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ACRONYMS

AAIC	Action Aid International Cambodia
AJWS	American Jewish World Service
BB	Battambang
BS	Banteay Srei
CAAGBV	Community Action Against Gender Based Violence
CAAVAW	Community Action Against Violence Against Women
CAFOD	Catholic Fund for Overseas Development
CBO	Community Based Organisation
CC	Commune Council
CLUP	Commune Land Used Planning
CO	Community Organiser
CDP	Commune Development Plan
CF	Community Facilitator
CIP	Commune Investment Programme
CPN	Community Peace Network
D&D	Decentralisation and Deconcentration
D&P	Development and Peace
DCA	Dan Church Aid
DE	Developing village
DE-D	Developing village – Don Keo
DV	Domestic Violence
EVAW	Eliminating Violence Against Women
GHG	Greenhouse Gases
GPN	Gender Peace Network
GTZ	Technische Zusammenarbeit/German Technical Cooperation
IWDA	International Women’s Development Agency
LA	Local Authority
M&E	Monitoring and Evaluation
MC	Management Committee
NAND	Non-government Advocacy Network Development
NGO	Non Government Organisation
NGO GPP	NGO Good Practice Project
NPA	Norwegian People's Aid
NRM	Natural Resource Management
PDSA	Provincial Department of Social Affairs
PDWA	Provincial Department of Women’s Affairs
PM	Program Manager
PP	Phnom Penh
PPH	Preparation for Phase out village
PRA	Participatory Rural Appraisal
SCIAF	Scottish Catholic International Aid Fund
SH	Safe House
SR	Siem Reap
SRI	System for Rice Intensification
TL	Team Leader
VDP	Village Development Plan
VWG	Village Working Group

GENERAL INFORMATION

Name of Project:	Moving towards gender justice and empowerment for Cambodian rural communities
Project Budget (total):	\$409,537 (US dollars)
Start Date:	1 January 2010
Period of Report:	1 January – 31 December 2010
Project Location:	Phnom Penh, Siem Reap and Battambang Provinces, Cambodia

Vision

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

Mission

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

Goal Statement

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

Project Objectives

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

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

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

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

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

Background information

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

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

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

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

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

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

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

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

Banteay Srei currently employs 28 Cambodian staff (25 women), working in three locations: four staff (all female) in the Phnom Penh office, eight staff (all female) in the Battambang office and sixteen (13 female) in the Siem Reap office. All three offices are equipped with basic office equipment to ensure production of documents and financial data processing. A large majority of the staff are Community Organisers. Twenty staff members are involved in direct programme delivery, with a further five staff members on the Technical Team, providing capacity building activities for both BS staff and beneficiaries.

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

The projects are supported by AAIC, AJWS, CAFOD, DCA, D&P, GTZ, IWDA, NPA and SCIAF. There is also an ongoing partnership with the PDWA on programme implementation and CORD on organisational capacity development.

EXECUTIVE SUMMARY

Banteay Srei is at the first year of its current strategic plan (January 2010 – December 2013). This annual report covers the achievements and results of the activities scheduled for the last twelve months, 01 January – 31 December 2010.

BS has continued its socio-politico-economic development program with rural families through support to their representatives, Community Facilitators (CFs) who are also known as Village Working Groups (VWGs), committees of income generation projects (sustainable agriculture and permaculture, credit, cow banks, animal raising, rice cooperatives and self help groups) and Gender Peace Networks (GPNs) who are trained to respond to gender based violence issues in each of the target villages. The capacity of the CFs continues to increase, many of them being proactive in addressing the problems of their community and using their skills to work with the local authorities and other partners. The results of their work can be seen in improved outcomes for groups and individuals who are disadvantaged.

During this period there were several training courses that focused on D&D, universal declaration of human rights, VDP and presentation, monitoring on CC implementation of CIP and budget preparation, analysis and monitoring. The training aimed to increase the understanding level of communities, CFs and female LAs about their rights to analyse their own situation and act to hold accountability and responsibility of the local government to respond and support their issues and needs. Local women leaders at village and commune level were also gathered to continue their discussion on common issues that they and other community women faced. The CFs in 53 villages were ready to present their VDPs to CCs and other stakeholders.

In response to the livelihood issues identified in VDPs, various income generation activities were initiated by the CFs and the poorest families. Both financial and technical support on small business management and marketing skills were provided to each group on dry rice cultivation, chicken and fish raising, vegetable and mushroom plantation, rice cooperative and fish paste which benefited 1,345 community people (1017 women). There have been 3,854 (3,148 women) community people who began to learn the impact of migration and how to protect themselves from being exploited when migrating for work outside the villages. More CFs and villagers have improved their confidence and critical action to challenge APSARA authorities through networking with other community groups at national level such as CPN.

BS has also continued its support to build capacity and strengthen links with district task force members. There were six meetings held by 471 (154 women) participants (village, commune and district authorities, commune and district police, GPNs and District of Women's Affairs). The meeting aimed to help participants in taking appropriate action on cases and in providing support to abused women and violent men. GPN volunteers continue to perform an important role in their community, promoting a better understanding of and response to domestic violence. There were 3,251 (2,590 women) community people who participated in community awareness meeting on gender, DV law, human rights and conflict management with GPNs and 16 day campaign against VAW. There has been training and support in strengthening the understanding and ability of 95 GPNs (46 women) on counselling skills, conflict resolution and criminal and civil code.

The implementation of the Safe House has been continued in Battambang with the support from PDWA and other NGOs in order to provide assistance to host women survivors of violence who wish to file complaints at the provincial court. It has provided significant support for more than 90 survivors of domestic violence (28), rape (66) and trafficking (1).

As part of sustainability, BS helped CFs and communities in every target village to participate in the phase out plan so that they are aware that BS will eventually phase out support from their villages. In response to the phase out plan, BS continued to support CFs and communities to strengthen their CBOs in each village.

BS has also continued to build its own staff's capacity in order to better support others and a wide range of training has been attended by different staff members. Internal systems have been improved, with a focus during this period on learning to use most significant change stories as a tool in monitoring and evaluation. Baseline information has been collected and documented with background information prior to programme intervention against which progress can be assessed. New accounting Quick book programme has been set up and applied in the organisation. BS has also applied for NGO GPP certificate.

PLANNED ACTIVITY RESULTS AND OUTCOMES

1 Women's Empowerment and Leadership Building

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

Planned Activity Implementation

During the report period, the following activities have been implemented as planned:

A. Encourage and strengthen the capacity of community women to participate in the development process in their villages

Provide trainings on decentralisation and deconcentration (D&D) and basic human rights to it staff and communities

BS contracted a resource person from the BB Provincial Office of Local Administration (POLA) to provide two training on D&D for CFs and BS staff. Following the two training sessions, BS technical team gained experiences and confidence to train other CFs in BS target villages.

Summary of training activities:

Participants	Length of training session	Content summary and major results and outcomes
<ul style="list-style-type: none"> ▪ 34CFs (30 women) from 21 villages (PPH and DE) in BB, 7 BS staff (COs, TL, GBVC) and 2 volunteers ▪ 13 female CFs from 13 villages (DE-D) in SR and 6 staff (COs and GBVC) ▪ 19 female CFs from 16 villages (DE and PPH) in SR and 6 staff (CO, TL and GBVC) 	3 training sessions with 3 days each	<p>The training covered the following contents:</p> <ul style="list-style-type: none"> ▪ D&D definition, differences, form and legal framework ▪ National and sub-national government structures ▪ VDP and CDP/CIP development cycle ▪ Roles and responsibilities of stakeholders in CDP/CIP, in particular people's participation and good governance (duty bearer and right holder) ▪ Guide book for implementing capital investment roles and responsibilities including technical process, time and leadership roles in M&E. <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ The participants were interested with all presentations covered above contents due to the fact that they raised many questions and comments. An example of the participants' questions was an inquiry related to the effectiveness of D&D implementation and how government budget is allocated and monitored. The participants also shared their experiences of receiving no response from local authorities, especially from the CC, when the villagers raised their concerns. ▪ Booklets on D&D and social accountability monitoring were distributed to the participants

BS staff contacted other NGOs to request resource documents related to Human Right and D&D. As the result, more than 612 booklets, stickers and posters that related to D&D, declaration of human rights, Cambodian human rights law and human rights in the Cambodian constitution were collected and distributed to CFs, literate community people and the village chief in 19 target villages. The materials are also available at each office of BS in BB and SR and staff could access when needed.

After the materials were distributed, BS invited a resource person from UNOHCHR, Cambodian Human Right and Development Association (ADHOC) and Cambodian League for the Promotion and Defender of Human Rights (LICADHO) to explain the distributed materials in community meetings.

Summary of community meeting activities:

Participants	Length of Meeting	Content summary and major results and outcomes
227 people (179 women) in 13 villages (DE-D) in SR	2 meetings with ½ day each	<p>The meeting covered the following contents:</p> <ul style="list-style-type: none"> ▪ Basic human rights: civil and political rights (the right to life, equal rights to law and freedom of expression), economic, social and cultural rights (the rights to work, social security and education) <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ The participants were interested with the explanation especially the right to life, equal rights to law and freedom of expression. They raised questions related to the housing right of people living under the APSARA conservation zone and prisoner rights. The explanation was clear on how a prisoner could be protected from human rights violations. However, the facilitators hesitated to respond the issue of APSARA authority as it was out of their expertise.

Strengthen the capacity of the Community Women's Leaders (CWLs) in facilitating the process of developing the village development plan with a focus on gender's issues

BS continued to develop capacity of CFs in every target villages on how to improve and present their VDPs to relevant stakeholders in effective ways.

Summary of training and coaching activities:

Participants	Length of training/coaching session	Content summary and major results and outcomes
92 CFs (80 women) from 26 villages (DE and PPH) in SR	4 training sessions with 1 – 4 days each	<p>The training covered the following contents:</p> <ul style="list-style-type: none"> ▪ Preparation for community small group meeting on VDP review before presenting them to CCs and other stakeholders ▪ How to make a good plan (classify problems and solutions and translate solutions into action plan) ▪ Sharing knowledge and experience on CIP monitoring learned from an exposure visit to Vulnerable Illiteracy Reduction organization (VIR) ▪ New initiative to generate projects that help the poorest families and proposal writing <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ The participants showed better facilitation skills in the training exercises, raised many questions and committed for improvement ▪ More issues to be incorporated into VDPs were identified such as migration, gender, DV, house fire, diarrhoea, dengue fever, drought, flood, insects and lightening. ▪ Training evaluation shown 90% of the participants knew how to put the issues into the master table and present it to the relevant stakeholders. ▪ CFs learned key areas to prepare for VDP presentation to stakeholders as follows: <ul style="list-style-type: none"> ✓ Meeting with village chief and BS staff to discuss the presentation process and risk situation analysis ✓ Ensuring VDPs benefit the whole community rather than individual people and provide reasonable information/arguments ✓ Ensuring the village chief and CC chief/members are present at the VDP presentation meeting

Participants	Length of training/coaching session	Content summary and major results and outcomes
		<ul style="list-style-type: none"> ✓ Allowing time for stakeholders feedback at the presentation meeting
<ul style="list-style-type: none"> ▪ 171 CFs (129 women) in 27 villages (DE and PPH) in BB and SR ▪ 26CFs (all women), 229 poor (179 women), 273 poorest (147 women) in 13 villages (DE-D) in SR ▪ 126CFs (86 women), 664 (554 women) poor and poorest in 21 villages in BB 	73 meetings with ½ - 7 days each	<p>The meeting covered the following contents:</p> <ul style="list-style-type: none"> ▪ Reflection of the small group meeting results ▪ Confirmation of the prioritized issues and solutions that identified last year; detail action plan of each small group; consolidation of common issues to fit the 5 objectives of CC (Economic, Social, Security, NRM and Gender); preparation for VDP presentation to stakeholders <p>Result and outcomes:</p> <ul style="list-style-type: none"> ▪ The CFs presented their VDPs developed last year and asked the participants for feedbacks to ensure that all major issues regarding to subordinate social status of women, insecurity livelihood and child development were included. ▪ The identified issues included lack of food, capital and water for vegetable plantation; no work, no food, no capacity to dig well nearby their houses. ▪ The suggested solution included chicken raising, vegetable garden, mushroom plantation, rice cultivation, pig raising, well sanitation, road repairing, and raising awareness on trafficking prevention, drugs and student drop out school. ▪ The CFs reported that: <ul style="list-style-type: none"> ✓ 2 meetings with ½ -1 day each were held with 147 participants (126 women) from the poorest and poor families in 8 villages in BB and 19 meetings with 1 day each were held with 911 participants (679 women) from the poorest, poor and better off families in 19 villages in SR ✓ VDPs in 21 villages in BB and 32 villages in SR were ready to be presented to the CCs in July

