srei's governance board provides highly professional and effective oversight of the organisation while the management team performs as responsive and accountable leaders, ensuring effective implementation of strategic, operational plans and organisational policies.

5.1.1.1 Conduct quarterly meeting for board.

Four quarterly meetings were conducted for the governance board to discuss the governance review, which each board member reflected upon their perceived fulfilment of their roles, as well as things to be improved. The board also discussed the issues arising from the implementation plan for the agriculture farm in

Battambang and the Women Development Centre in Siem Reap, and provided feedback on the annual report. Banteay Srei prepared for NGO Governance and Professional Practice (NGO GPP) renewal, and reviewed the role and responsibilities of all board members and all sub groups. HR Sub Group is still needed for the transitional period to implement the new structure, which will be required at a provincial level without the presence of the board, but required operation director to be part of every sub group. The Monitoring and Evaluation (M&E) Sub Group was initiated. Banteay Srei Constitution was reviewed, and the organizational structure and job description review process has come to the end.

5.1.1.2 Conduct field monitoring for two times a year.

There were two separate board visits: one was conducted by the board who have expertise in gender to the Women Development Centre, and the other was conducted by the board who have expertise in M&E. The key comments from the board were that the centre is to build a market network in either SR provincial town or PP and pay more attention to the safety of women at the centre, as well as engaging girls who drop out of school to study vocational training skills at the centre.

5.1.2.1 Prepare application and documents to be used for re-applying for the new NGO GPP certificate.

All documents required for NGO GPP application are in the process of being prepared to be submitted on time to NGO GPP assessment team online. Banteay Srei staff, managers and communities maintained good practices in compliance with the NGO GPP codes and standards.

5.1.3.1 Continue to cooperate with CORD to conduct organisational review and development in accordance with the new strategic plan.

A process for communicating with staff about the new organisational structure was developed and implemented. Managers in each provincial office presented the new structure to their subordinates, and the Executive Director briefed the provincial managers, team leaders and management committee on the roles and responsibilities of all staff in the new organisational structure during the training entitled “Leadership and Management Full of Accountability and Solidarity” in Kep from 11 to 13 November 2015. A process to match current staff to roles within the new organizational structure was developed and implemented, and each staff member shown in the position box was present at the six-month meeting. Existing job descriptions were reviewed and job descriptions for new positions were developed and shared with staff. The existing salary scale has also been reviewed.

5.1.4.1 Conduct quarterly meeting for HR Sub-committee.

Two meetings were conducted. Human Resource (HR) Sub Group and Management Team have a clear understanding of the roles and responsibilities (job descriptions) to be undertaken by staff within the new structure.

5.1.4.2 Conduct quarterly meeting for MC.

Four quarterly meetings were conducted to discuss the new organizational structure and process, address urgent issues including changing activity implementation with funding support by Salling from BB to SR, raise community issues for discussion and solutions, and share the results from previous board meetings about different sub groups, as well as preparing for staff reflection and the six month meeting.

5.1.4.3 Conduct annual staff performance appraisal.

All staff performance appraisals were conducted and finalized by the end of January 2016. Leadership staff demonstrated confidence in conducting the staff performance appraisals and reflected that the new developed form is much easier and faster than the old one.

5.1.4.4 Staff reflection and learning meeting one every semester.

A staff reflection was conducted. Staff learned about power analysis and the revised M&E guideline. Staff reflected about different powers that were placed in the society by their social status, title, position and wealth. M&E guideline was discussed with all staffs and schedule of implementing the tools were set.

5.1.4.5 Support group and individual staff training according to their specific skills needed.

Two training sessions were conducted on the early preparedness response plan (EPRP) to 17 female staff members. The trainings were facilitated by DCA based on the partnership agreement, in which DCA will provide capacity building to Banteay Srei based on the Capacity Development Framework. As a result, Banteay Srei has created EPRP documents. Staff also learned about data collection by using the forms from disaster management committee from national level. From 2 to 4 November 2015, five Banteay Srei staff participated in a Workshop on Alternative Dispute Resolution (ADR) organized by GIZ in Siem Reap province, where they learned about theory and practical experiences of conducting ADR, family law consultation, divorce, mediation techniques and negotiation techniques. From 11 to 13 November 2015, 13 Banteay Srei staff attended a training entitled “Leadership and Management Full of Accountability and Solidarity” organised by Banteay Srei in Kep province, where they studied effective teamwork, management and leadership, good governance and social accountability. All Banteay Srei staff demonstrated high commitment to applying what they have learned from the trainings, workshops, forums and their jobs in the implementation of program activities to help the organisation achieve her goal, mission and vision.



