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ACRONYMS

AAIC	Action Aid International Cambodia
BB	Battambang
BS	Banteay Srei
CAAGBV	Community Action Against Gender Based Violence
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
GHG	Greenhouse Gases
GPN	Gender Peace Network
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit
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
PWLF	Planet Wheeler Foundation
SH	Safe House
SR	Siem Reap
SRI	System for Rice Intensification
TL	Team Leader
VAW	Violence Against Women
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):	\$508,967 (US dollars)
Start Date:	1 January 2011
Period of Report:	1 January – 31 December 2011
Project Location:	Phnom Penh, Siem Reap and Battambang Provinces, Cambodia

Vision

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

Mission

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

Goal Statement

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

Project Objectives

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

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

Objective 3: An increase in positive 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 of July 2000. BS evolved from an Australian NGO, the International Women's Development Agency (IWDA) that had been working in Cambodia since 1985.

The current strategic plan runs from January 2010 to December 2013. 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 working on socio-politico-economic issues faced by the target communities with an 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 have 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 ERAW 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 monthly and six-monthly workshops, involving the whole staff. A detailed monitoring methodology is used which applies '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, CAFOD, DCA, DIAKONIA, D&P, Forum Syd, GIZ, IWDA, NPA and PWF. There is also an ongoing partnership with the PDWA on programme implementation and CORD on organisational capacity development.

EXECUTIVE SUMMARY

Banteay Srei (BS) is at the second 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 2011.

BS has continued its socio-politico-economic development program with rural families through providing 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 53 target villages across BB and SR. The capacities of the CFs continued 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 observed in improved socio-politico-economic outcomes for groups and individuals who are disadvantaged.

During this period, BS has continued to strengthen community capacity by providing training to community members. Training, coaching and mentoring has also been provided to CFs. This is part of a long-term effort to help community members identify livelihood and social challenges so that they can solve these challenges on their own. The VDPs from all villages that were developed in the first six months of the year have been presented to Commune Councils for their consideration, so that these plans may be integrated into the commune investment plans. CFs continue to make efforts to hold local government accountable to responding to and support their needs. In the first six months of the year, BS began the process of developing relationships with political parties as part of an initiative to promote women in the political sphere. BS has learned that developing these relationships will take time and continued effort and perseverance.

In the first six months, BS provided financial and technical support to communities as part of an initiative to help them expand on existing livelihood activities such as chicken raising. The long-term objective of this effort is to help communities transition from livelihood subsistence to small business establishment, whether this be selling chickens within their village or selling mushrooms at local markets. During the period of livelihood training support in the first six months of the year, BS provided technical and financial support to 14 groups on chicken and eel raising, fish sauce production, rainy season rice cultivation, vegetables and mushrooms plantation and fish paste production. This benefited 228 community people (158 women). Also in the first six months of the year, 306 (222 women) community people participated in disaster risk reduction (DRR) and climate change training; and 1,889 (1,469 women) community people continued to learn about the impact of migration and how to protect themselves from being exploited when migrating to work outside their villages. More CFs and villagers have increased their confidence and taken action to challenge APSARA authorities through networking with other community groups and at the national level, such as the Community Peace Network (CPN).

As part of its annual campaign, BS held its 16-day Campaign Against Violence Against Women in 6 target districts in Battambang and Siem Reap. The BS Gender Based Violence Coordinator (GBVC) assisted field staff to work in collaboration with other NGOs and Provincial Department of Women's Affairs to support gender peace networks (GPNs) in implementing new initiative activities during the campaign. BS also assisted GPNs in 12 villages in Battambang to organise a one day event on community action against GBV with communities and CFs families. The purpose of the event was to openly discuss domestic violence with community members so that they could help identify approaches to resolving conflict.

The Safe House has continued its operations in Battambang, with the support from PDWA and other NGOs, in order to provide assistance to house women survivors of violence who wish to file complaints at the provincial court. It has provided significant support for more than 248 survivors of domestic violence (50), rape (197) and trafficking (1).

BS has phased out of 19 communities in the past six months. Prior to phase-out, communities finalized operational policies that will help guide them beyond the phase-out period. Some community groups have received recognition from local government as CBOs.

BS has also continued to build its own staff's capacity in order to better support others. To this end, staff members have attended a wide range of training courses. BS acknowledges that its staff will continue to require capacity building inputs as part of an ongoing effort to strengthen its operations.

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 reporting period, the following activities have been implemented in an effort to achieve programme objectives.

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

Reflection, training, and coaching support to community facilitators (CFs) to prepare for community small group meetings on VDP

Participants	Duration	Activity Detail/Agendas/Contents summary and major results and outcomes
<ul style="list-style-type: none"> ▪ 41 CFs (31 women) from 21 villages in BB ▪ 64 CFs (63 women) from 32 villages in SR 	<ul style="list-style-type: none"> ▪ BB: 4 times; 2 days each ▪ SR: 5 times; 2 days each 	<p>Contents summary:</p> <ul style="list-style-type: none"> ▪ Community facilitation and mobilization to participate in small group meeting ▪ Review relevant documents such as PRA report, last year VDPs and existing proposals and agreements on income generation activities ▪ Developing new VDPs in 2011 ▪ Preparation for VDPs presentation to CCs and relevant stakeholders ▪ Strengthening CF facilitation skills <p>Major results and outcomes:</p> <ul style="list-style-type: none"> ▪ The participants discussed: <ul style="list-style-type: none"> - Priorities identified by women that were not included in the 2010 VDP and the needs that were not yet addressed were put into the 2011 VDP. - The objective of having small group meetings. They agreed that the meetings aimed to identify and analyse common and specific problems of community people/group by using problem and objective tree analysis tools. They aimed to identify solution in addressing the problems and input into the VDP table that included poor and poorest family plans, general plan, phase out plan, skill audit plan and DRR plan. - What to do when starting VDP preparation. The CF agreed to explain the purpose of the plan and invite the village leaders to involve in the preparation phase. The CF also planned to consult the VDP with relevant stakeholders including BS staff, elderly or knowledgeable people in lobbying village leader to acknowledge that the plan represented the real needs of the villagers. ▪ In BB, 20 CFs were able to facilitate the meeting on VDPs; 17 depended very much on the other CFs; 6 were able to analyse and identify issues and solutions at 80% and 4 at 20%; and 4 were not able to do anything. The CFs suggested for separated training and coaching support between new and old CFs. ▪ In SR, 50% of the participants understood the process and tools for preparing the plan and were able to facilitate the process. They expressed that they preferred coaching rather than training because they could have more practice and clarify the areas that were not clear to them. They believed that they could assist community people in conducting small group meetings to identify the real problems and put their findings into the plan. It would encourage the village chief to understand the problems and find support together. ▪ All CFs had clear plans and relevant documents ready for community small group meetings. They had a clear step in facilitating communities to participate in VDP process and had a clear outline of VDP (know what to be included in the VDP). They practiced their facilitation skills in small group meeting such as identification of commune issues and solutions by using objective and problem tree analysis tools.
<ul style="list-style-type: none"> ▪ 305 poorest families 	<ul style="list-style-type: none"> ▪ BB: 36 meetings 	<p>BS Community Development Coordinator (CDC) assisted BS field staff to observe community small group meetings facilitated by the CFs in each of the 21 villages in BB</p>