Support CWLs to implement their Village Development Plans (VDPs), as an integrated component of the Commune Development Plan (every 5 years) and Commune Investment Plan (every year)

BS assisted CFs in 26 villages in SR to hold VDP presentation meetings and lobby for support from stakeholders. Summary of meeting activities:

Participants	Length of Meeting	Content summary and major results and outcomes
232 participants (157 women) from 26 villages (DE, DE-D and PPH) in SR included CFs, police, village and commune authorities, provincial administrative, district woman affair, agriculture	3 meetings with 1 day each	<p>The meeting covered the following contents:</p> <ul style="list-style-type: none"> ▪ VDP presentation by CFs ▪ Questions and answers <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ CFs were able to present their VDPs (highlighted their planning process, prioritized issues and action plan) ▪ Positive feedbacks from the participants: <ul style="list-style-type: none"> ✓ A representative from provincial administrative said that he was happy to see women were brave and produced such good plans. He encouraged the CC member to value CFs' presentation and pay more attention to their voice. He promised to share this good model to other communes in SR. He appreciated and admired the CFs and gave a great thanks to BS that trained them to do that good job ✓ The commune chief also gave a word of thanks to CFs for the good job

Participants	Length of Meeting	Content summary and major results and outcomes
office, GTZ, FLD, PADV, PADEK, Habitat, Happy Hand, Plan International, CHE, Children Hope Centre, REDA, WP, APSARA authorities and BS staff		<p>and acknowledged that CFs were able to complete the VDP earlier than the CC process. The CC had lack of resource to do the work as CFs. He committed to have further discussion with CFs and consider VDP to be integrated in the commune plan.</p> <ul style="list-style-type: none"> ✓ The participants appreciated with VDP process sharing and they suggested to include numbers of participants involved in the process ✓ NGO representatives were also interested with some activities that relevant to their projects such as tree plantation, latrine and pond/cannel rehabilitation ▪ The participants were able to clarify with APSARA representatives on construction policy under APSARA conservation zone. APSARA representatives shared the special phone number that people could call with free of charge if they need further clarification. The officer promised to bring the VDPs to discuss with the APSARA department who is responsible for community development and find out if any areas could be supported by the APSARA. ▪ Community products such as organic vegetable, rice, brooms, baskets, brown rice, fish paste were displayed and sold at the meetings

The other CFs in 21 villages in BB and 6 villages in SR were not able to organise the VDP presentation meeting with stakeholders. However, they submitted their VDPs directly to their respective commune council offices. The commune councils accepted their VDPs and integrated in the CIPs.

BS also supported CFs to organise community annual seminars in 53 villages in BB and SR. Summary of annual seminar activities:

Participants	Length of Meeting	Content summary and major results and outcomes
4,795 participants (3,699 women) included CFs, project members, CC members, representatives from Women Development Affair and village authorities in 53 villages in BB and SR	53 meetings with ½ day each	<p>The meeting covered the following contents:</p> <ul style="list-style-type: none"> ▪ Update community people about the progress of VDP and other development activities; project rules/regulations and roles and responsibilities of CFs ▪ Obtain community people feedbacks on the implementation of CIP of CCs and VDP of CFs <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ CFs were able to present the achievements up to date, hear feedback from the project members regarding the CFs' facilitation and invite CC to update the progress of CIP implementation. ▪ Achievements made by CCs included village road repair, culvert construction, latrine distribution, hand pump well construction, awareness raising on law related to DV and gender, water canal rehabilitation, free public service ID for poorest families and a safe house for VAW survivors establishment at the commune level. ▪ One of the participants' feedbacks was that CFs should plan carefully on dry rice cultivation as it would not be succeed if they do not have enough water sources

Encourage and support communities to monitor the implementation of the CIP (through the CC boxes or meetings with the CCs)

BS continued to build capacity of and support CFs and communities to monitor the CIP implementation of the CCs through various approaches as in the table below:

Participants	Type/ Length of activities	Content summary and major results and outcomes
73 (60 women) CFs and community people from 32 villages in SR	2 training on monitoring and evaluation of CDP and CIP with 2-3 days each	<p>The training covered the following contents (see table A for further explanation of the training contents and table B for the training discussions):</p> <ul style="list-style-type: none"> ▪ D&D and relevant articles that support people participation in CDP/CIP ▪ Complaint modality and lawsuit when the local authorities misconduct their roles and responsibility followed D&D ▪ How to measure each article implementation result to ensure accountability and appropriate responses ▪ Responsible institution whose deals with commune and district councils <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ The participants were interested with the topics and expressed high willingness to monitor and evaluate the CDP/CIP implementation in their commune. ▪ The CFs realised the village leaders did not support the plans when they were not involved in the planning process. The CFs planned to approach the village leaders to clarify the confusion points and seek for their feedbacks. ▪ The CFs received a feedback from a villager who was not happy with the CFs when they invited him to talk very often. In response, the CFs concluded that they needed to speak straight to the points and explain each topic to ensure the participants understand the importance of the meeting. ▪ The participants genuinely concentrated and were brave to ask questions in relation to the monitoring of CIPs, the role and responsibilities of CCs and barriers experiences in their duties in the process of development. The training evaluation found that 70 % of participants understood the content well and 30% of the participants understood fairly well.
18 CFs (17 women) in 18 villages and 3 BS staff (women)	exposure visit to a NGO Vulnerable Illiteracy Reduction organization (VIR) in Angkor Choum district, SR	<p>The CFs and staff learned how VIR involved in CIP monitoring. The following steps were shared at the visit:</p> <ul style="list-style-type: none"> ▪ VIR staff communicated with commune and district authorities in order to seek their advice on how their Village Association members could participate in the monthly meeting with the local authorities ▪ Follow the local authorities' advice, VIR staff assisted Volunteer Association (VA) to request for an official registration with the local authority ▪ VIR staff officially introduced VA members to the local authorities ▪ When the process was completed, VA members observed that they were invited to join all meetings with the CC. The VA members have attended those meetings regularly.
5 female CFs in 5 villages (BB)	A workshop with NAND	<p>The five CFs gained knowledge on good governance, social accountability, NGO and government roles and responsibility and monitoring tools on government social accountability and expenses. The CFs gained knowledge on what government should do on behalf of and for people, right holders and duty bearer.</p>
21 CFs in 21 villages in BB	10 monthly CC meetings	<p>The CFs learned how CIP 2010 was implemented:</p> <ul style="list-style-type: none"> ▪ 117 sanitation toilets, 5 water wells, 1 school building, 400 meters canal and 2 kilometres road repairing were supported ▪ 6 kilometres road construction was not completed ▪ 2 bicycles were provided to the poorest families ▪ The CC explained why some activities were completed and some were not.
3 BS field staff	3 district integration	<p>Integrated CIP results reported by the 5 CCs in BS target areas included:</p> <ul style="list-style-type: none"> ▪ In 2010, there were 26 projects supported by relevant provincial

Participants	Type/ Length of activities	Content summary and major results and outcomes
	meetings with ½ day each	<p>government departments which included 225 planned activities implemented by CCs, government departments, development partners and NGOs.</p> <ul style="list-style-type: none"> ▪ In 2011, there were 5 projects which included 354 activities related to economic, social, environment, security and gender proposed in the CIP. NGOs supported 109 activities and provincial government department supported 74 activities. The remaining 171 activities have not been confirmed by any supporter.

Table A

Topics	Explanations
Commune Council and the role of commune leader	It is a group of people who are established through a voting ballot.
Decentralization	It is a mechanism that the state and the ground people have the same responsibilities and status in participating in development.
Planning preparation of CCs	The plan is prepared, prioritized and approved according to community needs that are identified by the local community. However, the plan has to fit with the introduction of the CC committee (e.g. farmer, small business, government officer etc...). The CC has to ensure that they involve local people as much as possible in the planning process to reflect transparency of decision making. The community needs should be related to farmers, small business sectors etc. The CC is responsible to introduce the final plan to the communities.
Financial Management or Commune Financial Management	It was described as financial management of assets and materials for effectiveness of the plan implementation to ensure transparency and accountability in financial management that serve the public through public announcements, posting and appropriate monitoring.
Bidding process	CC members call for bidding on business services such as building, road and canal construction or public services restoration, health promotion, training, consultation of law and other services. The aim of public bidding is strongly focused on budget savings as much as possible, implementing activities effectively, in adequate time and with transparency and accountability. Bidding is open and fair for all private business sectors.
Transparency and Accountability	<p>Monitoring CIPs through a public box; or with the CCs who are responsible for running the activities</p> <p>Monitoring CIPs objectives to find out which ones do not match the laws and regulations of CIPs and provide feedback to CCs. The feedback is to ensure response can be made for improvement of development in the commune.</p> <p>Monitoring/investigating the contracts of buildings, implementation of activities, or project equipment or material expenses. The monitor or investigator is people or community representative.</p>
Commune/Sangkat Administration Management	This is the foundation law of the government. It describes the government vision statement, goals and objectives, dimension of implementation, preparation structure of effectiveness and impact of the strategies. It also provides details about the democracy, consultation and participation, responsiveness and accountability. It works to improve the wellbeing of local people, promote social equity, promote transparency and integrity and laws for anti corruption and against power abuse.

Table B

Participant questions	Trainer Responses
How can a commune clerk commit fraud? If money corruption occurs, and what is the formal solution or judgment, can we write a letter to stop them in this mandate?	The relevant authority may receive your letter but they cannot intervene at the time. If a commune leader/clerk or CC member is involved in corruption, they will still continue doing their job but the committee authorities will track their record of performance and take legal actions.

B. Strengthening the capacity of local authorities, especially the CCs and village authorities to implement decentralisation effectively

Strengthen the capacity of female CC members to advocate for the integration of gender's issues in the CDP and CIP

In cooperation with officer from Ministry of Interior, BS technical team developed a training curriculum and session plan on project design that focus on budget preparation, analysis and monitoring that fit to the need of female CCs in BS target areas. BS staff also provided coaching support to the female CCs on how to advocate for the integration of gender's issues in the CDP and CIP.

Summary of training and coaching activities:

Participants	Length of training/coaching session	Content summary and major results and outcomes
11 female CCs from 10 communes	1 training session with 5 days	<p>The training covered the following contents:</p> <ul style="list-style-type: none"> ▪ General views and system of financial management at commune and district level according to D&D strategy ▪ Reflection on commune need and priority for fund support and budget allocation process at commune and district ▪ General principles and forms to be used for project proposal writing, income and expense record and financial report at commune and district ▪ Advocacy principle for fund request <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ The participants shared real practice of local government in implementing their duty and level of their accountabilities. ▪ The participants gained knowledge on: <ul style="list-style-type: none"> ✓ the objective of local administration at commune and district level is to promote more people participation and to take care and ensure security for people live in their authority areas ✓ the general aspects of commune financial management, budget form, policy and other source of funding that government development partners contributed ✓ budget codes for income and expense that is easy to monitor expenses process made by commune clerk ✓ female CC roles and responsibilities in mobilizing information and gathering their communities to work with female CCs to investigate commune income and expense ✓ key procedures to advocate better management and implementation of the commune budget
5 female CCs from 5 communes	1 day meeting	<p>The meeting covered the following contents:</p> <ul style="list-style-type: none"> ▪ VDP integration in CIP ▪ Women leader forum preparation <p>Results and outcomes:</p>

Participants	Length of training/coaching session	Content summary and major results and outcomes
		<ul style="list-style-type: none"> ▪ The female CCs learned: <ul style="list-style-type: none"> ✓ how to support CFs to prepare VDPs that fit to CIP/CDP requirements (such as the 5 objectives of CC included Economic, Social, Security, NRM and Gender) and to monitor CC in CIP implementation ✓ how to identify women issues to be discussed in the women leader forum and how they could be incorporated in VDPs and how to lobby for increases in commune budget allocation for gender response ▪ BS staff encouraged the female CCs to support the VDPs that presented by the CFs. The female CCs responded that it would be helpful if BS helps CFs to prepare their VDPs that fit to the 5 objectives of CC

C. Women leadership building

Public awareness raising of women leader's achievements; effective models disseminated through forums, workshops and leaflets.