Leadership and Management Training in Kep



Workshop on Alternative Dispute Resolution in SR

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

5.2.1.1 Conduct quarterly meeting for Donor Development Committee to update and implement Donor Development Plan including DDC performance appraisal.

DDC was changed to the Fundraising Committee, as agreed by the board at the board meeting on 21 March. The Fundraising Committee has not conducted a quarterly meeting yet as it is still in the transitional period of moving to a new structure. The Executive Director has worked with relevant staff to update and develop new proposals to be submitted to existing and potential donors to secure funding.

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

The annual donors and partners meeting was conducted on 20 November 2015 with 20 participants comprised of Banteay Srei staff, donors and partners. The management committee of Banteay Srei presented the country context and progress update, strategic plan 2016 and proposed budget 2016. All donors and partners presented their funding priorities, capacity development support and commitment to funding Banteay Srei. The meeting also served as a venue for donors and partners to broaden their network and provide feedback on the work of Banteay Srei.

5.2.2.1 Conduct annual internal financial audit.

The annual internal financial audit was conducted in BB, SR and PP. No irregularities were found. Everything was implemented in accordance with the financial policy of Banteay Srei.

5.2.2.2 Conduct annual external financial audit.

The annual external financial audit will be conducted by PAT Professional Limited in February 2016, and the report will be finalised and released by the end of that month.

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

Banteay Srei conducted one reflection and learning meeting in Battambang without the presence of the board. All Banteay Srei staff have implemented the current finance and administration policies very effectively and efficiently.

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 finance team provided on-going technical support to program staff and regularly monitored the implementation of financial policy. The results showed that the financial policy has been implemented effectively and efficiently by all staff. Financial policy was brought for consultation with staff for revision and is soon to be approved by the board.

Outcome 5.3: An effective management information system supports timely and accurate reporting, effective monitoring of activities, outputs and measures and evaluates the outcomes and impact of the programs.

5.3.1.1 Conduct monthly, six monthly and annual staff meeting.

Monthly staff meetings were conducted by Banteay Srei staff in BB, SR and PP to raise the issues for discussion to find solutions, present the results of implemented activities, and share experience and information pertaining to program implementation, present case studies and stories of change, and discuss the next monthly action plan. Six monthly staff meeting was conducted to present the achievements of the programs implemented in the first semester and the activity and budget plan for the second semester and draft the strategic plan 2016. Monthly and six monthly staff meetings enabled Banteay Srei staff to gain knowledge about power analysis and CEDAW and strengthen their relationship and teamwork skills.

Banteay Srei conducted the annual staff meeting in Phnom Penh from 15 to 18 December 2015 with the following agenda:

- Review Banteay Srei vision, mission, core values and structure
- Presentation on the most updated global and local contexts
- Fundraising strategy
- Organisational development
- Update about audit and donors requirements
- Program and finance progress update for 2015 by Sre Khmer
- SR and BB and Banteay Srei program update for 2015
- Banteay Srei finance update by Phnom Penh team
- Guidelines for Writing Annual Report 2015
- Presentation on SWOT by BB and SR teams
- Banteay Srei Strategic Plan 2016
- M&E Plan 2016
- Banteay Srei annual budget estimation for 2016
- Review finance, admin and procurement policy
- Staff capacity development plan for year 2016
- Annual meeting reflection and evaluation



Annual Staff Meeting

5.3.1.2 Conduct field monitoring visit.

Program staff in both provinces including provincial managers, team leaders and community organizers conducted regular field monitoring visits and wrote the reports, in which the assessment or evaluation of real situation of beneficiaries against set expected indicators is made and results were shared with the team and used for future improvement.