Participants	Duration	Activity Detail/Agendas/Contents summary and major results and outcomes
<p>(221 women), 71 CFs (51 women) from 21 villages in BB and 3 COs</p> <p>903 poorest families (805 women), 75 CFs (69 women) from 32 villages and 6 COs in SR</p>	<p>SR: 10 meetings</p>	<p>and 32 villages in SR. Further coaching support was also provided to the CFs.</p> <p>Results:</p> <ul style="list-style-type: none"> ▪ Follow up last year VDPs progress (2010) whether the community problems and needs were solved; and identify problems and needs to be included in this year VDPs (2011). ▪ Activities: In BB, the participants identified the issues of lack of food; lack of capital; lack of livelihood sources; lack of land for rice paddy field. Suggested solutions included: <ul style="list-style-type: none"> - Chicken and duck raising: 27 families - Digging water well: 2 families - House reconstruction: 2 families - Credit: 3 families - Rainy season rice production: 4 families - Pig raising: 12 families - Cow raising: 2 families ▪ In SR, the identified issues included lack of food and livelihood sources, 11 families suggested chicken raising as the solution. ▪ Each village had a comprehensive VDP that covers planning process, problem statement related to women's livelihood, social and political rights; solution actions and risks; and strategies to mobilise support resource from local authorities and other relevant institutions especially through the commune investment programme integration. These VDPs will be presented to Commune Councils during the CIP development process in late 2011 and early 2012.
<ul style="list-style-type: none"> ▪ 34 CFs (26 women) from 5 villages in BB ▪ 90 CFs (81 women) from 32 villages in SR 	<p>13 coaching sessions; ½ - 2 days each</p>	<p>Contents summary:</p> <ul style="list-style-type: none"> ▪ How to identify and engage with relevant stakeholders ▪ Meeting arrangement and facilitation ▪ Creative presentation ▪ Lobbying skills for support <p>Major results and outcomes:</p> <ul style="list-style-type: none"> ▪ The CFs had a clear plan and relevant documents ready for the VDP presentation meetings. They especially had clear statements of their target community issues and solution needed. Activities from last year VDP in each village were also reviewed. ▪ 45 activities from the 13 villages in Don Keo commune were consolidated. More activities were related to income generation, well, latrine, dissemination of migration work, rights and laws, food processing skills, fruits tree planting, canal and sub-road restoration. ▪ Clear date and task delegation was discussed and agreed. For example, the village chief in Tasneh and Don On villages were responsible for inviting the participants, the village chief in Lboeuk village was responsible for requesting the meeting venue from the CC, and the village chiefs in Peam and Thnort Chrum villages were responsible for presenting VDPs to be integrated in CIP. ▪ The CFs have gained their confidence and capacity in communicating with stakeholders; including the local authority who understood what CFs were doing and contributed with solution at the community's request.
<p>38 (23 women) in BB and 297 (190 women) in SR included CFs, village and commune authorities, health center, police,</p>	<p>6 meetings; 1/2 day each</p>	<p>Contents summary:</p> <ul style="list-style-type: none"> ▪ VDP presentation ▪ Questions and answers <p>Major results and outcomes:</p> <ul style="list-style-type: none"> ▪ 3 commune councils and 1 district authority appreciated BS support to CFs in building their capacity to mobilize and facilitate community people in the VDP process. They encouraged other relevant stakeholders to support the CFs in implementing the VDPs. A representative of forestry department made a commitment that they would provide trees for planting. A local police officer also expressed their commitment to address issues of gambling, gang and other forms of violence in the communities. ▪ In SR, 3 representatives of NGO PEPY, Handicap and GIZ committed to support various activities related to migration, DV, women development center (handicraft) and

Participants	Duration	Activity Detail/Agendas/Contents summary and major results and outcomes
district women affairs, forestry, NGOs, APSARA, tax officer, business person, elderly, school principal and teachers		<p>sustainable agriculture.</p> <ul style="list-style-type: none"> ▪ In BB, RHAC committed to support birth spacing awareness raising and intervention support; LAC supported community awareness raising on human right; Donbosco supported vocational skill training and children education; Aphiwatsatrey supported self-help group; and AMARA supported the training on decentralization. The CFs obtained the contact number of each organization and appreciated with the alternative support from different NGOs. The CFs also committed to continue to lobby the CC to support other activities in their plan especially infrastructure. ▪ CFs were confident to present their VDPs and had good cooperation with clear task delegation among their team. ▪ There were 43 activities in 13 VDPs from 13 villages that were consolidated. See table below for a list of activities.

Activities proposed on presentation's day to relevant stakeholders		
<ol style="list-style-type: none"> 1. A latrine for the poorest family 2. Vocational training on food processing skills 3. Disseminate information about self-awareness for safe migration 4. Hand pump 5. Dry rice plantation 6. Rainy rice plantation 7. Provide a unite well hand pump 8. Generate income activity by establishing a sewer group 9. Pond restoration 10. Canal restoration 11. Infrastructure (sub-road (red) in village) 12. Infrastructure (sub-road (white) in village) 13. Provide duck for raising by the poor 14. Provide chicken for raising by the poor 15. Teach technique on chicken raising 16. Provide piggery 	<ol style="list-style-type: none"> 17. Provide capital for self-help group 18. Tree planting 19. Fruit tree planting 20. Disseminate information on Domestic Violence Laws 21. Disseminate information on Human Rights and Child Rights 22. Establish hand craft group 23. Strengthening the CFs community organizing skills 24. Monthly meeting among CFs to share their experience 25. Provide training to CFs on counselling skills 26. Provide training on marketing skills to CFs 27. Strengthening the methodology on how to deal with/ reconcile conflict and planning. 28. Record keeping and expense 29. Provide training to CFs on communication skill especially external communication. 30. Provide training on proposal writing 	<ol style="list-style-type: none"> 31. Provide vegetable seeds (cabbage, cucumber, water spinach, long bean) to the poor for vegetable planting. 32. Exchange visit of food processing skills 33. C.O coach on development plan to CFs 34. Provide training on D & D 35. Provide eels to the poor for raising 36. Provide tools for rice handmade group 37. Provide water filter 38. Provide fish and support material for fish raising 39. Establish rice mills at the commune level 40. Negotiate with APSARA to give permission for new families to build a chicken cage 41. Provide training on fish raising 42. Establish the market committee at commune level 43. Provide cows for raising

Community annual seminar

CFs, together with BS, conducted a community annual seminar as part of the annual process of developing VDPs

Participants	Duration	Activity Detail/Agendas/Contents summary and major results and outcomes
1,669 (1,268 women) village and commune authorities, CFs and community people from 21 villages in BB	21 meetings; ½ day each	<p>The seminar covered the following agendas:</p> <ul style="list-style-type: none"> ▪ Introduction to meeting agendas and the participants ▪ Speeches of commune council and village chief ▪ The presentation of achievement made by the CFs, project members, village and commune authorities ▪ Feedbacks of project members on VDP process and village leaders <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ The participants learned to improve key stakeholder accountability and transparency in

Participants	Duration	Activity Detail/Agendas/Contents summary and major results and outcomes
		<p>the local development process.</p> <ul style="list-style-type: none"> ▪ Village and commune authority responses on last year VDPs: <ul style="list-style-type: none"> - Vocational training (hair dressing, massage and beauty treatment) - Draining 7 canals of 2,770 meters - Village and commune safety promotion - Setting up a conflict resolution committee - HIV/AIDS education - Renewal of 5 roads of 5,815 meters - Environment and sanitation awareness raising - Gender and women health education ▪ Community feedbacks: <ul style="list-style-type: none"> - The annual seminar objectives, frequency of community meeting and credit policy should be better explained. ▪ Commune council feedback: <ul style="list-style-type: none"> - Villagers were welcome to feedback on commune council by writing their comments and put it in the black box at the commune office. ▪ The participants were informed on VDP implementation with clear explanation on what was achieved, what was not achieved and the reasons why. They gained more understanding on CFs roles, activities, structure, project implementation and village resources.
2,296 (1,844 women) in 32 villages in SR included CFs, female CC female, Monk, health center staff, village authority and police	32 meetings; ½ day each	<p>The seminar covered the following agendas:</p> <ul style="list-style-type: none"> ▪ Improvement of key stakeholder accountability and transparency in local development process <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ CFs reported one year reported included program activities, obstacles/problems. In Prolit village, some members did not pay back their loan while the other members indicated their understanding and commitment of being honest to the saving group by repaying their loans. A district women affair staff advised CFs to send her the list of those who did not repay their loan to the saving group. She committed to work with the CFs and local authorities to find solutions. ▪ CFs indicated gained capacity to organise the meeting and engage stakeholders such as police, village chief and district women affair to join the meeting without BS staff assistance. ▪ Some activities in the VDPs were not clear enough. The commune council members attended the meeting but did not respond to the village development plan.