BS gathered information related to good model of women leaders to be published in leaflets/newsletters. It was expected that the information would be disseminated to wider community especially women to learn and increase confidence to play leadership role and to support other women leaders. Two stories of a CF (Ms. Chheoum Kleoun) and women participation in VDP and CIP development processes were recorded and published in newsletters and disseminated in communities. The purpose was to promote and motivate women leaders who participated in community development work. BS staff contacted the National League of Commune/Sangkat (NLC/S) to publish the two stories in their newsletters.

In addition, BS staff and the CFs in Don Keo commune organized a meeting to discuss the message to be printed on T-Shirts in order to promote women in leadership role and awareness raising. As the result, they agreed with a statement of "Giving opportunity to women to become leaders in order to contribute to country development". There were 2,230 t-shirts published and distributed to CFs and other relevant stakeholders in 13 villages.

Strengthen the capacity of the community women leaders in leadership and advocacy

BS continued to strengthen the capacity of women in leadership and advocacy through supporting women leader forum in each of the target communes. Summary of coaching and forum Activities:

Participants	Length of coaching session/Forum	Content summary and major results and outcomes
5 female CCs in BB	2 days training on Leadership provided by CCSP in Pursat province	<p>The training covered the following contents:</p> <ul style="list-style-type: none"> ▪ Leadership ▪ Relationship ▪ Listening skill ▪ Questioning skill ▪ Negotiating skill <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ The five female CCs expressed an increased understanding at 70% because the training provided them with useful skills in counselling with those who have problems and engaging communities in development activities.
10 female CCs from 10 communes	4 meetings with 1 day each	<p>The meetings covered the following contents:</p> <ul style="list-style-type: none"> ▪ Reflection on previous women leader forums ▪ Preparation of women leader forum agendas, objectives, place, budget

Participants	Length of coaching session/Forum	Content summary and major results and outcomes
		<p>and stakeholders</p> <ul style="list-style-type: none"> ▪ Identification of women issues to be discussed in the women leader forum and relating them to CIP <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ Female CCs shared positive feedbacks on the forum as it built their relationship with other women leaders and provided information sharing in term of issues as well as experiences of CFs. However, they also recognized areas to be improved to ensure women leaders gain more benefit from the forum. ▪ The female CCs discussed and agreed on the next forum agendas, objectives and place. They prepared invitation letters for stakeholders. They showed their commitment and confidence to implement the plan as they knew clearly what they would need to do prior and during the next forum.
<p>421 participants (all women) included CFs, CCs, Cambodian Red Cross, deputy village chief and district health workers, NGOs village, commune network, volunteer (health volunteer, credit agent)</p>	<p>20 Forums with 1 day each</p>	<p>The forums cover the following contents:</p> <ul style="list-style-type: none"> ▪ Sharing information and experiences on women leaders ▪ Reflection on skills and knowledge gained from training ▪ Discussion on issues and solution in regarding to gender and women in leadership <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ The participants discussed the following issues: <ul style="list-style-type: none"> ✓ domestic violence ✓ income generation ✓ climate change ✓ how to motivate women to gain confidence and patience in advocacy ✓ how to promote more women in leadership position ✓ birth and marriage certificate ✓ how to incorporate identified issues in VDP and CIP and monitor CIP implementation ▪ A comment was made for the female CC in Don Keo commune. The participants raised villagers' concerns and pressure made by the female CC. The people expect to see the female CC provides people with any official letter (example: support letter for villagers when they need to borrow money from micro finance institutes) for free of charge. The female CC recognized the issue and committed to change as people's comment. The cost of registration has been reduced from 40,000 Riel to 5,000 – 7,000 Riel. ▪ The CFs raised the issues of the commune clerk who took the project money in the forum in Leang Dai commune. The money was expected to be used for the registration of marriage certificates for the poorest families. Fortunately, the provincial governor has dismissed the commune clerk because he was involved with corruption and did not perform his job. ▪ The relationships between local authorities and CFs have been improved as the result of open discussions on issues raised by the CFs in the women forums. ▪ 19 CFs in 19 villages have attended the CC workshop to identify the poorest families to hold special ID card. One out of the 19 CFs was confident to negotiate with CC when they did not include the real poorest families. They can use the card for free access to public health services and emergency assistance.

Participants	Length of coaching session/Forum	Content summary and major results and outcomes
		<ul style="list-style-type: none"> ▪ Female CCs reported the progress of VDPs (from all BS target villages) integration in CIPs in BB.

Challenges and Responses

Challenges	Proposed solutions and actions taken or to be taken
<p>Some CFs and BS staff did not understand the process of CDP/CIP development. They found difficult to follow the training on D&D because:</p> <ul style="list-style-type: none"> ▪ they are new in the position ▪ they do not have prior experience on CDP/CIP ▪ insufficient time for clarification in the training 	<ul style="list-style-type: none"> ▪ BS staff continued their self study from documents and consult with the resource person ▪ BS staff provided coaching support to the trained CFs on CDP/CIP development process through the preparation of VDP presentation to stakeholders, preparation for CC monthly meeting, staff field monitoring visit and women leader forum
<p>Numbers of attended participants in the community annual seminars were less than expected (95 out of 150) because villagers were busy with their field work. The CFs did not hold the seminar prior to the busy time as they did not want to present credit record with small or zero balance. However, members delayed repay their loan due to their livelihood challenges. Most of them migrated for work outside the village.</p>	<p>BS staff will encourage the CFs to schedule their community seminar at the most convenient time for villagers. The CFs should have their report ready to be presented at the seminar even though some members did not payback their loan. With this regard, their seminar agendas should be included the discussion on livelihood issues their members faced.</p>
<p>The female CC knowledge on women situation was not broad enough for them to facilitate discussions in the women leader forum as they were not confident to answer some questions. They found it difficult to prepare budget request without BS staff assistance as they did not remember instructions. Forum duration was not realistic for too many topics. Other priorities of commune office challenge female CCs in implementing forum action and other female authorities' participation in forum.</p>	<ul style="list-style-type: none"> ▪ BS staff continued to provide practical coaching support to each individual CC on: <ul style="list-style-type: none"> ✓ preparation of next forum to ensure that realistic agendas are set ✓ how to generate realistic follow up action plan after the forum ✓ field exposure to gain more knowledge on women issue in each village ✓ budget request and expense record with clear and accurate support documents
<p>CFs shared that the villagers who attended meeting on CIPs did not understand the idea. They were also afraid to talk about the monitoring of CIP implementation of the CCs.</p>	<p>BS field staff and technical team will strengthen CFs on CIPs through coaching and further training. The staff will also learn new techniques and approaches as in cooperation with GTZ in 2011 regarding to CBOs engagement.</p>
<p>Number of people participating in VDP process was still low. For example, only 14 out of 44 poorest families in Boeung Rang village participated in small group meetings because the rest of them had to leave their village for migration work.</p>	<p>BS continued to work with the remaining villagers to improve their livelihood alternatives as well as raise awareness on how they protect themselves from all kind of exploitation during their migration.</p>

Successful Outcomes

- The baseline survey reviewed in December 2010 showed that 65% of community women (out of 48 interviewed women) and 72% of community men (out of 76 interviewed men) aware of their rights to participate in village and commune development plan processes. They were able to describe their rights such as right to live, to participate in meetings, to share ideas, to request for support from development stakeholders, to raise problems and needs, to ask questions, to advocate and to join VDP construction.

- PRA development and maintenance was good, they have enough documentation, map, report and presented to the community. The poor families were interested and actively paid attention to the PRA presentation, while the medium income families showed a fair amount of attention and interest.
- Increased capacity and confidence of Community Facilitators. CFs have gained more confidence, motivation and commitment to facilitate communities developing VDPs and engage with relevant stakeholders to seek for support on their VDPs. 190 CFs (150 women) from 53 villages (21 in BB and 32 in SR) were able to facilitate community small group meetings to review their VDPs to ensure that they covered significant issues, needs and concerns of the poor and poorest communities especially women from widows headed household, domestic violence, HIV/AIDs, disable, labor migration, landless, elderly and orphan. Each VDP was completed with problem statement, objectives, expected outcomes, target groups, risk management plan, activity and budget plan, long-term planning (sustainability) and internal rules and regulation.
- 53 VDPs have been developed with 1,884 people (1,656 women) participation.
- CFs took more initiatives to:
 - ✓ approach CC especially commune chief to introduce themselves and request for their attendance in commune meetings and sharing useful information on the CC information board
 - ✓ meet community peoples to collect more information on their issues and basic needs for VDPs and plan to request CC to integrate their plan in CIP
 - ✓ inform community people about the advantage of accountable box and encouraged them to write their feedbacks or problems they have on CC to be put in the box
- The CFs from the 53 target villages have submitted their VDPs to CCs. Village Development Plans from all villages have been integrated in Commune Investment Programmes. The outcomes:
 - Bansay Treng commune responded Kong Kang village with support 5 sanitation toilets and a 500 meter canal. People can use the water for dried rice cultivation.
 - One CF in Prolet village has increased her capacity to negotiate with CC to acknowledge the poorest families to receive ID card.
- The baseline survey reviewed in December 2010 showed that 71% of vulnerable women respondents said the community needs were effectively addressed due to the fact that the village authorities took intervention when there was any problem happened in a timely manner. They were able to find problems and needs of the community, advise people to do good things and communicate with relevant stakeholders to help the people when needed, and solve violent cases.
- The target village and commune authorities participated in community activities, listened to community concerns and issues through VDP presentations and were open to share progress of CIP implementation.
- The 10 target communes accepted and integrated community VDPs in their CIPs in 2010. They also reported the results of their CIP implementation in 2009 to CFs in commune monthly meetings and to community people in community annual seminars.
- Increased accountability and feedback through commune council meeting. All CCs in the target communes have invited the CFs to attend their monthly meeting at the commune offices and the district investment meeting.
- 11 women were elected as commune council members, one was appointed as a voluntary gender focal point in the commune council, 45 were elected as village authorities (1 village chief, 12 deputy village chiefs and 32 village members) and two were elected as district council members.
- 2 women leaders' stories have been published in the newsletter. There were 62 newsletters distributed to 13 villages. At least 3-5 women in each village have gained leadership potential through their participation in community development activities and were selected as new CFs. CFs have gained more understanding about female commune councils roles and their rights to feedback and demand for changes when they learned that the female commune councils did not respect community concerns/needs.
- Women leader forums have strengthened relationship between community facilitators and female commune councils.

2 Sustainable Livelihood, Disaster Preparedness and Natural Resource Management

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

Planned Activity Implementation

During the report period, the following activities have been implemented as planned:

A. Skills to generate income

Build capacity of poor women in developing appropriate technical skills and small business management skills that includes understanding local market demands

BS continued to build capacity of existing and new income generation groups on technical production skills and small business management skills including understanding of local market demands.

Summary of capacity building activities:

Participants	Length of training/coaching /meeting session	Content summary and major results and outcomes
71 CFs (66 women) and 24 (23 women) representatives of Saving, Chicken raising, Fish raising, Vegetable plantation, Fist paste, Rice corporative and Dry rice groups from 26 villages (DE-D and PPH) in SR and BB	4 training session with 2 – 4 days each	<p>The training covered the following contents:</p> <ul style="list-style-type: none"> ▪ Small business/micro-enterprise management skills ▪ Marketing strategies <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ The participants learned: <ul style="list-style-type: none"> ✓ Method and technique to lead small business/micro-enterprise successfully, characteristic and behavior to do micro-enterprise ✓ Farmer network engagement and good relationship building between producers and buyers ✓ How to collect/gather and keep vegetable yields ✓ Women and men roles in economic development ✓ Marketing strategies: price, products, advertisement and place ✓ how to find markets for their products, set up business plans, record income and expenses, credit and community visions ▪ The training evaluation shown the participants' understanding that 48% were good, 42% were medium and 10% were poor ▪ A CF in Boeung Raing village has strengthened her business plan by improving mushroom plantation and sausage production. The CF has supplies her products with a suitable price to the market included a store in the village market and many other individual clients in her village.
26 farmers (25 women) in SR	4 day training	<p>The training covered the following contents:</p> <ul style="list-style-type: none"> ▪ How to raise chicken ▪ Chicken seed selection technique ▪ How to build chicken cage ▪ How to give food and water ▪ Chicken disease and protection <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ The participants understood well how to raise healthy chicken, vaccinations and the AH1 N1 symptom and impact.