5.3.1.1 Form M&E sub-committee to monitor the implementation of M&E framework.

The board decided to initiate M&E sub-committee and are currently in the process of deciding who should be on the committee. However, the board, who has expertise in M&E, meet regularly with an M&E Coordinator and program director to support M&E implementation in Banteay Srei. The meetings were about setting indicators for the mission of the organization and making plan for 2016 more realistic.

5.3.2.1 Implement the revised M&E framework to improve collection, analysis, and reporting of quantitative and qualitative information.

The new M&E guidelines have just been revised and presented to staff during the staff reflection meeting in June. We are in the process of implementing M&E tools to monitor and evaluate the outcomes and impact of the programs of Banteay Srei. The M&E Coordinator and Program Director will work with the board who have expertise in M&E to improve the planning, monitoring and evaluation of the organization, especially regarding reporting and planning for 2016.

Outcome 5.4: Improved capacity for program design and service delivery amongst Banteay Srei staff results in Banteay Srei's program (women's leadership in public decision-making, women's economic empowerment, gender justice and human rights) and services (safe house, peace centre, agriculture training centre and disability centre) achieving superior results for women, their families and community based organisations in target communities.

5.4.1.1 Conduct CF's skill audit and phase out assessment in 17 villages. (2 villages will use phase out assessment results for reflection).

Banteay Srei assessed the capacity of CFs and community people in 9 target villages in BB from 20 to 25 July 2015. 7 staff and 1 volunteer conducted individual interviews and focus group discussions with 234 people (148), comprised of 44 CFs (35 female), commune councillors, village authorities and poorest, poor, medium and rich families in the 9 villages. The data were input to our computer system, but the analysis has not been completed yet because we just analysed the data of the 2 villages of which we were prepared to phase out.

From 8 to 9 December 2015, Banteay Srei organised a workshop at Banteay Srei Office in BB to present the results of the assessment of capacity of CFs in Damnak Lourng and ROUNG Ampil villages with 28 participants (19 female), comprised of community people, village and commune authorities, CFs and Banteay Srei staff. 50% of the participants understood about the strengths and weaknesses of CFs and their ability to manage resources in the phased out villages. 80% of the CFs acknowledged the assessment results and demonstrated high commitment to further strengthening their capacity when Banteay Srei phased out from their villages.

13 villages in Doun Kaev commune in Pourk district in SR had their programs assessed with 97 participants (81 female). CFs shared the success of a saving project in Kouk Thmei, and how they increased their members from 20 to 30 within 6 months. One member who is the village chief said that the saving group have good bookkeeping skills and comply with the rules, and CFs managed the group very well. We could see that 70-80% of the participants shared their ideas and were involved in managing the project in their communities. Each income generation program has seen both success and failure. Threats and opportunities as well as solutions to each problem were identified and laid out as a plan of action.

We assessed the capacity of 4 villages, namely Kok Dong, Trapaing Svay, Sambour and Tabrok, in comparison with phase out indicators. We conducted the analysis and documented the results, which will be used in the workshop to strengthen the organisation. The results showed that we were able to phase out of 3 villages.



Provincial Manager conducting phase out assessment

5.4.1.2 Formal celebration to phase out from old villages.

From 23 to 24 December 2015, Banteay Srei conducted formal celebration to phase out from Damnak Lourng and ROUNG Ampil villages in BB with 159 participants (134 female), including 66 children (40 girls) and 9 CFs (7 female). Banteay Srei conducted formal celebration to phase out from Trapaing Svay, Sambour and Kok Dong village in SR with 262 participants (223 female), comprised of community people, CFs, local authorities and Banteay Srei staff. The resources of the program were formally transferred to be under the direct management of CFs and communities. 70% of the villagers understood more about the roles and responsibilities of CFs and strengthened their own capacity to contribute to the sustainable use of the program resources.



Formal celebration to phase out of Trapaing Svay village

5.4.1.3 Prepare CBO’s guidelines, policy and status.

From 22 to 24 June 2015, Banteay Srei facilitated a workshop at the Provincial Department of Health in BB to reflect on and revise CBO policy and status with 85 participants, comprised of CFs, CBOs, local authorities and donors. 80% of the participants provided input into the policy and shared their practical experience of the policy implementation. According to the information shared, CFs appeared more comfortable in exercising their rights and demanding for changes in the policy on those issues, with which they did not agree. They also expressed the need for Banteay Srei to check bookkeeping 2 to 3 times per year and include the GBV case records in the policy. 12 village CBOs had their policies revised and submitted to the commune chief for acknowledgment, while the remaining 9 village CBOs just had their policies developed. 2 commune CBOs were registered and had developed clear guidelines, policy and status.