Coaching support to Community Facilitators (CFs) to prepare for their participation in commune council meeting; support CFs to monitor CIP meetings

BS field staff provided 4 coaching sessions (1 in BB and 3 in SR) to 42 CFs from 7 villages in BB and 5 CFs from 5 villages in SR. The coaching sessions focused on the preparation of questions to ask the commune councils during the meetings, and reflection after the meetings, in order to find out the level of participation they have reached, and to learn how to hear more voices from the CFs in the meetings, ensuring they were taken into consideration seriously. They also discussed other alternative strategies that they could use to monitor commune council such as the commune accountability box.

As a result, the CFs gained more confidence and were ready to raise their questions to monitor the implementation of the commune investment programme by the commune councils. The CFs were also confident to encourage target beneficiaries to use commune council boxes to provide feedback on the commune council performance.

BS field staff attended and observed the commune council monthly meeting in 1 commune in BB and 3 communes in SR. Further coaching support was also provided to 5 CFs in BB and 5 CFs in SR to improve their active participation and to ensure gender issues were taken into the discussion and consideration; and to raise critical questions that helped them to monitor the commune council accountability.

As a result, the CFs obtained important information related to activity and budget plan of commune councils. They shared this information with the project members in their two monthly meeting.

Objective 1, Expected Outcome 2: Government responds and supports communities when they request change, services and justice

Baseline survey results revealed that most of the local authorities did not understand the civil and criminal code, commune/Sangkat administrative management or the process of managing local administration through D&D. They also did not understand what gender was or how to analyse issues related to gender.

In response to this situation, BS Gender Based Violence Coordinator (GBVC) assisted BS field staff to provide two separate training sessions to commune and village authorities in 32 villages in SR.

Participants	Duration	Agendas/Contents summary and major results and outcomes
<ul style="list-style-type: none"> ▪ 37 local authority (7 women) and 2 COs ▪ 48 local authority (24 women) from 19 villages and 2COs 	<ul style="list-style-type: none"> ▪ 4 days in Booyong Secondary School in Donkeo Commune ▪ 3 days at Siem Reap Town hotel 	<p>The training covered the following contents:</p> <ul style="list-style-type: none"> ▪ Definition of sex and gender ▪ Gender equality, equity, decision making, role, relationship, responsibility, mind set and needs ▪ Government development strategies and policies that promote gender equality and reflection on their real implementation and situation ▪ Human Rights Declaration and rights-based approaches ▪ Gender analysis in different sectors and VDP and gender analysis tools ▪ Facilitation skills <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ The participants demonstrated their understanding on: <ul style="list-style-type: none"> - how social factors differentiate men and women role and responsibility; and how they are different in nature - equal rights to education and employment between women and men - the gap between the policy and the real implementation of gender responsive programme/strategies - how to use gender analysis tools in the preparation of commune development plan/commune investment programme - the local authority role and responsibility to mobilize people participation in VDP and CIP, be accountable to report their implementation addressing issues - how to mobilise more resource to support gender related project - key facilitation elements that are applicable in CDP/CIP development process ▪ The participants were able to evaluate gender and review social services provided to women and men that exemplify gender equality or inequality. Around 60-70% of the participants understood and were able to analyze gender issues.

Coaching support on the application of gender analysis tools and facilitation skills to local authorities

BS GBVC assisted BS team leader to facilitate four monthly meetings with the trained CCs and village authorities in 13 villages in SR to follow up progress on village and commune authority skills in gender analysis, CDP and CIP implementation and facilitation. There were 2 separate meetings with 22-27 participants of 1 day each. As a result, the participants were open to discussing these issues with BS staff to improve village and commune authority accountability and transparency in managing and delivering public services that responded to women issues and needs.

In addition, GBVC conducted a reflection and coaching meeting on gender analysis with local authorities at Bouyung high school. There were 27 village chiefs and commune council members (9 women) in attendance. As a result, the participants discussed the government policy, law, and strategies that contribute to women's empowerment. The authorities reported that they practiced gender analysis and response through CIP/CDP. They reported that they did respond to gender and women needs because they set up various committees that are more beneficial to women such as a funeral support committee (when someone dies and his/her family cannot afford to hold the funeral, the committee will mobilize resources from other villagers to help the family), credit committee, and helped families reconcile domestic disputes.

Coaching support to female CC on gender integration in CIP

BS field staff provided 10 coaching sessions to female commune councils in BB and SR on how to lobby district councils and planning departments to provide space for CF participation in the district integration meeting on CIP. BS staff also assisted female commune council members to use gender analysis tools to

identify gender issues and needs. BS staff also attended and observed the district integration meeting on CIP in the 6 target districts in BB and SR.

In addition, 5 female CCs from BB were supported to attend the training on women leadership with CCSP. The training covered gender knowledge, gender analysis in Cambodian decentralization reform, team work and communication.

As the result, the CIP in each target commune highlighted gender related activities such as road construction where women could have a better access to the market, the distribution of latrines and water well. The VDPs were also integrated into the CIP documents. The CCs were open to feedback to the communities on those needs that were not responded to. The CCs have indicated some positive changes in their behaviour toward the female CCs. They began to question and comment on gender related activities such as child project and DV case intervention.

Objective 1, Expected Outcome 3: More women are in leadership positions at local government level (commune and village authority)

Documentation of good model of women leaders

BS field staff documented achievements of good model of women leaders and cooperated with NGOs who produce leaflets/newsletters to include the documents into their publications. The information was disseminated to the wider community, especially to women, in order for them to learn and increase their confidence to play a leadership role and to support other women leaders. BS field staff interviewed the activist women who have made good achievements in leadership roles in the social and political context so it would be published on BS website.

In SR, BS staff contacted the National League of Commune/Sangkat (NLC/S) to publish 3 stories including a story on hand-milling rice that presented the effort of women from poor families who could stand up to work as groups to generate family income. The story was already edited and sent to NLC/S. The story has been published with the title “*Rice hand-made group requested Commune Council Women finding the market for their products*”. There were 25 newsletters distributed to the CFs, Commune Councils and women to express an acknowledgement and encouragement on what women have done. The staff also produced another article about women’s role model in facilitating VDP process in 13 villages. It was published in November. Another 400 copies of Ms. Mung Sokun case study were also distributed to communities in 13 villages in Don Keo.

In BB, the staff has also documented two achievements of good role model of women leaders (Ms. Choun Soril and Ms. Koy Leang) who have been involved in CCs. These stories will be used on BS website.

Support Community Facilitators (CFs) to celebrate women’s right day campaign

BS team leader and GBVC assisted BS field staff to communicate with relevant stakeholders, such as AAIC, DCA, PDWA, Gender and Development Network, CEDAW and Project Against Domestic Violence, to seek for their support and cooperation in organising 2011 International Women Right’s Day in BS target community in SR. As a result, BS received a number of IEC materials such as books and leaflets on “Women’s Rights are Human Rights”

BS field staff organised 3 meetings with CFs to prepare for the celebration. Each meeting lasted for 2 days at the commune level, with 30 participants. The meeting planned activities to be taken before, during and after the campaign; prepared a statement on issues and needs of community women and messages related to women’s rights. The CFs in Kralanh district mobilized material support such as shampoo and toothpaste from business people at the market. The materials were used as prizes for the questions and answers session.

Summary of the campaign to celebrate the 100th Anniversary of International Women’s Day activities:

Participants	Duration	Agendas/Contents summary and major results and outcomes
<ul style="list-style-type: none"> ▪ 294 CFs, village chiefs, community people, teachers, school 	<ul style="list-style-type: none"> ▪ March 3rd 2011 in Don Keo Commune ▪ March 7th 2011 in Kampong 	<p>The campaign covered the following agendas:</p> <ul style="list-style-type: none"> ▪ Creative presentations on history of women’s day, achievement of women leaders and the statement of women issues and needs through poems, drama, songs and a traditional fashion show. <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ The chair CC appreciated CF confidence and motivation in organizing the campaign.