Participants	Length of training/coaching /meeting session	Content summary and major results and outcomes
		<ul style="list-style-type: none"> ▪ 25 participants used earthworms for chicken feeding, as the result the chicken grew fast because of the high protein levels in earthworms. ▪ 27 participants constructed security gates for chickens and kept them in it all time. It was not likely that diseases occur for chicken that lived in the pen with the gate.
187 farmers (144 women) in BB	4 training sessions with 3 days each	<p>The training covered the following contents:</p> <ul style="list-style-type: none"> ▪ How to make pickle vegetables <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ The participants learned what sources/ingredients were needed and how to make pickle cucumber, pickle parsnip and pickle cabbage ▪ 26 participants have applied their technical knowledge in producing good and tasty pickle cabbage and pickle parsnip that could also maintained quality for a longer period. Many villagers liked to buy their products.
62 CFs (43 women) and 116 members (111 women) from 12 villages (DE-D) in SR	3 days field visit	BS staff and resource person provided field support to the groups of rice cooperative, dry rice cultivation, self-help groups, chicken raising, fish raising, fish past, vegetable raising and mushroom plantation. Technical feedbacks were made on group policy and principle, how to keep good quality rice, land preparation for rice cultivation, chicken and fish raising techniques, food production hygiene and marketing.
15 (11 women) CFs and representatives of income generation groups in 13 villages (DE-D) in SR	2 days exposure trip at Sre Khmer projects in Kampong Speu province	The participants learned practical experience of small business management and differences between business and other community development groups, chicken raising activities, vegetable plantation and marketing for agriculture products. The participants commented that Sre Khmer projects were not different from what they have done in their own villages. They noticed that they have had more resources in their own villages; therefore, they were strongly inspired to work with their communities to make use of their existing resources.

Encourage the CFs to mobilize the self help groups to save their profits, so they can expand their small businesses

BS held a two day workshop on self help group mobilisation for 28 CFs (21 women) from 20 villages (PPH) in BB. Other communities' experiences in saving and community mobilisation were shared in the workshop. The participants began to draft their own saving policy and planned to have further consultation with their own communities.

Following the workshop, 5 CFs held 2 meetings with ½ day each with 48 communities (41 women) in two villages in BB. The CFs presented the drafted saving policy and invited participants to feedback. The participants did not support the policy as they expected to see it provided better conditions than other NGOs' saving projects.

BS staff continued working with the CFs to address the participants' feedback. As the result, there were two meetings held regarding income saving. There were 671 participants (589 female) from 24 villages in BB and SR. BS staff discussed the advantages of saving, how to save, principles and regulations of saving groups. The meetings were going smoothly and convinced the participants to join saving groups.

The participants gained a better understanding on saving formation and developed follow up action plan for their villages. There were 738 people (699 women) joined 55 saving groups with total saving fund amount 23,311,800 Riel (about US\$5,828) in 34 villages (BB:21 and SR:13). They have generated group policies and regulations which are expected to be started in early January 2011.

Provide funding support for income generation activities

BS staff informed CFs in the 53 villages about BS proposal application schedule in 2010 as following:

- 1 – 31 January
- 1 – 31 May
- 1 – 30 September

CFs from 36 villages (BB: 4 and SR: 32) facilitated communities to develop 41 income generation groups (BB: 8 SR:33) of credit, chicken raising, dry rice cultivation, women vocational center, vegetable plantation, rice cooperative, mushroom plantation, SRI and fish raising. With assistance from BS field staff, CFs developed proposals requesting funding support from BS for each income generation activity. In response, BS approved 36 proposals (BB: 3 SR: 33) benefit 1,345 people (BB: 231 included 108 women and SR: 1,114 included 909 women).

B. Improve knowledge on the management of natural resources and disaster preparedness including land issues

Build the capacity of and encourage the CFs and the communities to participate in the management of natural resources and disaster preparedness

BS continued to build capacity of the CFs and communities to participate in NRM and disaster preparedness. Summary of capacity building activities:

Participants	Length of training/coaching/ meeting session	Content summary and major results and outcomes
28 participants (22 women) from 6 villages in BB and SR included CFs, village and commune authorities, provincial and district women affair	1 day meeting	<p>The meetings covered the following contents:</p> <ul style="list-style-type: none"> ▪ Concepts and basic understanding around climate change ▪ The GHG causes, effects and impacts ▪ Responses to climate change ▪ BS organisational self assessment <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ The participants gained knowledge on above content ▪ The participants reflected and identified options and BS capacity gaps for climate change integration
79 participants (47 women) in 3 villages (PPH) in SR included CFs, village authorities and communities	3 meetings with 2 days each	<p>The meetings covered the following content:</p> <ul style="list-style-type: none"> ▪ What is disaster, DRR and DRR formula ▪ Categories for vulnerability and capacity ▪ Community risk and capacity assessment and action plan <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ The participants reflected and shared their experiences in: <ul style="list-style-type: none"> ✓ Hazards or threats in the dangerous situations they faced such as drought, flood, storm, polluted water, food shortage and insecurity ✓ Similar causes and impacts of vulnerabilities considering human, nature, finance, social and physical when each hazard becomes a disaster such as global warming, people have limited knowledge on NRM and techniques on how to find

Participants	Length of training/coaching/meeting session	Content summary and major results and outcomes
		<p>safe water source or produce resilience crops.</p> <ul style="list-style-type: none"> ✓ Capacity they already have and capacity need to be developed to cope with hazards or threats that make them less vulnerable ✓ Action to transform vulnerabilities into capacities: <ul style="list-style-type: none"> - Awareness raising on NRM, disaster preparedness, good hygiene and health - Engage experienced people to provide technical training support on resilient tree and crops, sustainable agriculture techniques and how to adapt to climate change - Mobilize more communities from neighbouring villages to participate in DRR planning and request for village and commune authority support through VDP and CIP ▪ The participants plan to meet again to identify what they can do by themselves, what they can do with external assistance – financial or human (NGOs/Other Agencies and Government) in short, medium and long term.
119 (92women) CFs and communities in 4 villages (DE and PPH) in BB and SR	5 meetings with ½ - 1 day each	<p>The meeting covered the following contents:</p> <ul style="list-style-type: none"> ▪ Disaster issues and responses <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ The participants reported that no response from CC on disaster issues that were integrated in CIP in 2009 ▪ Disaster experiences and preparation plan were discussed ▪ Followed up discussion between CFs and communities about disaster and plan to integrate disaster issues in VDP ▪ The issues of a private company investment that take away the mountain stone and soil were discussed. They promised to plant trees along the road in the community but none of tree has been planted yet. The CFs expressed their concerns that the local resource will be lost and community people will face disaster in the future. They know it is hard for the people to challenge with the company because of their relationship with local authorities.
26 CFs and female CC in SR	4 day training	<p>The training covered the following contents:</p> <ul style="list-style-type: none"> ▪ Type of disaster; disaster and its related factors; agriculture techniques and cycle of disaster; how to manage disaster, to reduce disaster risk at the community and to adapt to the climate change; international related events on disaster and Hyogo framework. <p>Results and Outcomes:</p> <ul style="list-style-type: none"> ▪ The participants used social map to identify hazards that would lead to disaster and highlight these areas in the map. The following tools were also used in the training: <ul style="list-style-type: none"> - How to identify flood related hazards - Monitoring plan on disaster - Seasonal Diagram - Livelihood, Stakeholder and Problem Tree Analysis. ▪ An expression of the village leaders and community people was that they were worried as they recognized their limited capacity in coping with disaster and climate change.
1,685 people (1,236 women), included CFs	13 meetings with ½ day each	<p>The meeting covered the following contents:</p> <ul style="list-style-type: none"> ▪ Explanation of Hazard, Risks, Vulnerabilities, Capacity and Disaster.

Participants	Length of training/coaching/meeting session	Content summary and major results and outcomes
and local authorities in SR		Results and Outcomes: <ul style="list-style-type: none"> ▪ 26 CFs were able to use the following facilitation skills: <ul style="list-style-type: none"> - brainstorm question - group discussion - picture ▪ 26 CFs were able to explain the formula related DRR. ▪ As the results of question-answer exercise, we found that the participants understood disaster, risks, vulnerabilities and technique for disaster prevention, climate change, temperature, regular seasonal changes and the effects on agriculture planting.

During the report period, BS provided emergency financial support to 23 of the poorest families (BB: 2; SR: 21) who suffered from house fires (5); storm (17) and one poor family whose daughter died cause of lightning. The money was used for purchasing materials (bamboo and palm leaves) for rebuilding small houses, clothes and some kitchen stuffs, net, pillow and funeral ceremony.

Build awareness of communities and commune councils on policies and other information related to land issues and ensure that women register their properties under their name or as a joint property with their husbands

Following the learning session with APSARA, BS staff shared the knowledge on APSARA policies and conversation zone to CFs and target communities during field monitoring. BS staff is continuing to seek more information on land use plan and policies from other departments. The findings will be distributed and discussed with the CFs and target communities.

Support the community to take on advocacy activities through their own research and participation with networks at provincial and national levels and monitor the progress

Seven BS target villages in Angkor Thom district are located in the Temple complex zone. The villagers living in these areas feel vulnerable to the possibility of having their land seized by the APSARA Authority and pressured by the APSARA policy. The villagers experienced the authority intimidation when they built any small animal cages/shelters or their house without the authority permission. The villagers also challenged with time and money that is required by them to pay when they wished to request for the authority permission.

The CFs in these villages held few discussions with villagers to find ways to solve the problem. With BS assistance, they approached community peace network (CPN) for advice. In March, the people decided to send their representatives (8 CFs and villagers) to travel to PP to get assistance from CPN to submit their complaints to Prime Minister office, National Assembly, United Nation Cambodia Office Of the High Commissioner for Human Right (UNOHCHR), Cambodian Langue for the Promotion and Defender of Human Rights (LICADHO) and Cambodian Center for Human Rights (CCHR) to demand for high level intervention on APSARA policy and practice that pressured the villagers. They demanded the Prime Minister to give official land titles to the people who have lived in the APSARA zone for a long time.

In addition, they joined CPN members from 24 provinces to submit another letter to the senate to request for having a rally from UN office to the Prime Minister house in PP to claim for land titles and full rights to manage their own plot of land including rice fields that have been used for long time. In response, the senate approved their request for holding a rally. They also sent a letter to ask for another authorisation from PP Municipal to ensure that they are allowed to walk to the Prime Minister house. However, the Municipal rejected their request. Despite this, CPN still managed to facilitate the rally to the PM office and to submit their complaint the PM.

On 22 July 2010, the senate released a support letter to order APSARA and relevant authorities to reconsider land cases in Leang Dai commune and provide highly respect to people needs. However, only 2 out of 11 actions were taken by APSARA followed the support letter. The two points included school and

animal cage construction. On 17-21 November, 5 CFs from 5 villages brought the second letter to the senate to request for more solution to address the 9 remaining points from APSARA.

In addition, the CFs in Leang Dai commune have continued to observe the situation in their villages. They found that the provincial government officers called for a meeting between APSARA, the Commune Chief and other relevant local authorities. Following the meeting, the CFs were asked by the local police about who supported their complain letter. The CFs replied that no one supported them. They received money from local people. At least once a week, the police came to the villages and asked the CFs who was involved in the process. However, the CFs did not give any answers because they knew the police intention. Despite this, the CFs observed that APSARA field staff were friendly to the people when they visited the villages. The CFs expressed that they felt afraid at the beginning. However, they have been encouraged by some changes that happened, even though they were small.

There was another issue in Kampong Tkov commune, Kralanh district where the road construction company did not follow proper engineering techniques of the road construction. On 12 and 19 November, 6 CFs and 2 elderly people brought a letter to the office of H.E Seang Nam (a people representative/congressperson) to request for the company to dig a cement culvert, small canal and rebuild the old water gates to flow the water to the rice field. They expected that it will protect the villages from flooding in the rainy season. H.E Seang Nam accepted the letter and promised to follow up the case in one month.

Two weeks later, the CFs and the elderly people received a letter from H.E Seang Nam advising the CFs to go back and prepare more evidence documents and resubmit to his office. Following the advice, the CFs and the elderly people worked with local authorities to redesign the plan for water system construction and resubmitted to the H.E Seang Nam office again. They are now waiting for the response.

There was another case that 27 community representatives from 3 BS target villages (Samrong, Don Ov and Leang Dai villages). They were supported to join a collective campaign with other communities and NGOs to demand for the release of the land activists who were arrested in Chhi Kreng district. They gathered together in front of Siem Reap provincial hall. ADHOC, LICAHDO and CPN supported the activity. As the result, the court suspended the court hearing.