13 village CBOs in Doun Kaev commune in SR reflected on and strengthened the implementation of policy and guidelines, 9 of which experienced such problems as CFs using the community budget for personal purposes, community members not repaying loan on time and activities not being implemented according to plan. 2 of the 9 CBOs had their problems completely addressed, while the other 7 had 70% of their problems addressed in accordance with the policy and guidelines. One CBO in Tabrok village, Leang Dai commune, Angkor Thom district finalised their policy. A total of 25 CBOs were created and registered in SR with clear policies and guidelines acknowledged by the local authorities.

5.4.2.1 Create two commune CBO networks.

This year two commune CBO networks were created in Kampong Thkove and Doun Kaev communes. The two CBO networks had clear policy and structure and were acknowledged by the local authorities. So far a total of 5 commune CBO networks (2 in BB and 3 in SR) have been created in the target communes of Banteay Srei.



Creating a CBO network in Kampong Thkov commune

5.4.2.2 Provide technical and financial support to commune CBO networks to facilitate their members meeting and prepare strategic plan and support their

implementation of the plan.

In BB, CO conducted 2 field monitoring visits per year to the villages that have already been phased out. We see that CBOs have participated in the decision making process, functioning their roles, trusting each other, supporting each other, having good relationship, conducting 3 meetings a year and having minutes for meetings and having good bookkeeping for every event, as well as having local authorities acknowledged borrowing and lending contracts.

From 18 to 19 August 2015, a team leader of Banteay Srei in BB facilitated a meeting with leaders of CBO networks in Bavel and Khnach Romeas communes with 14 participants (12 female), comprised of 2 female commune councillors, 10 networks leaders (8 female) and 2 female staff of Banteay Srei. We monitored and strengthened the capacity of networks leaders on bookkeeping and teamwork as well as promoting cooperation amongst communities. Two separate meetings were conducted to develop the networks plans:

- Community Development Network in Bavel commune
 - Meeting with network leaders on 18 November 2015
 - Meeting with network members on 20 November 2015
- Community Development Gender Network for the future of Khnach Romeas commune
 - Meeting with network leaders on 3 November 2015 (use the network budget)
 - Meeting with network members on 5 November 2015 (use community budget for per diem, travel and snack)

69 representatives of CBOs, CFs and community people (51 female) from 7 villages in Leang Dai commune, Angkor Thom district, Siem Reap province attended 3 meetings to discuss and prepare a strategic plan for commune CBO networks. The participants shared experiences in managing the network and members, updated the progress of each income generation project and violence issues, developed a strategic plan including resource mobilization for their commune network, and created credit cooperative and membership fee in order to generate income. The commune CBO network has a financial support of KHR 1,100,000 provided by 7 communities in Leang Dai commune.

5.4.3.1 Provide training and practical coaching and mentoring support to community representatives in new target villages on PRA and plan development including HVCA.

We selected 33 volunteers (22 female) in two new target communes in SR, namely Peak Snaeng and Chob Ta Trav. 147 villagers were involved in the discussion for the selection of the volunteers. We did not conduct the Participatory Rural Assessment (PRA) in the 4 new communes because the Provincial Department of Planning in BB and SR has PRA results readily available for all NGOs to use.

5.4.4.1 Cooperate and coordinate with stakeholders in conducting feasibility study for possible expansion into new provinces (Oddar Meanchey or Preah Vihear).

The feasibility study for potential expansion into Oddar Meanchey or Preah Vihear provinces will be conducted in the first semester of 2016.