Participants	Duration	Agendas/Contents summary and major results and outcomes
principals, female deputy district governor, women affair district, NGO Clean Water, GiZ, police, females CC, students and BS staff (160 women) <ul style="list-style-type: none"> ▪ 299 (236 women) participants from 6 villages 	Tkov commune, Kralanh district	<p>Women should exercise their rights to strengthen their capacity. If any women were interested with the next CC election in 2012, they could contact their favorable political parties.</p> <ul style="list-style-type: none"> ▪ BS TL confirmed BS commitment to promote gender equality, women’s rights, empowerment and ownership on their own development. ▪ A CF representative in Don Keo commune talked about the development progress made by women since BS entered their villages. Women have become knowledgeable about women and human rights, community organising and how to reduce VAW. Women learned to be leaders and volunteer for their community development. She urged men to contribute and support women. ▪ The district governor and deputy district governor talked about the equal rights of women and men in participating in country development, gender equity, using nonviolent solutions to family disputes, social security and family health. Women are core bone to social development, children, especially daughters, should be encouraged to access education. If these areas were addressed, the triangle strategy of government in women capacity development would be answered. ▪ A representative of provincial department of women’s affair talked about important partnership and contribution of women and men in society. ▪ More than 200 books were distributed to the participants. ▪ One of the key messages was about “Youth help women mean that they contribute and raise up social responsibility” ▪ Drama shows highlighted women’s rights and efforts made by women leaders to contribute to the community development. ▪ The participants expressed their ideas through questions and answers such as: <ul style="list-style-type: none"> - Do women and men have equal rights? - What are women rights? - What are government strategies on women capacity? - Why youth should help women? - Does VAW or human trafficking is legal?

Coaching Preparation and Observation of Women Leader Forums

BS TLs attended and observed 9 women leaders forums facilitated by female CCs in 5 communes in BB and 4 communes in SR. Further coaching support was provided to 4 female CCs to improve their facilitation and presentation skills.

Summary of the women leader forum activities (coaching and forum observation)

Participants	Duration	Agendas/Contents summary and major results and outcomes
<ul style="list-style-type: none"> ▪ 137 CFs, female village and commune authorities in 5 communes in SR ▪ 132 CFs, female village and commune authorities, female commune police, female commune health center staff and 	<ul style="list-style-type: none"> ▪ 10 forums; ½ or 1 day each (5 forums in SR were held every 6 months) 	<p>Agendas summary:</p> <ul style="list-style-type: none"> ▪ Gender and women leaders ▪ Issues faced by women leaders ▪ Human rights ▪ Roles and rights of women ▪ Children rights ▪ Budget in CIPs ▪ Share information and experiences of women leaders; reflect on skills and knowledge gained from training, leadership and gender analysis issues. <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ In SR, the participants discussed: <ul style="list-style-type: none"> - The issue of commune clerk in Leang Dai commune who took US\$ 200 from children development budget for personal purpose. The clerk received a warning from CC and promised to stop taking commune money. - Village authorities (including female authorities) from 5 villages (including 4 BS target villages) in Leang Dai commune succeeded in advocating for the commune clerks to pay them back their salaries over a period of between 9 months to 2 years. The commune clerks intended to keep the salaries of the village authorities for

Participants	Duration	Agendas/Contents summary and major results and outcomes
NGO village network in 5 communes in BB		<p>themselves, especially of those who were not confident enough to complain about it to the clerk. This issue was discussed in the forum last year and following on from that, a female CC raised this issue with the CC and district authority. Once the district authority became involved, the CC decided to pay back the money owed.</p> <ul style="list-style-type: none"> - Don Ov village chief asked for money from villagers when he fulfilled his duty. The deputy village chief who attended the forum planned to remind the village chief that the CFs and other key people would report to the CC if he did not stop asking money from villagers. - Police in Rooul commune did not intervene when physical violence occurred. The CFs planned to discuss this issue more deeply in the VAW Task Force meeting. - Female CC and CFs worked in cooperation to convince a former CFs to pay back their loan amount 84,000 riel to the community group. - Female CC brought the issue raised in the forum to negotiate with the 13 village chief to reduce registration fees of land certification/receipt from 20,000 riel-40,000 riel to 5,000-7,000 riel for all people in Don Keo commune. - The police inspector shared the corruption law to the local authorities with an emphasis on the accountability to hold their duty. Any local authority took extra fees for marriage certificate, family book, land receipt would result dismissal or be arrested. - CFs shared their knowledge learned from the short training course with CHE organisation on how women could protect themselves from breast cancer. She introduced the participants the simple methods to check their breast and seek for doctor support. - Participants indicated an increased awareness on gender related to leadership role. - Participants were brave to raise their issues. For example, the CFs asked for help from the female CC and local police who asked for extra money from the victims. - The participants agreed to the following Action Plan: <ul style="list-style-type: none"> ✓ Each CF in 13 villages build relationship with village chief and find out the exact date of commune meeting where the CF could attend ✓ Each CF review what they learned from the training and start practice from every small part ✓ Each CF should keep communicating with the village chief prior to the CF meeting to ensure the village chief would not be absent. ✓ Each CF will follow up with the CC to ensure the information board is used for sharing important information for the people. ▪ In BB, the discussion included: <ul style="list-style-type: none"> - The learning cycle tool of ARLP (action, reflection, learning and planning) - The promotion of women candidates in the next CC election. - The report of female CC activities in 2010 and 2011 related to gender, DRR and water sewer, village and commune security, DV, birth and marriage registration, drug use, migration, health and sanitation promotion, village forum, NGO network, VDP integration in CIP, food support for the poorest families, families with old people and HIV/AIDS sufferers. - The issue of lack of response addressing women issues because the commune budget was used on infrastructures. It was expected to improve next year. - The possibility of CF attendance in the district integration and monthly commune meetings - CFs in Takoy village succeeded in convincing members to attend meetings without giving snack because the CFs were able to share news that were interesting and important to the participants. - The issues that female CCs were not able to help children that left home when their parents migrated for work. The female CCs could only help with material support to some children. - Social morality within the younger generation. - Watkor commune aimed to promote mother and child care as well as equal education for boys and girls.

Participants	Duration	Agendas/Contents summary and major results and outcomes
		<ul style="list-style-type: none"> - Women in Tmey village have 90% understanding on health care while being pregnant and health care for children. - The need of more explanation to women about the advantage of their participation in community awareness raising on mother and baby health care. The pregnant women should go the health center at least 1 time a month to have their health checked and get vaccination. One week after the baby is born, they should register for a birth certificate. The baby should be fed with nutrition food and be taught how to speak. - Pollution issues at a local river in Khnach Romeas commune to be discussed in commune meeting. - People in Kampong Chhang 1 and Don Av villages did not succeed in raising livestock (chicken, pigs, ducks) because the weather was too hot. They were not equipped with sufficient technical knowledge. - Protection of chicken from animal disease by regular cleaning of the chicken cage, using vaccination, changing water and separating chicken with the symptoms of diseases from other normal chicken. - Natural fish source group was promoted in Chhrab Krasang village - Village security in Kompong Seima village - The issue of a family in Dak Sorsor village in which the wife became homeless after their divorce because her name was not included in the land title. - DV case required more intervention from police and village leader; and counseling from GPNs. - The needs of generous support from Red Cross and women leaders to assist women who were abandoned by their husbands when they delivered the babies. - The needs of encouragement and support the poorest families to renew their poor ID card follow the government's new instruction.

Preparation for NGO partner collaboration and political party engagement

In BB, BS PM and TL communicated with AMARA and Committee to Promote Women in Politics/CPWP to consult with and seek collaboration in lobbying political parties for the increase of women candidates and to seek support for their election. As a result, AMARA shared their experience in engaging political parties through training for female candidates and CC on political hierarchy and how to build good relationship with party leaders. AMARA also shared a list of all female candidates in all political parties in BB. AMARA was interested in providing advisory support to BS in the process of lobbying the political parties.

BS PM and TL also met political party representatives from the Cambodian People's Party (CPP), FUNCINPEC Party (FCP) and Sam Rainsy Party (SRP) BB. As a result, CPP members shared their experience in promoting women and youth in politics, addressing DV, child rights and supporting Cambodian women's associations. FCP shared that their female candidates have been listed as the 1st and 2nd priority; however, they depended on NGOs to support women as they did not have sufficient budget. 76 female candidates will run for election in 2012.