C. Awareness raising on safe migration for women

Build awareness of the communities, especially women who migrate for work purposes locally or across the borders on safe migration and assist the village authorities in target villages to keep updated and accurate migration statistics

In connection to economic issues, more people migrate for work. They are at risks in term of security, income, health, human trafficking and right exploitation. BS builds awareness of the communities, especially women who migrate for work locally or across the borders, on safe migration and assist the village authorities in target villages to keep updated and accurate migration statistics.

Summary of community awareness activities:

Participants	Length of meeting	Content summary and major results and outcomes
3,854 (3,148 women) participants from 53 villages in BB and SR included CFs, village authorities, female CCs and villagers	53 meetings with ½ day each	<p>The meeting covered the following contents:</p> <ul style="list-style-type: none"> ▪ Definition of migration, causes, impacts and risks of migration, women and children trafficking, labour exploitation and safe migration <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ General information about migration was discussed ▪ The participants learned important information for safety migration ▪ List of legal companies, leaflets and booklets on assistance service contact address were distributed to the participants

Participants	Length of meeting	Content summary and major results and outcomes
		<ul style="list-style-type: none"> ▪ The participants raised that they have not seen any NGOs talked about safe migration in their villages. They appreciated that BS brought this issue to share with them. They heard many overseas jobs were well announced on radio that attractive to villagers. However, they realized that they are not always true so people need to be careful before deciding to apply for job. Some of them said they did not want to migrate for work outside the village but they did not have other choices as they produced less yields to survive their families. ▪ The participants were encouraged to consult with their family and inform village chief when planning to migrate for work. ▪ A quote from a woman participant: “It reminds me about my son’s death when he worked in Thailand. I am now raising his children and I really miss him.”

BS field staff also assisted the CFs to work with the local authorities in each target village to prepare and follow up migration family list for a good corporation. The data of villagers who regularly migrate for work was recorded. BS field staff followed up the information when they conducted field visit every month. In addition, BS Team Leader held a meeting with a female CC in Don Keo to follow up the situation of people who planned to leave their villages. The staff requested the authority to investigate, follow up and update/share each other migration situation. The staff also provided advice to 2 families in Takam village who intended to migrate to Malaysia. The migration issue was also included in commune council plan.

D. Improve well being of children, increase access to health, education and promotion of children's rights

PRA results identified the need to work with children in an effort to ensure that they stay in school and improve their health. BS continues to work with children and their parents in 13 target villages to address this through awareness raising and encouragement to parents to keep their children in school, and by raising awareness about nutrition and food safety.

During the report period, 1,240 children (670 girls) were gathered to attend fun activities. They were facilitated to draw pictures and write their thoughts/dreams in creative ways and play various games. Examples of good practices in education and health care, child rights and code of conduct were also shared. A meeting with 69 CFs (58 women) was also organised to disseminate child protection policy, code of conduct and how to behave positive attitude toward children in communities.

Challenges and Responses

Challenges	Proposed solutions and actions taken or to be taken
Some CFs did not provide enough information in their project proposal because they did not know how to read and write well. Some found difficult to effectively correct members when they fail to conduct the activity according to procedures. Some had difficulties in asking questions or providing advice. They were afraid that members would be angry with them.	BS staff provided a special support to the CFs who need to learn writing and reading prior to the proposal writing schedule and encourage CFs prepare monthly plan and use their project rules and value based when solving any problems occurs.
APSARA officers threatened death to the village and commune chiefs who approved new construction requests of villagers without APSARA authority’s permission. The statement was made in a meeting where the provincial governor, commune councils, militaries, police, village and commune chiefs and communities from Angkor Thom	BS linked CFs to CPN members who have experienced on community advocacy on land issues. CF participation with CPN brought them more confidence and knowledge to challenge with the issues.

Challenges	Proposed solutions and actions taken or to be taken
district were present. In connection to this situation, the communities and local authority lost their confidence to raise their opinion anymore. The CFs were not able to communicate with people from different level of authority or collect any evidence for their advocacy work as well.	
Awareness raising on policies and other information related to land issues was delayed due to the slow engagement process with APSARA and other relevant departments. BS staff communicated with Land Management and Administration Department to seek for information on land concession plan. They excused that they were busy, difficult to find information as distribution was already done, our request letter needed to be corrected according to their administration requirement.	BS kept tracking with APSARA and started looking for other departments who would have the information available to share.
The participants of the draft saving policy meeting were not happy with conditions as they believed it was worse than other NGO's saving project in their villages.	BS staff studied more about other NGO's saving project before reviewing the draft policy with CFs.
Some migrant workers in 10 villages in BB were not able to join the community meeting on safe migration because it was organised when they had to return to their work place. Despite the educational materials on safe migration were not sufficient to be distributed to the participants. The formation of migration family list was also not well coordinated with LAs.	BS staff have studied more about: <ul style="list-style-type: none"> ▪ appropriate time for migrant workers when planning activities related to migration ▪ NGO network who produce IEC materials on safe migration ▪ the existing follow up migration family list that has been used by the local authorities
The chicken raising groups in 16villages (10 BB and 6 SR) faced the problem of chicken death without reason. The vegetable plantation group in 1 village in SR and dry rice cultivation group in BB also faced the problem of drought.	BS staff assisted each groups to reflect their experiences and improve their techniques to fit to the real condition for raising chicken and what appropriate resilient crops/vegetable in these villages.
Some NGOs complained about BS when they involved those CFs who also worked for their project in BS target villages.	BS staff will follow up with target district governors to find out possibilities of stakeholders meeting at district level so that each NGO could share their work and cooperate if possible; or organise a separate meeting with NGOs who work in the same target villages identified by the field staff.
During rainy season some of beneficiaries were busy working in their rice fields. They did not participated in meetings.	BS will assist the CFs to plan their activities according to the availability of the project beneficiaries

Successful Outcomes

- The CFs and community women who participated in the training on food processing are continuing to improve their products and increase the amount of supply according to the local demand increased. This will make the women earn more profits to secure their livelihood and expend their business.
- 32 (26Females) have increased in source of income by using skill and knowledge gained to run and manage their small business and share their experiences to other community.
- 4 CFs in BB started producing fish sauce and fish paste and shared their produces to villagers to test and feedback. They will use people feedback to improve their produces for sale.
- The CFs in each village are in the process of supporting community people to involve in saving group who will gain benefit through using loan and earning interest to improve their livelihood. There were 738 people (699 women) who joined 55 saving groups with a total of saving fund amount

23,311,800 Riel (about US\$5,828) in 34 villages (BB:21 and SR:13). They have generated group policies and regulations which were expected to start in early January 2011.

- After the chicken raising training course some of participants applied the chicken raising technique such as keep chickens in the pen. Eight families in SR sold the chicken to support their family and send their children to school. Chicken raising groups in 10 villages in BB have been successful. Old members started phasing out chickens to new 2-6 members in each village.
- 5 poorest members in the dry rice cultivation in Kong Kang village have started well on their field work with a good solidarity and high responsibility to take care of their rice paddy field.
- 5 poorest families in a dry rice season group has received 542 kg of rice each family which can be feed their families for 6 months
- Rice cooperatives in 3 villages in SR were able to use their small profit to buy 4 wooden mortars that can be used in the rice cooperatives and served the other 10 poorest families. It helped them to save money from paying to the private rice mill who sometime stole their rice.
- 36 (BB: 3 SR: 33) income generation groups (chicken raising, vegetable plantation, rice cooperative, dry rice season, mushroom planting, rice-hand made production and fishing and women development center) benefit 1,345 people (BB: 231 included 108 women and SR: 1,114 included 909 women)
- The baseline survey reviewed in December 2010 showed that:
 - ✓ 34% of the interviewed women felt they had the capacity to initiate and manage income generation activities.
 - ✓ 31% of the interviewed respondents said they had knowledge on government and APSARA policies that affect their land. Their knowledge included a personal plan to control land and avoid violation each other land, APSARA rule, land used certificate and their rights to use their own land.
 - ✓ 38% of vulnerable women and 53% of vulnerable men said they had knowledge on actions to protect and manage natural resource such as protecting tree cutting and existing ponds; replanting tree; using natural fertilizers and well constructing and managing water canal/system.
 - ✓ 23% of vulnerable women and 51% of vulnerable men said they had knowledge on actions to cope with disaster such as constructing water canal/dam; planting tree; keeping food in a higher place; familiarising safe place for evacuating animal and people from disaster area; approaching Red Cross; alerting people when there is a storm or house fire; draining the creek to keep water and pump in the water for farming and using DRR approach.
 - ✓ 50% of vulnerable women and men said they had knowledge on safe migration, locally or across the border. Their feedback included informing village chief; seeking advice from village and commune authorities; obtaining contact number for assistance (eg. BS and the organisation that they can ask for help if they face any trouble), ID card and legal passport; checking details information of place to live/work, following legal employment companies; understanding legal matters.
- After filling the villagers' complaints in PP, CFs reported that the APSARA authority agents who often come to the villages have changed their behaviour to be more positive and respect to the villagers. The agents saw villagers rebuilt a small part of their house without the authority permission, the agents said to the villagers that it was fine as it was just a small construction. The CFs and villagers have also learned to respond to police or any other APSARA spy in a clever way. For example, a local police came and asked them: "Who supported you with the complain letter?" They replied:"We received support and money contribution from the villagers." When the police kept coming and asking the same question, they also replied the same answer.
- Following BS staff comments at the orientation on APSARA policies at BS office, the APSARA authority approved the mushroom group in the village to build the shelter for their mushroom garden.
- In response to the CFs complaint, the senate ordered APSARA and SR provincial authorities and other relevant departments to address the concerns raised by the villagers in Angkor Thom district.
- APSARA promised with the CFs that they will provide a fair compensation for the families who effected by canal gate in 6 villages in Angkor Thom district.
- A few weeks after community meeting on safe migration, there was an agent of a company who entered the target villages in Kralanh district. The agent looked for women and men who want to work with their company. The villagers asked for the company identity and contact address. The agent became desperate and left the people without response. After that, the villagers reported this case to the village chief.

3 Community Action Against Gender Based Violence

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

Planned Activity Implementation

A. Build knowledge of communities on gender discrimination

1.1.1 Strengthening capacity of the GPNs to reduce gender discrimination

In 2009 BS conducted a skills audit of all GPNs in order to assess their capacity. This concluded three areas to be improved, namely: counselling skills, conflict resolution and knowledge of civil and criminal codes. In response BS staff developed training plans in identified topics with pre-test and post-test questionnaires. In addition trainers contacted a number of NGOs to obtain IEC resources such as DVD /video cassettes and stories related to domestic violence, sexual abuse, land conflict and property rights.

During the report period, BS provided a two separate training sessions for female and male GPNs on counselling skills. The training aimed to build knowledge and skills on how to work with individuals and groups of women/men who experience violence, to facilitate positive behaviour change.

Summary of GPN capacity building activities:

Participants	Duration	Content summary and major results and outcomes
48 GPNs (25 women) BB and SR	2 training sessions of 3 days June 2010	<p>Counselling Training content:</p> <ul style="list-style-type: none"> ▪ Reflection on experiences in counselling ▪ Reasons why women remain in violent situations ▪ How to address the issues faced by women ▪ Male attitudes toward violence against women ▪ Safety planning in situations of violence <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ Participants gained skills in asking clearer questions in order to elicit particular information; reflective questions to help persons process their thoughts/feelings toward others. ▪ Training evaluation showed participants understood clearly about the counselling techniques and recognized difficulties in implementation. Requests made for further coaching support in counselling skill practice. ▪ Experienced GPNs expressed confidence in counselling although they had some difficulties to articulate key issues especially in working with male perpetrators.
20 GPN (10 women) BB	2 days Oct 2010	<p>Conflict Resolution training objectives:</p> <ul style="list-style-type: none"> ▪ Increase understanding on conflict mediation and resolution process ▪ Share strategies for resolution and reasons for conflict ▪ Increase understanding on strategies that can aid resolution <p>Expected outcomes:</p> <ul style="list-style-type: none"> ▪ GPNs will have increased ability, through use of defined steps and tools, to facilitate successful reconciliation processes in their communities.
27 GPN (11 Women) BB	3 days Nov 2010	<p>Criminal and civil law training objectives:</p> <ul style="list-style-type: none"> ▪ Understand definitions of criminal / civil law; role of prosecutor; filing complaints; appeals process ▪ Increase understanding of criminal and civil law procedures; ▪ GPNs understand the differences between the two types of law/process <p>Expected outcomes:</p> <ul style="list-style-type: none"> ▪ GPNs will have increased capacity to raise community awareness on the law

Participants	Duration	Content summary and major results and outcomes
		and monitor implementation of the law by local authorities; <ul style="list-style-type: none"> ▪ GPNs will have increased confidence to advocate to the authorities and encourage their intervention in issues.