Key Challenges to Reach the Objective

- It was a big task in moving from the old structure to the new structure. Some positions were proven to be redundant. Some staff moved to new positions, while some others have their job descriptions partially revised. Every staff, including the management committee who were new to the organisation, was in the process of adapting to the new structure.
- Banteay Srei suffered from losses in the exchange rate from other currencies to US dollars. A total amount of USD 39,476 was lost from exchange rate fluctuations in 2015. The organization had to make very difficult decisions in relation to how we can offset those losses and allocate our remaining funds. This year we will not be able to provide staff with the expected salary increases based on inflation and performance because the funds are just not there to accommodate those increases. The other choice would have been cutting some of our program work and this was not something we wanted to do.

Lessons Learned/Planned Adjustments

- Banteay Srei was successful in moving to the new structure with clear steps and methods that also received support from CORD to facilitate the process. The management committee, which is newly created based on the new structure and included the executive director, program director and operation director, will provide the necessary support to ensure the smooth delivery of the current strategic plan.
- As we prepared the budget for 2016, we will do all we can to ensure that we have enough funds for next year to accommodate the salary increases through negotiating with our donors and by taking into account any expected poor exchange rates and considering those risks.

IMPACTS

This year the work of Banteay Srei had a positive impact on 17,578 beneficiaries (2,635 direct and 14,943 indirect) in BB and SR, comprised of 8,390 women (235 with disabilities), 4814 men (87 with disabilities), 1,955 girls (7 with disabilities) and 2419 boys (7 with disabilities). 1,511 beneficiaries (677 female) migrated, and 37 (30 female) lived with AIDS. All beneficiaries were positively influenced by one to five of our main programs, namely women's leadership and participation in politics and public decision-making; women's economic empowerment, sustainable livelihood, disaster preparedness and natural resource management; gender justice, human rights and community action against gender-based violence; evidence-based advocacy; and organisation capacity development.

165 CFs (118 female), including 5 (1 female) with disabilities, who have received mentoring and coaching support from Banteay Srei, demonstrated increased capacity in managing different income generation groups, such as rice cooperative, micro-credit and savings, animal raising, home gardening and vegetable production. These CFs, especially the female ones, demonstrated improved capability to mobilise community resources to develop VDPs and CIPs and participate in various events. 155 village authorities (50 female), 301 commune authorities (75 female) and 315 district authorities (86 female) provided good cooperation for Banteay Srei to implement programs in their responsible areas. Female commune and district councillors were empowered to lead women leader forums and raise women and children concerns to be included in VDPs and CIPs, allowing for an increase in gender responsive budget in the target communes of Banteay Srei.

1,464 beneficiaries (940 female), including 17 (9 female) with disabilities, were members of one or more income generation groups: 1,097 (708 female) of home-gardening groups, 237 (150 female) of chicken raising groups, 3 women raising ducks, 18 (12 female) raising pigs, 7 women farming fish, 7 women growing mushroom, and 102 (60 female) of dry season rice farming groups. 2,093 beneficiaries (1,732 female) were members of one or more groups: 371 (233 female) of pond and canal groups, 97 (85 female) of cow banks, 334 (304 female) of credit groups, 731 (620 female) of rice cooperatives, 28 (27 female) of rice banks, 390 (326 female) of self-help and saving groups, 127 (122 female) of trade cooperatives, and 15 (all female) of women development centre. These groups have allowed for synergy, enabling all members to share success stories and lessons learned with one another and at least produce enough food to accommodate the demand in their families. The programs implemented by Banteay Srei improved food security for 779 beneficiaries (757 female) and improved income for 284 beneficiaries (260 female). 1,050 beneficiaries (726 female) were equipped with WASH facilities: 43 (31 female) having access to clean water wells, 626 (417 female) to water filters and jars, and 381 (278 female) to latrines.

Srer Khmer was supported by Banteay Srei to provide training in agriculture, food products processing, nutrition, small business management, family planning, land life and mushroom growing for 76 farmers (59 female) in 4 new target villages in BB and 210 farmers in 10 villages in SR. 12% of the farmers could generate income by selling their organic crops to the markets while the other 88% just produced enough crops for subsistence. Those farmers have produced organic products and demonstrated a comprehensive understanding about nutrition, organic food and farming without using chemical pesticides and fertilisers. Two organisations, namely the International Federation of Red Cross and Red Crescent Societies and the Cambodian Organisation for Children and Development, came to learn about income generation activities of Banteay Srei, for example mushroom growing.