All political parties suggested BS to support capacity building for women on leadership, facilitation and creative thinking (innovation skill). The representatives of each party raised the following challenges faced by female candidates:

- Work burden when lack of housework sharing in the family
- The issues of DV, migration, trafficking and sexual rape still existed and they are concerned that they will not be able to address these issues as office holders
- Lack of support between women
- Lack of capacity to fulfil duties of elected office
- Lack of interest in politics
- Lack of women initiative capacity

In SR, BS TLs and CO spent 3 days to search for information and communicate with the Election Committee, SR Municipality in order to get the female candidate list and to present BS work related to women in politics. They shared the list of Excellency Positions in SR and other provinces. They promised to share with BS when official information related to the CC election in 2012 is ready.

Provincial forum with political parties

Following the consultations with relevant NGOs and government offices, BS was able to hold 2 forums with the political parties (1 in BB and 1 in SR).

Participants	Duration	Agendas/Contents summary and major results and outcomes
<ul style="list-style-type: none"> ▪ 42 (33 women) CFs, PDWA, FUNCINPEC Party and SAM RAINSY Party in SR ▪ 44 (22 women) AMARA, KABB, Cambodian People's Party, FUNCINPEC Party and SAM RAINSY Party in BB 	<ul style="list-style-type: none"> ▪ 2 forums; ½ - 1 day each in BB and SR 	<p>Agendas summary:</p> <ul style="list-style-type: none"> ▪ Presentation on the forum objectives and BS vision, mission, goal, values, objective and main activities; the list of CFs and national action plan to support women in politic ▪ Presentation on CFs leadership experiences in community development ▪ Feedback of each political party on strategies to support women in politic and their parties visions, missions, goals and principles that related to promote women in leadership ▪ Questions and answers <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ In SR, the following outcomes were produced: <ul style="list-style-type: none"> - 7 CFs were able to talk about their leadership experiences in community development and indicated their confidence to ask questions and understanding on candidate registration process and criteria - FUNCINPEC Party and SAM RAINSY Party presented their parties visions, missions, values and goals; and indicated their commitment to welcome women participation in their political parties followed the government strategies to promote gender equity ▪ In BB, the following outcomes were produced: <ul style="list-style-type: none"> - The list of the CFs were presented - All political parties appreciated the capacity of the CFs. They indicated that they already included some of the CFs in their candidate list. They would consider including the other CFs in their candidate list.

Following the forum, a half day meeting with five representatives (1 woman) of the FUNCINPEC Party and Sam Rainsy Party from the commune level was held at BS office in BB. The commune representatives of the Cambodian People's Party were also invited but they were absent. The meeting aimed to lobby each party to place more women candidates in the list of top candidates. The participants noted that their policies already stated that 40% of the candidates should be women. However, it was challenging to promote women as it could upset the old men candidates who sacrificed their lives for the parties for a long time. They expected the old men would retire then the women could have more chance to be promoted within the party or elected to new positions.

In BB, 63 women joined political parties in 5 BS target communes (27 women in CPP, 17 women in FCP and 19 women in SRP) have had 12 CFs in this. The information was obtained from political party at commune level.

In SR, 24 women joined political parties in 5 BS target communes in SR (14 women included 3 CFs in CPP, 10 women included 2 CFs in SAMRANSY party).

Community education on women's leadership

Following the forum with the political parties, BS collaborated with the NGO AMARA to develop the capacity of existing women candidates in all parties to ensure that they have sufficient capacity to stand for the next election and are ready to lobby for support from community people and to take leadership position.

Participants	Duration	Agendas/Contents summary and major results and outcomes
<ul style="list-style-type: none"> ▪ 43 existing and prospective female candidates from 5 communes in SR 	<ul style="list-style-type: none"> ▪ 2 training sessions; 4 days each in BB and SR 	<p>Agendas summary:</p> <ul style="list-style-type: none"> ▪ Women in politic ▪ Leadership skill ▪ Communication skill ▪ Negotiation skill ▪ Public speaking skill <p>Results and outcomes:</p>

Participants	Duration	Agendas/Contents summary and major results and outcomes
<ul style="list-style-type: none"> ▪ 42 female candidates from Sam Rainsy Party (13), Cambodian People Party (14) and FUNCINPEC Party (10) in BB 		<ul style="list-style-type: none"> ▪ The trained women indicated improved confidence and encouragement to participate in politics and public affairs ▪ The participants increased their understanding on the characteristic of leader involve the politic situation ▪ The participants knew more about the skill of communication, negotiation with their top leader, prevent and finding benefit for women and asking for support partner. ▪ The participants aware on method to work in development such as public work and political work. ▪ The participant understand the role of the leader at their local level that response to the Millennium Development Goals ▪ Participants known the strategic to engage themselves with political such different style of leader, negotiation skill, self-development and self-esteem, respect other values and ourselves, define vision, conflict of interest and conflict of value.

Challenges and Responses

Challenges	Proposed solutions and actions taken or to be taken
In the training on gender analysis, BS observed that local authorities from PPH villages have not changed their old mind set on gender. It was an issue that hindered them in integrating the VDP in particular gender issues into the CIP. In addition, the commune authorities had limited knowledge on D&D.	BS provided on going personal coaching and group reflection support to address these challenges.
During meetings, trainings or workshops held in the villages or areas close to the participants' houses, they are often interruptions by their family members.	BS will need to identify an appropriate place to hold meetings, trainings or workshops to enable the full participation of the target groups.
The forum with political party representatives was delayed because each representative hesitated to attend the forum without the authorisation of the provincial governor. Whereas the process to obtain the authorisation was confusing and time consuming.	BS documented engagement process that has been experienced in the forum organisation. The experiences were also shared in the network meetings.
There were 3 parties were absent at the political party forum in SR. No response from Cambodia People's Party after the invitation was sent. No contact information of Ranarit Party and Human Right Party.	BS had to hold the forum without the 3 absent parties. BS supported 2 CFs from Leang Dai village to approach the Cambodian People's Party to request joining the party. However, they were not accepted since the party said their list was already full. They would contact the women if any change in the list.
The Sam Rainsy Party representatives complained that BS did favour to the Cambodian People's Party (CPP) since they learned that most CFs were already included in the CPP candidate list. BS was not able to quickly point which participant was from which party because there was no any identity card in front of them. CPP was addressed more because they were more familiar to BS staff.	BS PM explained that the organization in non-partisan. It was reaffirmed that each party should use their own effort to lobby any potential CFs to join their party if they believed in the CF capacity, and that it was the right of the CFs to decide which party they would choose to join

Successful Outcomes

BB

- 23 of 46 CFs have the capacity to mobilize 238 community people (196 women) from 21 villages to participate in 28 small group meetings in order to prepare 21 VDPs.