1.1.2 Community Education to reduce gender discrimination

During 2010 BS provided technical and financial support to GPNs in order to hold community education activities on gender discrimination.

Summary of community education activities:

Participants	Duration	Content summary and major results and outcomes
1,097 person (824 women) from 21 villages in BB	21, ½ day meetings	The meeting covered the following contents: <ul style="list-style-type: none"> ▪ DVD story show: “The Scales of Justice” and “golden vine” ▪ Reflection on the story Results and outcomes: <ul style="list-style-type: none"> ▪ Participants understood issues of land law, domestic violence, women decision and court procedures from the story ▪ Participants discussed issues in the story and expressed increased knowledge on property issues, rights and decision making; increased understanding on the causes of domestic violence
1,973 (1,672 women) from 32 villages in SR	32, ½ day meetings	The meeting covered the following contents: <ul style="list-style-type: none"> ▪ DV law ▪ Human rights ▪ Respect ▪ Cycle of domestic violence ▪ Impact (cause & effect) in Cambodia context ▪ Conflict management ▪ Gender and gender role Results and outcomes: <ul style="list-style-type: none"> ▪ Participants learned how to use their rights appropriately; increased their understanding of family gender roles; effects and types of domestic violence; learnt how to manage conflict, and protect themselves from violence; and learned how to report cases to the authorities rather than depending on the GPNs ▪ GPNs were able to manage the discussion process well - using various techniques they encouraged women and men to use their rights appropriately to combat violence against women and children.

BS has begun to build awareness among students at local selected school on gender issues. BS selected 20 students (11 girls) from Angkor Thom High School, Angkor Thom district, to join series of 3 training sessions on Roles and Responsibilities in Relationships – A Young People’s Toolkit on issues connected to gender based violence. This training was conducted in July-November 2010. The training aimed:

- To raise awareness amongst young people on issues connected to gender based violence, specifically: child rights; culture, gender inequalities; sexual relationships, sexual violence and exploitation; relationships in the family and domestic violence; alcohol and drug use.
- To encourage young people to reflect critically upon the world in which they live and their own experiences and to apply that learning to their life and relationships.
- To help young people acquire some of the knowledge and skills they need to protect themselves and make the transition from childhood to adulthood easier to negotiate
- To help young people build self confidence
- To encourage young people to become informal advocates of positive, non-violent relationships with family, friends and sexual partners.

The trained young people were able to express their own opinions and beliefs and challenged traditional perceptions that promote gender inequality and discrimination. They enjoyed participating in the Young People's Toolkit Connected to Gender-based Violence Implementation.

Following the workshop, the trained young people held a campaign on “Non Violence Conflict Resolution in the Family” which aligned with the “16 Days Campaign Against Violence Against Women“. There were 181 participants (94 women). They shared their knowledge of non violence conflict resolution, hope to apply their knowledge once they become parents, desire to challenge traditional values and explore current realities (including gender equality), and aim to reflect on children’s rights and to promote positive attitudes towards children especially girls.

Main activities during the campaign included:

- Propagandizing on the topic with the arrangement of people to walk in rows by leaving from the district hall across Plung and Done Ov village equipped with white ribbons, posters, leaflets.
- Sharing interests from district council, deputy district police, chief of general district police, district police chief and from Banteay Srei.
- Showing Song for Education, “The Tears of Children, No violence in family is happiness” sing by young people group.
- Sharing of 16 days campaign history and the meaning of white ribbon.
- Play roll of short story “Is This Life?”

B. Improve the effectiveness of psycho-social services for the survivors of gender based violence

1.2.1 Support and monitor abused women through the GPNs (including emergency support for abused women/families)

With support from the project, GPNs met with women and men who had experienced gender based violence in order to: assess the individual’s situation; help them to discover their own solutions; and set realistic action plans to cope with their problems. When there were serious violent cases occurred, GPNs approached BS staff, local authorities and police and/or other agencies to provide emergency assistance to victims and refer them to a safe place or seek for legal support.

(See section 1.1.5 Safe House Support)

Support 2-monthly GPN meetings re. case management, application of skills

BS continued to support two monthly GPN meetings on case management. The meetings are held at the commune level as an opportunity for all GPNs to share their work experiences, problems encountered, intervention, case follow up, and outcomes from the past month. Each GPN takes turn in facilitating the meeting. The meeting enables GPNs to network with one another and share knowledge on violence related issues such as anger management, counselling, related laws (marriage law and DV law), women’s rights and gender.

Summary of two monthly GPN meetings:

Participants	Duration	Content summary and major results and outcomes
21 villages in 5 communes in BB: <ul style="list-style-type: none"> ▪ April meeting: 30 GPNs (12 women) ▪ July meeting: 36 GPNs (18 women) ▪ Sept meeting: 33 GPN (12 women) ▪ Nov meeting: 28 GPN (15 women) 	20, ½ day meetings	Meetings covered the following agenda: <ul style="list-style-type: none"> ▪ Report on DV cases and solutions in each village – case management. ▪ Experience sharing, issues encountered ▪ Discussion on DV cycle issues and village network establishment ▪ GPN roles, networking, implementation of learning ▪ Introduction of case management and follow-up forms Results and outcomes: <ul style="list-style-type: none"> ▪ Participants reported DV cases and their intervention as in table A below
32 villages in 5 communes in SR: <ul style="list-style-type: none"> ▪ Feb meeting: 62 GPNs (31 women) ▪ Apr meeting: 57 GPNs (30 women) ▪ Jun meeting: 5 GPNs 	20, 1 day meetings	<ul style="list-style-type: none"> ▪ New GPNs started learning how to deal with DV cases from experienced GPNs ▪ Identified and introduced clients to existing women and men networks which were available to help with DV cases ▪ Old GPNs reviewed lessons learned on DV cycle and prepared strategy and plan to help women and children victims of DV ▪ Some participants raised their personal issues to consult with other

Participants	Duration	Content summary and major results and outcomes
(29 women) ▪ Aug meeting: 62 GPNs (31 women) ▪ Nov Meeting: 62 GPNs (31 women)		GPNs in the meeting ▪ Some GPNs absent due to working on rice production

1.1.3 Encourage local authorities to keep records of VAW cases and encourage them to send these reports to the CC, district offices and provincial governor office.

Local authorities and police have already been using VAW forms and submitting reports monthly.

Due to lack of funding and change in the chief of committee the provincial GBV network is no longer functioning.

1.1.4 Cooperate with VAW stakeholders (including court staff) to provide better services for women who seek legal assistance

To strengthen networks with VAW stakeholders, six monthly (May / November) Task Force meetings were organised in each target district (three in Battambang and three in Siem Reap). These meetings involved different stakeholders such as village, commune and district authorities, commune and district police, court staff, district office of women's affairs and GPNs. Meetings were productive in: discussing VAW cases and resolutions; reporting on the number of VAW cases and raising awareness regarding levels of violence; sharing plans for VAW education or promotion activities; and for strengthening referral processes and networks between partners.

In SR three newly recruited Commune Council representatives in particular benefitted from the Task Force meeting in terms of increased understanding of GBV issues and how these are addressed. In addition they were seen to gain skills in meeting planning, budgeting and facilitation.

Many cases are currently being resolved at the village level, which is attributed to good collaboration and work of the village chief and GPNs. Task Force Meetings provide an opportunity for village authorities and GPNs to inform the commune and district level of the cases that have occurred at the village level.

Summary of VAW task force meetings:

Participants	Length of meeting	Content summary and major results and outcomes
BB 195 (84 women) SR 276 (70 women) village/ commune / district authority, military, policy, district office of women's affair staff, GPNs in 6 districts in BB and SR	6 meetings of 1 day each	Meeting agenda: ▪ Follow up last task force meeting ▪ Report on DV cases and experiences in dealing with the cases ▪ Update men and women behaviour change toward DV ▪ Family & Marital law Results and outcomes: ▪ 106 DV cases:, 75 solved (1 perpetrator was put in jail), 16 in process (including 2 sent to CWCC) ▪ The GPNs in Pourk district raised a concern about some police took money from victims. In response, the Police chief at commune promised that he will fire any police who commit to corruption.

During the report period, BS staff reviewed and updated information in the guiding booklets for survivors of gender based violence who seek emergency assistance. The staff edited the book using a format which provided a logical order of information. It was expected to be ready for distribution to communities in July. However, it was delayed because some information needed to clarify with ADHOC. It will be finalized, published and disseminated to CFs and communities in March 2011.

1.1.5 Support safe house project in BB

During 2010 the Safe House provided assistance to 66 victim-survivors of rape (134 repeat visits) and 28 victim-survivors of DV (33 repeat visits). Disturbingly 47 of the 66 rape cases assisted, i.e. 70% of survivors, were children (i.e. under 18 years).

Month	Rape		DV		Trafficking		witnesses/ relative	Services
	New	Repeat	New	Repeat	New	Repeat		
January	11	9	4	5	0	1	24	Health examination: 58 clients
February	4	4	1	2	0	0	19	Counselling: 120 clients
March	8	8	2	4	0	0	28	File the complaint: 12 clients
April	0	5	1	1	0	0	7	Hearing the court work: 113 clients
May	3	10	8	3	0	0	30	Hearing the police work: 1 client
June	7	12	2	3	0	0	34	Escape from her husband: 2 clients
July	8	16	1	4	0	0	32	Received CRC support: 22 cases
August	6	16	2	3	0	0	33	Take judgment: 18 cases (6 DV)
September	3	16	3	5	0	0	26	
October	2	7	3	3	0	0	18	
November	5	10	1	0	0	0	16	
December	9	21	0	0	0	0	36	
Total	66	134	28	33	0	1	303	

During 2010 the SH held 5 meetings with NGO and government partners. On average there were 15-20 participants representing a number of agencies including PDWA, PDSA, Provincial and Commune Police and NGOs. The meeting provided updated information on safe house activities, challenges and next two month plan. Other information was also shared at the meeting.

The SH staff have put much effort into ensuring that female CC focal point and district of women affairs provide community follow-up; staff have also provided technical and monitoring support. During the year a total of 12 visits were held with 104 female CCs and district of women affairs in 16 districts in BB and Pailin.

BS provided 2 training sessions on counselling to 58 female CCs from 14 Districts in Battambang Province and 2 Districts in Pailin Province. The training covered: definitions and root causes of DV; ‘What is counseling?’ and The helping relationship; ‘Who am I and why do we learn about ourselves?’; effective communication with clients; what is trauma and symptoms and effects of trauma; obstacles and counselling steps.

Staff capacity development activities have included the SH manager attending training by Social Services Cambodia in Orphan and Vulnerable Children (5 days, over 6-month period) and SH staff going on an exposure visit to AFESIP/SR in order to learn about their program strategies and experience.

In February 2010, an external evaluation of the SH was conducted. The evaluation considered the strengths, impact and outcomes of the project, identified gaps and opportunities for increased effectiveness including SH management, and provided recommendations for a potential phase out by BS. The report is available upon request.