77 GPNs (40 female), including 4 (2 female) with disabilities, provided primary interventions to 137 GBV cases that happened in their responsible villages. As a result of their proactive interventions, 90 cases were closed successfully through divorce and reconciliation with the promise of perpetrators to stop violence, while 47 cases were on-going and needed to be closely monitored. The Safe House provided services for 75 new survivors of GBV, comprised of 30 woman survivors of domestic violence and 10 girls and 35 women survivors of rape, 5 (3 women and 2 girls) of whom had disabilities. We received 110 repeated visits from the old and new clients, 40 of which are domestic violence cases and 70 rape cases. We accommodated 248 witnesses, composed of 133 women, 64 men, 35 girls and 16 boys. 26 perpetrators, including 2 of domestic violence, were arrested and thrown in jail by the police and gendarmerie.

The Peace Centre provided interventions to 136 GBV cases (38 continuing cases and 98 new cases) in which 134 (96 new) are domestic violence cases and 2 new rape cases. We provided counselling to a total of 281

clients (226 new), comprised of 134 woman survivors (96 new), 2 new girl survivors, 63 male perpetrators (57 new) who are husbands of the woman survivors, and 82 family members (71 new). Some clients came to receive services from the Peace Centre two to six times. 13 male perpetrators who committed domestic violence regularly and were in a serious situation met directly with the police and gendarmerie to discuss about the legal issues in a total number of six sessions, each of which was attended by 1 to 3 perpetrators. 22 male perpetrators completely changed their attitude and 28 others stopped using violence but still got jealous and complained, after the wives received counselling and found the way to change the attitude of the husbands through discussion, requesting husbands to receive counselling at the Peace Centre and requesting the village and commune authorities and relevant organizations to find the solutions.

More and more women and their communities in the target villages of Banteay Srei were working in solidarity to claim their rights and voice out their concerns at sub-national and national levels so that positive changes on their issues were made. For example, 30 families in Lbeuk village filed complaints to various NGOs and local authorities to stop the development of an ancient pond that would prevent them from access to the pond for fishing and water to irrigate their farms and feed their animals. Target CFs and community people were supported to attend national events, including the International Women's Day, National Women Forum and 16 Days of Activism against GBV, to promote women's rights and gender equality. Three female CFs and three female community people were supported to attend a rally to submit a letter to the National Assembly, Cambodia National Rescue Party (CNRP) and Cambodian People's Party (CPP) regarding the support of women in political positions.

Banteay Srei saw quality improvement in governance, management, financial and information systems that supported effective program management and delivery. The governance board provided highly professional and effective oversight of the organisation while the management team performed as responsive and accountable leaders, ensuring effective and efficient implementation of strategic and operational plans and organisational policies. The financial systems and resource mobilisation plans provided transparent, accurate and timely information to support fundraising, program development and organisational plans. An effective management information system is being established to support timely and accurate reporting and effective monitoring of activities and outputs and measure and evaluate the outcomes and impacts of the programs. Banteay Srei staff demonstrated improved capacity for program design and service delivery, resulting in the achievements of program outcomes and objectives.



Parade during the 16 Days Campaign in Doun Kaev commune

APPENDICES

- Appendix 1 - Case Study: A Capable Young Community Leader
- Appendix 2 - Case Study: Improved Livelihood and Family Relationship
- Appendix 3 - Case Study: This Is My Mistake
- Appendix 4 - Case Study: Perseverance and Advocacy for Positive Change
- Appendix 5 - Case Study: Power of Knowledge
- Appendix 6 - Financial Report January - December 2015

Below reference documents are available upon request:

- Reference 1 - RainWater Cambodia Project Final Project Report, Aug 2014-Mar 2015
- Reference 2 - Srer Khmer Project Progress Report Jan-Mar, Apr-Jun, Jul-Sep and Oct-Dec 2015
- Reference 3 - Research finding on gender and local livelihoods trends and requirements
- Reference 4 - Research finding on resource trends assessment and feasibility study for improving food security and livelihoods resilience through sustainable harvesting, rehabilitation and marketing in Siem Reap

SELECTION OF PROJECT PHOTOS







Empower women for positive change!