- 21 VDPs have been developed with the facilitation of 71 CFs (51 women) and the participation of 238 people from the poorest families (196 women). The CFs are now prepared to present their VDPs to the relevant stakeholders.
- 1,669 people (1269 women) in 21 villages learned to improve key stakeholder accountability and transparency in the local development process through the community annual seminars. The commune and village authorities reported their response in addressing the community needs that included road and canal reconstruction, were welcome to feedback on commune council by writing their comments and put in the black box at commune office.
- Political parties in BB (FSP, SRP and CPP) expressed their willingness to cooperate with BS to promote more women candidates in the next election in 2012. They expressed appreciation and respect for the work that BS has done on this issue. They suggested to BS to support capacity development of their female candidates on leadership skills. AMARA shared with BS the female candidate lists of these political parties.
- Female CC: Women exhibited increased confidence in themselves over the last reporting period. Examples of this include sharing opinions on social work related to women and children on village development plan at monthly commune council meetings. Women reported to the commune council after the women's forum that forum participants shared their experience about how to effectively help poorest families in villages when they lacked money to deliver a baby. Forum participants suggested that money for such deliveries should be included in the commune gender budget package. Commune authorities recognized community women's leadership and provided some activities for them to do such as counselling for families suffering from domestic violence, dissemination of messages related to safe migration, and dissemination of information related to the commune activities plan. Commune women leaders plan to conduct these activities in the future.
- CFs follow up the CDP, public campaigns, and integrate feedback from community members into CDPs. 30% of funded activities were implemented. These include road construction, irrigation renovation, women's issues, maternal and child nutrition, toilet installation, and village well construction.
- There are 14 CFs (12 women) who have developed their self-confidence in proposing additional agenda items, making suggestions at meetings, reporting monthly activities, and monitoring accountability in the community, for example by displaying information on the community announcement board.
- 42 CFs (27 are women) developed close relationships with local authorities through the commune council's monthly meeting.
- Women commune councillors conducted gender and domestic violence outreach activities once or twice per year while they also provided food aid to 1 or 3 old-aged women and the poorest per commune; this project could not be expanded on due to their limited budget.
- Main problems identified in the CDP include the need for food aid; livelihood improvement, family capital saving, and improvement of agriculture (Chicken raising and cultivating) were all addressed and stated in the Community Development Plan.
- 50 households in each Community were informed of and knew about the feedback of the above-mentioned development plan. Outreach activities of the Commune Councillors and Community Facilitator Teams helped to raise this awareness.
- The women leader forum made women strong capacity building on braving, help them self, joined opinion for solution on village issues, pushing women in political and social news.

SR

- More villagers attended VDP meetings since they now understand how it can benefit them and that the plan is aimed at meeting their needs; CFs have played an important role in encouraging people to attend.
- 67% of 38 (25 of 38) CFs in old villages and 69% (18 of 26) of CFs in new village have the capacity to facilitate VDPs. The staff observed that the CFs demonstrated their ability to lead and discuss in community small group meetings and with other CFs to consolidate their VDPs for presenting to the stakeholders, to present VDPs to the stakeholders (community members and commune councils) and to identify clear role and responsibility in organising the VDP presentation meeting. The CFs also have good cooperation between each other and with other stakeholders.

- 32 VDPs have been developed with the facilitation of 75 CFs (69 women) and the participation of 903 people from the poorest families (805 women). The VDPs have been presented to the relevant stakeholders. 50% of community members who attended the meetings have participated and dared to raise their issues and needs. As a result, community needs have been integrated into village development plan.
- CFs in each village have participated in monthly meetings at the commune level. The CC in the 5 target communes accepted the VDPs to be integrated in the CIPs, encouraged other stakeholders to support the VDPs and continued to support CF participation in CC monthly meeting.
- CFs successfully organized Women's International Day event in Don Keo commune and Kampong Tkov commune. 593 people (396 women) participated in and supported the event.
- A case study on "The success of handmade rice and economic" was produced and published in the D&D newsletter. The work of BS is now well known by those who work on D&D, gender, and women's role because of this newsletter.
- Village authorities (including female authorities) from 5 villages (included 4 BS target villages) in Leang Dai commune succeeded in advocating for the commune clerks to pay them back their salaries over a period of between 9 months to 2 years.
- A training session on women in politics enhanced women capacity to stand for the next election. The trained women gained more confidence and encouragement to participate in politics and public affairs; and were empowered to stand as potential candidates in the upcoming election. The trained women also learned to apply public speaking skills and about holding a local electoral campaign.

Case Study 1

Ms. Chhim Sieng is a woman living in Ang Kuon village, Doun Keo commune, Pouk district, Siem Reap province. She is 28 years old. Her husband's name is Mr. Thom Than, 35 years old. They have 3 children (2 girls and 1 boy) who are studying at Kork Pnouv primary school. She got married since she was 16 years old. After marriage, her livelihoods were rice farming, selling labor in the rice farming, construction worker, collecting vine for selling and buying recycle materials. At that time she lived in very poor condition. Because of that she decided to let her husband to migrate to work in Thailand. Her husband has been arrested by Thai police. He has been sent to the prison then sent back to Cambodia. After that she has some saving amount to buy a pig for raising and a motorbike for her husband to be a motorbike taxi driver.

In 2007, BS started its program in her village. She was approached by BS staff and she was interested in BS program then she started to join the program. She received trainings from BS in topics such as leadership, PRA, marketing skill, disaster management, rights and law, land law and other skills. She devoted her time in community development work. She has mobilized people in the community to join the program. She has identified the issues and needs to write the proposal for submitting to BS. She has formed saving group, rice cooperative, chicken raising group in order to promote income generation of people in the community. In addition, she has encouraged people in the village to help each other in emergency cases such as house fire etc. She has also conducted activity of money collection for helping the survivors. In 2009, seeing her ability and capacity in development work, villagers as well as local authorities have supported her and voted for her to be a village authority. She did not want to accept this position because she thought that her capacity and knowledge was not good enough yet. However, with support and encouragement from colleagues and villager as well as local authorities especially from her husband, she agreed to accept this position.

In the beginning her husband was not happy with what she has been doing because he was concerned when his wife had to travel to attend the training courses in Siem Reap and Phnom Penh. He has worried that his wife might get lose as she has never been in Siem Reap or Phnom Penh. Every time she returned from the training, she has always told her husband about her trips and trainings then her husband stopped worrying. Moreover, her husband has often taken part in awareness raising activities such as The Law on The Prevention of Domestic Violence and The Protection of Victims, Human Rights and Women's rights etc. Although she became a village member but she doesn't drop out her role as community organizer. She acknowledged that has changed her thinking especially changed her knowledge. She said "I have more understanding about rights and law especially now I know that women and men have equal rights in development and politic. I am very happy with my job as community facilitator although I don't get salary because I can contribute in helping people in the village which is a part of country development. Sometimes, because of busy work I forgot thinking of my meal, my kids and my husband. Fortunately, my husband has never blamed me. He has supported me so far and helped doing housework instead of me."

In 2011, the commune councils and village chiefs almost from all villages have encouraged her to be a female candidate of the next commune council election. Despite she still worry about her limited capacity but she has already submitted the application form to the commune council. Besides, she has been contacted by a few NGOs to work for them by offering her the salary 70USD. But she doesn't make decision yet. The commune council members did not support her to work for NGOs as they want her to be a female candidate of commune council election. She expressed that "I am proud of what I have today although I am not at the high position yet but I can be a model to women in my village. Besides, there were many NGOs and institutions come to contact me to work as a village volunteer as well. In the past, I was not identified by people but now people provide support to me and I will continue to contribute in community development if they still support me."

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 reporting period, the following activities have been implemented as planned.

Objective 2, Expected Outcome 1. More women from poor families initiate and manage income generation activities

Training on small business management and marketing skills

Summary of the business management and marketing skill training activities:

Participants	Duration	Agendas/Contents summary and major results and outcomes
<ul style="list-style-type: none"> ▪ 5 female farmers from 5 villages in SR and 1 SLC 	<ul style="list-style-type: none"> ▪ 1 day 	<p>Agendas summary:</p> <ul style="list-style-type: none"> ▪ How to improve the community member's finances ▪ Financial record system and format ▪ 4 P's of marketing (place, price, product and promotion) <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ 2 participants reported the application of knowledge learned from the training such as post harvesting good practices and financial records. ▪ All participants were interested to establish a saving group after discussing the advantage of profit saving; and interested with the new financial system and format ▪ All participants were able to design their business plans that were simple, applicable and reflected their real context.