Challenges and Responses

Challenges	Proposed solutions and actions taken or to be taken
The training for counselling was not sufficient especially for new GPNs who experienced difficulties in implementing skills. New GPNs were not clear about their role and responsibilities.	2011 year plans will include 5-day follow up training on counselling for the GPNs. Special coaching support and exchange from old GPN field experience will be shared with new GPNs.
Results from community education activities were not well recorded because most of GPNs facilitators are illiterate. The participants were	Support will be provided to the GPNs on reading /writing and invite those who are literate to assist. Participants were invited to give thumb prints instead

Challenges	Proposed solutions and actions taken or to be taken
also confused with the attendance lists as they could not read/write their names with signatures.	of signature.
The district office of Women Affairs staff did not keep minutes from previous task force meeting, which resulted in poor follow up action regarding to the DV cases shared in the meeting.	BS staff returned the previous meeting minutes to the district office of women affair. BS staff also encouraged local authorities to keep records of VAW cases in their forums and send these reports to CCs, district offices and provincial governor offices.
Lack of lawyer support to the Safe House clients because some SH partner NGOs have changed their focus.	BS began collaboration with CWCC (based in Banteay Meanchey province) who can provide lawyer services. Partner agency LICADHO promised to assist SH clients with compensation claims and has potential to advocate with the prosecutor.
Female CCs were not able to provide follow up to some clients who migrated for work in Thailand after leaving the safe house.	Female CCs will look for livelihood alternatives in the villages and raise awareness on safe migration to the clients.
The health examination at the Provincial Hospital was poor and corruption at the court still continues	The issues will be discussed at the SH partner meeting and identify collective action to work with the hospital and the court

Successful Outcomes

- 66 women and girls who suffered DV and sexual assault were supported by the SH
- GPN two monthly meetings have greatly enhanced relationships between new and older more experienced GPN. This has also contributed to effective sharing of strategies; advisory support and coaching for those who are inexperienced and lack confidence in their role.
- The participants of the VAW task force meeting shared their experience that women more readily seek help from village chiefs and GPNs when they have conflict. It was observed by participants that DV cases had reduced since CC raised awareness; and more women had changed their responses toward DV because experienced GPNs helped them to analyze how their behaviour can affect family relationships.
- The SH and partner agencies have worked intensively with sexual assault survivors and their families in order to support them in their communities, rather than referring cases on to medium term shelter care. BS strongly advocates restoring relationships with family and community as the best approach for positive long term outcomes.
- It was observed that several ‘repeat’ clients had made notable behavioural changes following their initial stay at the SH. Examples of improvements included: better general hygiene and cleanliness practice; improved ability and attitudes to express feelings about abuse; and use of positive discipline in bringing up their children.
- BS has successfully used local radio to promote about their SH work and the issues of VAW. In particular speakers effectively used an existing popular Youth Program to disseminate information concerning DV and referral options. As a result at least 16 calls were received from members of the public for advice or further information.
- The model of support for VAW provided by the BS SH has proved to be appropriate and effective (see Evaluation Report). As a result no less than 15 NGO/government authorities currently partner with BS and a further three have visited with the aim of learning from BS experience and/or desiring future partnership.
- The trained young people were able to express their own opinions and beliefs and challenged traditional perceptions that promote gender inequality and discrimination. They enjoyed participating in the Young People’s Toolkit Connected to Gender-based Violence Implementation. They held a campaign on “Non Violence Conflict Resolution in the Family” which aligned with the “16 Days Campaign Against Violence Against Women“. They shared their knowledge of non violence conflict resolution, commitment to apply their knowledge once they become parents, desire to challenge traditional values and explore current realities (including gender equality), and aim to reflect on children’s rights and to promote positive attitudes towards children especially girls.

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

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

Planned Activity Implementation

A. Preparation for phasing out

Last year, BS assisted CFs and communities in 53 villages to set phase out indicators for BS phase out. Action plans for phase out were developed successfully in 40 villages (out of the 53 villages).

During the report period, BS continued to work with CFs and communities in the remaining 13 villages to assess their village situation based on the set indicators and use the assessment results for developing action plan for phase out. Summary of assessment and planning activities:

Participants	Length of field work/workshop	Content summary and major results and outcomes
195 (182 women) participants included village and commune authorities, CFs and communities	14 days for field interview, focus group discussion (7 villages in BB and 6 villages in SR) and data analysis	Phase out assessment results have been analyzed and documented. The report is available upon request.
22 CFs (all women)	1 workshop with 5 days	Phase out assessment results presented and discussed in the workshop. The participants translated gaps to action plan.

Following the action plan, BS provided the following training to CFs:

Participants	Length of training	Content summary and major results and outcomes
51 CFs (50 women) in SR 31 CFs (27 women) in BB 61CFs (52 women) from 13 villages in Don Keo commune	5 training with 2-3 days each	The training covered the following contents: <ul style="list-style-type: none"> ▪ CBO development ▪ Community development and organizing Results and outcomes: <ul style="list-style-type: none"> ▪ The participants discussed why community is important? What hindered them from development? ▪ Experiences in project rule implementation was reflected and areas to be improved were identified ▪ New policy, regulation, roles and status for all projects were drafted and planned to consult with communities ▪ New CF selection process were discussed and planned ▪ There were 47 articles in the community policy and status and the number of corrected articles was 17. The policy and status was launched at the 32 community annual meetings in SR in November.
897 (684 women) people and 77 CFs (56 women) 14 village in BB	34 meetings with ½ day each	The meetings provided the participants with knowledge and opportunity to review the village management structure, policy, regulations, roles and status of all projects. The participants were happy with the meeting results as they gained more understanding on CFs' role and responsibility. They said that they would complain if the CF function did not work well as expected.
26 CFs (All Female) from 13 villages in Don Keo commune	4 day training	The leadership training was focused on how to live as a valuable person, respect each other, appropriate thinking, communication and leadership building and advantages. The training reflection included the following concerns raised by the participants: <ul style="list-style-type: none"> ▪ Some project members borrowed money from various micro finance institutions (MFI). They were not able to pay back the loan and interest. They borrowed money from one MFI to pay for another MFI. Each of them became a debtor of 4 to 5 MFIs. The CFs were worried

Participants	Length of training	Content summary and major results and outcomes
		<p>that it will cause more problems if there is not any prevention/intervention. In response, the CFs planned to hold community awareness raising meetings on how to manage and use family finances; and the impact of taking loans from more than one MFI.</p> <ul style="list-style-type: none"> ▪ The natural resources have degraded and the degree of temperature has increased in the community. The CFs plan to raise community awareness on natural resources management, replanting trees, fish raising, and protecting the existing resources from damages.
165 CFs, community and village chief (146 women) in 27 villages in BB and SR	6 meetings with 2 days each	The meeting was focused on the reflection of the advantages, strengths and weakness of the draft policy and status. The meeting result was that the policy and status were finally drafted with community people especially women inputs. The CFs were open to accept the community people criticisms and committed to improve their performance to meet the need of the people.

Challenges and Responses

Challenges	Proposed solutions and actions taken or to be taken
Some CFs found it difficult to read which caused slow process in phase out assessment analysis	BS staff will prepare better plan, fit to the level of the participants knowledge and ask CFs who can read and write to help those who cannot read/write in the future training/meeting with CFs.
Some CFs did not do their jobs as agreed, some used project fund for personal purpose without consultation with other leaders and some did not pay credit interest. The existing policy and status did not cover these concerns.	Policy and status with enough quality will be developed with the participation from the people in community and CFs.
The CFs did not know the draft law on NGOs and Associations which would affect their institutional development and registration if the government successfully adopt the law.	Six potential CFs will be supported to represent the other CFs in the future discussion on the draft law on NGOs and Association.

Successful Outcomes

- Phase out action plans of the 53 villages have been developed and implemented with participation of the communities and are in place and being followed up. Plan for institutional development has been developed based on assessment results. It is being implemented and monitored with full participation and ownership of CFs, GPNs and communities. Clear criteria for when each village is ready to phase out has also been developed and these criteria are tested regularly.
- The new elected CFs were interested to learn about the former CFs' experiences which involved wrong leadership practice. The new CFs understood the advantage of having corruption and CF selection criteria sections in their policy. The status and regulation/policy has been approved by the villagers in 13 villages (PPH – SR) and 13 villages (DED-SR) at the annual village seminars. The status and policy in 14 villages (PPH-BB) have been in the process of consultation with the community people. The remaining 6 villages (DE –SR) and 7 villages (DE-BB) have not yet drafted a policy.
- The CFs were able to facilitate the consultation meeting with the communities from whole range of better of, medium, poor and the poor to reflect on their work and policy. Uninvited people were also present at the meeting because they found the meetings useful to them. The community people gained their understanding on the voluntary work of CF.

5 Organisational Development

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

Planned Activity Implementation

A. Increased Staff capacity

Develop staff capacity development plan and identify the trainings or work in partnership with the training institutions (i.e. CORD and others)

The staff capacity development plan of BS for 2010 – 2013 was developed based on the results of organisational evaluation (conducted in February 2009), organisational development review (conducted by CORD in October – December 2009) and staff performance appraisal (conducted by each line manager of BS in December 2009-January 2010). The plan is available upon request.

Training for staff, Management Committee and Team Leaders

BS continued to build staff capacity through training and meeting with different resource people. Summary of training activities:

Participants	Length of meeting/training	Content summary and major results and outcomes
14 BS staff (13 women)	1 day meeting	<p>The meeting covered the following contents:</p> <ul style="list-style-type: none"> ▪ APSARA conservation authority history, background, vision, mission, goal, objectives, policies and procedures (included house and animal cage construction, compensation) and conservation zones. <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ All contents mentioned above were explained by APSARA representatives (3 Senior Officers). ▪ The representative stated that APSARA is not a private company or belong to the Minister of Ministry Council (H.E Sok Ann). It is an independent authority recommended by UNESCO since Angkor Wat was accepted as one of the World Heritages. The authority is required to conserve culture, traditional, code of conducts and generate tourism for the Angkor Wat area. ▪ BS staff found the meeting was useful and plans to collect more documents related to APSARA for distributing to CFs and communities.
9 BS staff (6 women)	½ day meeting	<p>The meeting covered the following content:</p> <ul style="list-style-type: none"> ▪ Security risk assessment in organization <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ The participants identified hazard, vulnerability and capacity in term of individual and office security within the 3 BS offices ▪ Travel, overnight stay in community, finance, document and building were considered as at risks and will be put in the policy
3 BS staff (2 women)	7 training sessions with 3 days each and 3 coaching sessions with ½ day each	<p>The training covered the following content:</p> <ul style="list-style-type: none"> ▪ Introduction to Climate Change and Possible Responses for Cambodia ▪ Institutional Readiness ▪ Sharing and reflecting on project designs <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ The participants gained knowledge on concepts and basic understanding around climate change; the GHG causes effect and impacts and responses to climate change ▪ BS organisational self assessment in climate change integrated project was conducted with participation of field staff and stakeholders ▪ BS climate change integrated project has been finalised for 3 pilot

Participants	Length of meeting/training	Content summary and major results and outcomes
		villages in SR
18 BS staff (16 women)	1 day training and 2 day field practice in 3 villages in SR	<p>The training covered the following contents:</p> <ul style="list-style-type: none"> ▪ Disaster, DRR and DRR formula, vulnerability and capacity categories ▪ Community risk assessment, capacity assessment and action plan <p>Results and outcomes</p> <ul style="list-style-type: none"> ▪ The participants gained knowledge and experiences in DRR assessment and planning ▪ DRR action plan has been drafted in 3 villages in SR
2 BS staff (1 woman)	4 training with 5 - 10 days each	<p>The training covered the following contents:</p> <ul style="list-style-type: none"> ▪ Basic understanding of trust, self-awareness and positive relations with others before facilitating sessions on the sensitive topics of family and violence, sexual relationships and abuse and alcohol and drug use. ▪ Participants' reflection on how some beliefs and values common to their culture affect their own and other people's lives ▪ Understanding "gender equality" to critically reflect on common beliefs about women and men, girls and boys ▪ Encourage young people to start deciding which beliefs, values and traditions they wish to keep and which they wish to change <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ Problems and needs of young people were discussed ▪ The lesson plan on GBV and young people was prepared for the 1st training for the selected students (see activity under objective 3)
3 BS staff (2 women)	2 training sessions with 2-3 days each	<p>The training covered the following contents:</p> <ul style="list-style-type: none"> ▪ Skill audit ▪ Pre and post evaluation of the training and M&E after training ▪ Key points in preparing training lesson, report and documentation <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ The participants gained more knowledge and confidence in facilitation, training preparation, training skills, monitoring tools included training M&E, pre-test and post test questionnaires and learned how to learn.
25 staff (22 women)	3 day training	<p>The training covered the following contents:</p> <ul style="list-style-type: none"> ▪ CSO engagement in the implementation, of the National Program for Sub-National Democratic Development (NP-SNDD) ▪ Land management and conflict resolution ▪ Government framework, laws and policies related to gender issues: <ul style="list-style-type: none"> ✓ Cambodian Millennium Development Goals (CMDGs) ✓ Neary Rattanak III Strategic Plan 2009 -2013 ✓ Royal Government of Cambodia Rectangular Strategy Phase II ✓ National Strategic Development Plan updated 2009-2013 (NSDP) ✓ CEDAW ▪ Reflection on DRR and climate change knowledge learned from CAFOD and the pilot project of CORD, DCA and Forum Syd ▪ Reflection on "Women Can Do It" knowledge learned from NPA ▪ Reflection on approach in working with the poorest families

The other training activities that attended by BS staff are as follow:

- Counselling skill, trauma and trauma symptom: 2 woman x 2 training sessions with 2-3 days each
- Gender and right based approach: 2 women x 2 workshops with 1 day each
- Shelter and case management: 3 women x 1 day exposure visit to AFESIP in SR
- Development of a model for the proper documentation of human rights: 1 woman x 2 day training
- Advocacy and security risk assessment: 3 women x 2 day training
- Good Hygiene/Manufacturing Practices in food enterprise: 1 woman x 6 day training

- Child rights and child protection: 1 woman x 2 day training and 1 day follow up training
- Report writing: 1 man x 2 day training
- Regional exchange and training on Climate Change and DRR in the Philippine: 2 women and 1 man x 7 days
- Training on Disaster Risk Reduction and Climate Change: 1 woman x 5 days
- Community of Practice on gender and livelihood with CORD: 2 women x 2 days x 2 times
- Biography oven technology workshop: 2 women x 1 time
- Women Can Do It with NPA: 2 woman x 1 time
- Land issues and strategies workshop: 3 woman x 1 time

B. Monitoring and Evaluation

Six monthly staff meeting, MC meeting, Board meeting and Partners/Donors meeting

Summary of meeting activities:

Participants	Length of meeting	Content summary and major results and outcomes
28 BS staff (25 women)	2 meetings with 3 days each	<p>The meeting covered the following contents:</p> <ul style="list-style-type: none"> ▪ Reflection on activities implemented in last six months (January – June 2010), issues encountered and lessons learned ▪ Feedback on case study and story of change selection ▪ Discussion on BS values, administration and financial issues <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ The participants reported that 95% of planned activities were implemented during the last six months ▪ Issues encountered (refer to challenges under each section of the report) and lessons learned (refer to lessons learned section of the report) were presented and discussed ▪ The participants said that instructions and forms for collecting case study and story of change were simple and easy to follow. However, they need more practices to improve their writing and analytical skills. ▪ The participants discussed what make BS believe, meaning and behaviour/activities that illustrated the following values of BS: <ul style="list-style-type: none"> ✓ Women Empowerment and participation ✓ Transparency and accountabilities ✓ Commitment working with the vulnerable women and children ✓ Open to learnt and share with others ▪ Comments were made to improve office equipment maintenance, accurate accounting documents and procedures
5 MC members (4 women)	9 meetings with 3-4 days each	<p>The meeting covered the following contents:</p> <ul style="list-style-type: none"> ▪ Organisational, finance and programme update ▪ Case study and story of change selection ▪ Policy review ▪ Staff issues <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ The participants updated BS general situation, financial report, funding situation and progress activities. Some feedbacks were included: <ul style="list-style-type: none"> ✓ regular meeting between line managers and staff to reflect results and outcomes of activity implementation with critical analysis ✓ PRA and VDP, phase out indicator and plan and skill audit reports are necessary to be documented and monitored ▪ New decisions were made on: <ul style="list-style-type: none"> ✓ MC and board meeting minutes excluded staff issue section should be available for all staff ✓ Monthly progress report should be shared with stakeholders in the

Participants	Length of meeting	Content summary and major results and outcomes
		target villages <ul style="list-style-type: none"> ▪ Five case studies were selected ▪ Comments were made on financial and personnel policies which are being reviewed by the boards ▪ One case of staff issue was raised and action plan addressing the issue was suggested and agreed by MC
8 participants – 5 MC and 4 boards (6 women)	4 meetings with ½ day each	The meeting covered the following contents: <ul style="list-style-type: none"> ▪ Organisational, finance and programme update ▪ Policy review ▪ New board recruitment Results and outcomes: <ul style="list-style-type: none"> ▪ Each MC members updated organisation, finance and programme progress/situations. Some feedback included: <ul style="list-style-type: none"> ✓ Baseline survey in target area should include birth and marriage certificate, find out why they are important. This is relevant to the right of people in BS programme. ✓ BS staff attendance in regular meetings organised by the government from each target district should not just be for information sharing purposes. BS should influence the meeting to get greater benefit. ✓ BS should revise activity and budget plan according to the shortfall budget in 2010 ▪ New decision were made on: <ul style="list-style-type: none"> ✓ BS application for NGO GPP certificate ✓ BS staff salary tax payment ▪ Board discussed and commented on gender, personnel, financial and child and vulnerable women protection policies ▪ Board agreed to advertise for a new board to replace a board member who recently resigned
25 (16 women) participants from AAIC, BS, CAFOD, DCA, DP, GTZ, IWDA and NPA	½ day meeting	CORD assisted BS in facilitating a partner meeting. The meeting results included: <ul style="list-style-type: none"> ▪ BS updated project successes and challenges in 2010; country and local context; and project plan 2011; funding situation ▪ Partners/donors updated their interest/priorities for funding capacity development support; and agreement/commitment with BS
29 staff and volunteers (26 women)	4 day meeting	BS held an annual staff meeting with all BS staff. The meeting results included: <ul style="list-style-type: none"> ▪ Staff were able to feedbacks on the baseline survey process and findings; process ▪ Staff were able to discuss issues to be addressed; activities to be taken and expected outcomes in the programme implementation in 2011 ▪ BS personnel, finance, gender, child and vulnerable women protection policies were presented
2 BS staff – (all women)	5 meetings with ½ - 1 day each	<ul style="list-style-type: none"> ▪ DCA partner platform on food security (x2) ▪ CAFOD partners meeting on economic advocacy and CLUP (x2) ▪ GTZ meeting on gender based violence toolkit for young people (x1)
5 BS staff (3 woman)	6 meetings with ½ - 1 day each	<ul style="list-style-type: none"> ▪ UNV on gender based violence research ▪ NLO and GATT in order to learn and obtain documents and information related to GBV and D&D ▪ National Institute of Education (NIE) on “Raising Participation of Indigenous Women in Politics in Cambodia” ▪ Deputy provincial governor on violence against women and children and human trafficking

Participants	Length of meeting	Content summary and major results and outcomes
		<ul style="list-style-type: none"> ▪ UN special reporter and COHCHR on human rights and democracy situation in BB ▪ Watko commune on monthly report sharing, awareness raising on trafficking law by CC
BB and SR staff	9 field project visits with ½ - 2 days each	<ul style="list-style-type: none"> ▪ ActionAid visit in SR (x4) ▪ CAFOD visit in BB and SR (x 1) ▪ DCA visit in BB (x 2) ▪ DP visit in SR (x 1) ▪ IWDA visit in BB and SR (x 1) ▪ NPA visit in BB (x1)
PP staff	11 meetings with ½ - 1 day each	<ul style="list-style-type: none"> ▪ National task force on trafficking network meeting (x1) ▪ GAD Net meeting (x3) ▪ NGO CEDAW (x3) ▪ Women caucus on ASEAN (x3) ▪ Cooperation Committee for Cambodia (x6) ▪ NGO Forum (x3)

Monthly monitoring to the field

As part of M&E system, BS field staff used a daily monitoring form to record their activity implementation and report weekly to the TLs. The TLs report monthly to the PMs. Monthly staff meeting was also held in each office where the PMs confirmed the monthly progress with the staff and discussed issues encountered. Each field staff shared a story/case study for discussion and selection in the meeting. Planning for the following month was also made at the meeting.

Baseline survey

BS conducted a baseline survey in March 2010 to collect data that responded to the logical framework of BS's 4-year strategic plan (2010-2013). However, the collected data did not correspond with the required "verifiable indicators" stated in the tables of the Logical Framework.

In response to the above issue, BS worked with the advisor organization CORD in reviewing the baseline survey process and re-collecting information from the relevant stakeholders in December 2010. It is expected that the final report of baseline survey will be ready in January 2011.

Challenges and Responses

Issues/Challenges	Proposed solutions and actions taken or to be taken
Community Organisers and Technical Team confused their coordination roles at the beginning of the new project cycle (January 2010 – December 2013)	<ul style="list-style-type: none"> ▪ A meeting between MC and Technical Team was held to clarify Technical Team job descriptions and coordination issues and solutions ▪ A meeting between Community Organisers and Technical Team was held in each office of BB and SR to clarify each team job description and coordination roles
BS has not been successful in raising additional funds to cover the shortfall budget in 2010.	The boards, management committee and all staff of BS have agreed to cut staff benefit (health allowance, 50% of monthly salary bonus for Phcum Ben from September - December 2010 and pension from January - December 2010). Each staff receives only basic monthly salary from September – December 2010.
Administration and Financial policies were reviewed by the external auditors but there was no discussion on the revised policies.	MC should be trained on these policies so that everyone have a better understanding on the policies and know what to be followed up.

Successful Outcomes

- The organisational structure and policies have been reviewed and revised to fit to the new strategic plan. Finance, personnel and gender policies have been reviewed and revised. Child and vulnerable women protection policy has been developed. All policies have been approved and presented to the staff. The staff can also access to these documents when needed.
- New positions have clear job descriptions and new staff recruited into positions.
- Financial and accounting systems have been improved. New accounting system of Quick Book has been set up and used.
- Organisational capacity development plan has been developed based on organisational capacity review facilitated by CORD and annual staff performance appraisal. Staff capacity has built based on the organisational capacity development plan.
- M&E (both programme and organisation) has been reviewed and revised to fit the new strategic plan

KEY LESSONS LEARNED

- The development of positive relationship between the projects with government departments is a critical step for learning and opportunities for further engagement toward change. Using APSARA authority and Provincial Office of Local Administration as a resource person in the training of APSARA policies and D&D strategies resulted positive responses to community needs.
- Women leader forum helped women leaders to overcome the issues/challenges they faced in their work. It is a significant lesson learned from the forum that forum outcomes should be documented and shared with other NGOs and women leaders. It could bring more courage to women leaders to network and take follow up action.
- 50% of CFs are still challenged with the issues of unclear roles and responsibilities, slow learning because of illiteracy and livelihoods that hinder them from fulfilling their jobs as expected. It affects CFs' poor implementation of their knowledge to mobilise and organise communities' participation in VDP and disaster preparedness plan development; and to conduct project rules and regulations (corruption and fraud). It was learned that capacity building through training and exchange visit or existing project policies are not enough to address these issues. There should be more strategies to be considered in terms of solidarity and trust building and alternative livelihood sources. BS should also review its approaches to ensure less demand of the CFs time and literacy skills that are not realistic for them.
- 30-50% of income generation group members did not get good yields from their sustainable agriculture and animal raising activities due to animal diseases and drought. There should be more studies conducted to find out real causes of the problems and appropriate strategies addressing the problems. Actions could include activities such as farmer field school establishment and experiment exercise on techniques learned from the training.
- Both female and male GPNs prefer counselling as a dispute resolution method. However, during discussions GPNs identified that counselling is not appropriate in every situation. Serious cases require advisory and/or police intervention.
- Whilst counselling is a highly useful method of assistance, the staff recognised that it is difficult to practice and takes a long time to develop necessary skill and confidence. Consequently, GPNs found it easier to employ advisory methods. More training and coaching support should be provided to GPNs to improve their counselling capacities.
- Male GPNs reported that often changes among men are short term. In order to achieve long term success, the implementation of the three assistance approaches, namely: counselling (individual and group), advisory and police intervention assistance need to be continuously monitored and adjusted accordingly. Furthermore, support should be provided on a long term basis.

- After gaining greater awareness and understanding of civil and criminal procedure, GPNs expressed concerns over the disparity between policy and practice. The project will need to support them to develop appropriate advocacy strategies when dealing with police in this context. This includes providing additional training on the criminal and civil codes.
- The reporting system utilized in the preceding six months has not provided specific information. Police, local authorities and GPNs do not use a standardised form when reporting incidents. This is a major factor which caused the current system to provide incomplete information. This issue should be raised at the District Task Force meeting so that an appropriate form can be designed to adequately serve the needs of all stakeholders.
- Fund shortages occur at the beginning of every year, especially when the new strategic plan starts. There should be fundraising actions carried out earlier in the final year of the current strategic planning period.

APPENDICES

Appendix 1: Financial Report (January-December 2010)
Appendix 2: Case studies

REFERENCES

The following documents can be provided on request:

- 1) Banteay Srei Safe House Evaluation Report
- 2) Banteay Srei Baseline survey report
- 3) Young People's Toolkit Connected to Gender Based Violence
- 4) Phase out assessment report and action plan
- 5) Banteay Srei organisational capacity development plan
- 6) Banteay Srei Gender policy (revised 2010)
- 7) Banteay Srei Child and vulnerable women protection policy
- 8) Banteay Srei Finance policy (revised 2010)
- 9) Banteay Srei Personnel policy (revised 2010)