Training on appropriate technical production skills

Summary of the appropriate technical production skill training activities:

Participants	Duration	Agendas/Contents summary and major results and outcomes
<ul style="list-style-type: none"> ▪ 108 (63 women) CFs, new project members and old members of credit, chicken raising and home gardening groups from 	<ul style="list-style-type: none"> ▪ 14-18 March ▪ 25-29 March ▪ 04-10 and 20-27 April 	<p>The training covered the following contents:</p> <ul style="list-style-type: none"> ▪ Mushroom plantation <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ All participants were happy and active in practicing the skill learned. After the training, 27 were active and demonstrated clear understanding on theory and real practice; 7 were not active because they are illiterate and shy; and 38 participants started sowing mushroom as part of their family income generation activities. ▪ 3 trained CFs practiced mushroom plantation skill learned at home. The mushrooms growth well and enabled them to sell everyday. They got profits ranging from 10,000R to 40,000R per day. One CF in Kompong Chhnang 1 village said that her husband has now stopped migrating to Thailand because he helped her sowing mushrooms. They

Participants	Duration	Agendas/Contents summary and major results and outcomes
15 villages in BB		<p>have also saved some money from buying vegetable from the market when eating their own mushrooms.</p> <ul style="list-style-type: none"> ▪ 32 trained families (CFs, poor and poorest families) applied mushroom plantation following techniques learned in the training. 30 out of the 32 trained families could produce for household food and selling. The trained families were open to share their experience and knowledge to one another. BS supported 3 of them with materials (Autoclave) for producing mushroom fungus fertilizer.
<ul style="list-style-type: none"> ▪ 5 CFs (all women) from 2 villages in BB 	<ul style="list-style-type: none"> ▪ 6 - 8 May 	<p>The training covered the following contents:</p> <ul style="list-style-type: none"> ▪ Fish sauce production and marketing <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ 5 trained CFs applied their skills learned to produce natural fish sauce for selling in the village and commune markets. They earned 20,000 Riel to 30,000 Riel every day. They also promoted their produces at women leader forum, CC and village meetings. Despite this success, they still needed further financial support from BS to buy materials for building a store where they process the fish sauce.
<ul style="list-style-type: none"> ▪ 78 participants (62 women) from 8 villages in BB 	<ul style="list-style-type: none"> ▪ 9 -11; 12 - 15; and 25-27 May 	<p>Agendas summary:</p> <ul style="list-style-type: none"> ▪ Chicken raising technical skills <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ Numbers of identified problems related to chickens such as disease and insects contaminating their nests. ▪ The participants demonstrated their commitment to apply the knowledge learned in their families to raise healthy chickens. ▪ The Participants learned how to: <ul style="list-style-type: none"> - Select good chickens and hens - Build chicken pens for keeping chickens healthy - Use local resources (permit, kitchen waste) for feeding chicken - Identify illnesses symptoms and select suitable treatment - Use vaccinations - Identify different types of chickens in Cambodia
<ul style="list-style-type: none"> ▪ 32 CFs and farmers (23 women) from 13 villages in SR 	<ul style="list-style-type: none"> ▪ 3 days 	<p>The training covered the following contents:</p> <ul style="list-style-type: none"> ▪ Fish paste production skills ▪ Eel raising technical skills <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ The participants learned: <ul style="list-style-type: none"> - How to make a good quality fish paste, how to select good fish for fish paste, how to manage fish bone and meat that help preserving the fish paste for a longer time period. - How to produce food for eel, how to feed eel, how to select eel (yellow eel was recommended as it fit local temperature and market) and how to monitor eel growth ▪ The participants were interested with training by raising a lot of questions and enjoyed practicing their skills learned. ▪ The participants also discussed cause and effect of quality and price; importance of hygiene; and how to apply the 4 P's of marketing (promotion, product, price and place). ▪ The training evaluation indicated an increase of the participants understanding level from 36% to 66% for fish paste production; and 5% to 82% for eel raising.
<ul style="list-style-type: none"> ▪ 32 farmers (20 women) from 3 villages in BB 	<ul style="list-style-type: none"> ▪ 4 day training 	<p>The training covered the following contents:</p> <ul style="list-style-type: none"> ▪ Long bean and cucumber plantation ▪ Natural fertilizer <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ The participants learned the issues related to crop plantation, practiced their skills to make natural fertilizer. Out of the 32 participant, 25 indicated good listening and practicing.

Participants	Duration	Agendas/Contents summary and major results and outcomes
		<ul style="list-style-type: none"> Each participant received a water barrel, a hoe, a small can of long bean seeds, and a small can of cucumber seeds.

Coaching support on small business management, marketing and appropriate technical production skills

BS Sustainable Livelihood Coordinator (SLC) assisted BS field staff in BB and SR in supporting the CFs to identify and organise income generation groups; providing skill coaching support to the income generation groups on small business management, marketing and technical production; and using monitoring book to follow up progress made by each income generation group. It aimed to improve the trained income generation groups (vegetable plantation, chicken raising, women development center, village shop, fish paste, eel raising and rice cooperatives).

Summary of the coaching support activities:

Participants	Duration	Agendas/Contents summary and major results and outcomes
<ul style="list-style-type: none"> 10 CFs (all women) from 10 villages in BB 	<ul style="list-style-type: none"> 21-23 April 	<p>Agendas summary:</p> <ul style="list-style-type: none"> How to strengthen the rice cooperative policies, bookkeeping and sustainability <p>Results and outcomes:</p> <ul style="list-style-type: none"> The participants discussed what activities they did well, what activities they could not do and the reasons why they did not do well. 9 participants were active in sharing their ideas and feedback on policy and bookkeeping including role and responsibility, decision making, budget management and benefit sharing. They planned to have more practice on bookkeeping registration in the next reflection meeting. Out of 10 participants, 6 demonstrated their understanding on bookkeeping up to 80% and 4 up to 50%. The participants identified the areas to be improved as the following: <ul style="list-style-type: none"> Mobilization of people to participate and contribute in the cooperative Bookkeeping, annual budget, documentation of rice cooperative progress, recording member names when they bought the rice, emergency book, cashier book, benefit sharing (dividend). The participants were happy with the meeting results. BS staff and CFs recommend that similar reflection meeting should be considered for other projects as part of CF capacity development.
<ul style="list-style-type: none"> 10 (9 women) participants CFs/farmer in SR 	<ul style="list-style-type: none"> A ½ day coaching session 	<p>Agendas summary:</p> <ul style="list-style-type: none"> Reflection on strength and weakness on field practice Soil preparation and quality improvement Business plan Understanding on insects <p>Results and outcomes:</p> <ul style="list-style-type: none"> The participants reviewed their knowledge and experiences on how to make good quality of their produces, how to find appropriate market and how to maintain good relationship with customers 1 participant shared her successful experiences in selling the death chicken which offered them more profit than selling the live chicken 2 participants shared their positive views about the food processing skill training that provided them with knowledge in identifying specific business to do earn more income for their families. They remembered the 4 key points of expense, profit, income and capital. They planted parsnip and cabbage for selling in the village and the nearby village market. 7 participants indicated their understanding on the process on food production with quality and began exploring market.

Orientation on savings groups and sharing information about successful experiences

BS field staff invited resource persons from Punleu Komar organization in Banteay Meanchey province to share their experiences on saving group formation, management and function.

Summary of the saving orientation workshop activities:

Participants	Duration	Agendas/Contents summary and major results and outcomes
<ul style="list-style-type: none"> ▪ 25 CFs (19 women) from 20 villages in BB, BS PM and TL 	<ul style="list-style-type: none"> ▪ 21-23 April 	<p>Agendas summary:</p> <ul style="list-style-type: none"> ▪ Experiences of Punleu Komar organization (PKO) ▪ Saving management, record keeping, transparency and accountability ▪ Review saving policy of BS target communities <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ PKO shared the following experiences: <ul style="list-style-type: none"> - Community fund reimbursement and management - Role of the organization in credit management - International credit experiences - Saving groups of PKO involved 3 units: <ul style="list-style-type: none"> a. Community loan groups: the organization was not successful in giving loan, only 7% of the clients were able to pay back. There was an evaluation for 10 international organisations, only 1 organization was sustainable. b. Saving group created by the organization: the organization offered training and material support. As a result, the trained communities agreed to save once every week, 2 weeks and 1 month. The project was only for 6 months. Staff registered and organized files. c. Youth self help group: young people put their savings into the groups. The saving funds were used as loans with a low interest rate for the most needed members. ▪ The participants reflected the experiences shared and their own context and came up with the following results: <ul style="list-style-type: none"> - CFs could collect money from members, take registration, promote saving policy in the village, mobilize villagers from 12 villages to save once every month and 3 villages to save once every year since they migrated for work at the border or in Thailand. - CFs reviewed their existed policy: <ul style="list-style-type: none"> ○ Criteria: village project member; encourage solidarity to help one another when any problem occurred; willingness to save money; secure daily, monthly and annual income; age between 18-70 years old ○ Saving scale should begin from 1,000 riel per month; member should receive 1% interest rate per month after the fourth month of saving and they could get the interest at the end of year; 0.8% for community funds; 1% for CFs; 0.2% for administration ○ Credit should be in compliance with the credit policy ○ Record keeping book included saving member form, cash flow form, saving member book, credit contract - CFs identified challenges and solutions they experienced as in the table below. ▪ The workshop evaluation indicated an increase of the participants understanding level from 20% to 36% for saving policy; 25% to 43% for community mobilisation and meeting facilitation; and 35% to 54% for record keeping. BS field staff planned to provide further mentoring support.

Coaching support on saving group development

BS field staff assisted the CFs in 29 villages in BB and SR to mobilise community to join saving groups and develop group policies/regulations.

Summary of the coaching support activities:

Participants	Duration	Agendas/Contents summary and major results and outcomes
<ul style="list-style-type: none"> ▪ 72 CFs (58 women) from 7 villages in SR 	<ul style="list-style-type: none"> ▪ 7 meetings; 1-3 days each 	<p>Agendas summary:</p> <ul style="list-style-type: none"> ▪ Organizing group ▪ Roles and responsibilities of group leaders and members ▪ Saving principle ▪ Saving and benefit sharing (deposit and loan) <p>Results and outcomes:</p>

Participants	Duration	Agendas/Contents summary and major results and outcomes
		<ul style="list-style-type: none"> ▪ 16 groups of 148 members (76 women) were established in the 7 villages. The groups have also identified clear roles and responsibilities of group leaders and members' saving principle and benefit sharing.
<ul style="list-style-type: none"> ▪ 65 CFs (52 females) from 21 villages in BB 	<ul style="list-style-type: none"> ▪ 11 meetings; 2 days each 	<p>Agendas summary:</p> <ul style="list-style-type: none"> ▪ Discussion on saving and rice cooperative account system in the group <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ 52 CFs indicated their understanding at 70% on how to do record keeping and they suggested BS field staff to help them to calculate interest rate when collect money at the end of the year ▪ 12 CFs indicated only 40% understanding because they confused with numbers ▪ 1 CF was new and did not understand most of the saving matter

Funding support for income generation activities

BS staff re-informed the CFs in the 53 villages about BS proposal application schedule in 2011 that fall in 1-31 January, 1 – 31 May and 1 – 30 September. The staff also provided coaching support on proposal writing and how to approach relevant stakeholders to seek for support for 27 CFs (21 women) in 9 villages in BB and 56 CFs (all women) in 32 villages in SR.

In BB, the CFs in 10 villages have produced and submitted their proposals to BS for 10 projects in 10 villages on chicken raising (x 6), fish sauce production (x 1), rainy season rice plantation (x 1), water well (x 1) and water pumping machine (x 1). Nine project proposals of 15,561,000 riel (about 3,845 US\$) have already been approved by BS. The 9 projects benefits 74 (32 women) people from the poor and poorest families.

In SR, the CFs in 4 villages have produced and submitted their proposal for 4 projects in 4 villages on women development center (x 1), vegetable plantation (2) and chicken raising (1). BS has been reviewing the proposals and expected to respond in July-August. 1 proposal on rice mill machine and 1 women development center were funded.

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

Eco-DRR baseline assessment (included TNA of the technical working group members), training, and planning

BS focal staff and the technical working group conducted field based research on context of Eco-DRR in the 3 pilot villages to identify community resources, challenges that they face over the long term, and what coping strategies they use when disaster strikes. The field research included consultation with relevant stakeholders by using SWOT analysis tool. The capacity gaps were also identified.

The sustainable livelihood coordinator provided a 5 days training session to the technical working group on data collection tools and how to make action plan for climate change resilience and adaptation. There were 31 participants (25 women) included the technical working group (15 CFs, village, commune and district authorities in which 8 are female) and 3 BS staff.

Following the training, the sustainable livelihood coordinator facilitated the technical working group to collect information for baseline data and support the technical working group to facilitate 69 community people (51 women) to develop action plan for climate change resilience and adaptation. As a result there were three mini projects such as agriculture techniques, natural conservation, re-planting, forestation, and livelihood options. The project covered the plantation of 1,150 fruit trees on public land; this will benefit 239 families; distribution of 100 water filters; and rehabilitation of canal measuring 345 meters in length and 1.5 meters in depth. The mini projects have been reviewed by BS key staff with a consultation with the external advisors from CAFOD and CORD.

The baseline information has been collected through a learning process. It was started since the learning practice on multi-stakeholder consultation before the project started. The technical working group will continue to collect data through meeting and questionnaires. The data will be finalized in January 2012.

Training on disaster risk reduction and climate change

BS SLC developed a training manual on climate change with cited information from other NGOs such as Oxfam, CWF, CAFOD and CORD. Creative pictures were used in the manual which were easy for illiterate participants to follow. The manual was used in the climate change training for CFs in Don Keo commune. As part of capacity building, BS field staff and TL discussed with SLC in identifying the appropriate topics and techniques for community leaders (CFs and village authorities).

Summary of the training activities:

Participants	Duration	Agendas/Contents summary and major results and outcomes
<ul style="list-style-type: none"> ▪ 30 (18 women) CFs and village authorities from 13 villages in Don Keo commune 	<ul style="list-style-type: none"> ▪ 16 -19 March 	<p>The training covered the following contents:</p> <ul style="list-style-type: none"> ▪ Check in the participant's knowledge on DRR ▪ Reflection on lesson learned from last year ▪ How to identify and engage with relevant stakeholders; and how to use PRA information in their planning process ▪ Discussion on the impact of disaster such as flood and drought and community capacity to cope with disaster ▪ Introducing and practicing DRR analysis and planning tools ▪ Developing project proposal based on the identified problems and stakeholder engagement for support ▪ Preparation of plan to be integrated in CIPs <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ The participants were interested with the participatory approaches of the training which was run smoothly and produced fruitful results ▪ The participants shared the last year training results included community assessment on disaster, ecology system and preparedness plan prepared by the communities. They were able to give a definition of Disaster, Responding, Preparedness and Restoration; and identify relevant stakeholders in responding to DRR. ▪ The participants used the tools learned to develop their own action plan such as mapping, seasonal diagrams, problem tree analysis, stakeholder analysis, Analysis on H and Ten tools. They learned how to write proposal and seek support from relevant stakeholders; mobilize and facilitate small group meetings. ▪ The training evaluation and staff observation indicated that the participants well understood, genuinely concentrated in the training, and were brave enough to ask questions and give good presentations, and were active in group discussions. ▪ The pre-test results were that 13% of participants understood well, 33% fairly understood and 53% weakly understood. While the post-test results were that 47% of participants understood well, 47% fairly understood, and 7% weakly understood.
<ul style="list-style-type: none"> ▪ 27 CFs and village and commune authorities (19 women) from 4 villages in BB 	<ul style="list-style-type: none"> ▪ 18 -20 May 	<p>The training covered the following contents:</p> <ul style="list-style-type: none"> ▪ Climate change concept, causes and effects ▪ Various circumstances of climate change in the world ▪ Problem analysis, mapping, H and planning tools ▪ Video documentary presentation <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ The participants developed an action plan including community awareness raising in each of the four villages.

Coaching support on disaster risk reduction assessment and planning

BS field staff assisted CFs in 17 villages (BB: 4 and SR: 13) to hold 17 meetings with 25-30 relevant stakeholders in each village (target communities, village and commune authorities, village health promoter, disaster risk management committee) to assess disaster issues and develop action plans. Each meeting lasted for 2-3 days depending on the participants' availability. They used PRA (village map) and vulnerability analysis tools in their assessment and planning process.

The 4 villages in BB and 5 out of the 13 villages in SR have already completed their action plan to protect and manage natural resources and cope with disaster and integrated them into VDPs. Their plans included canal

draining, digging pond, elimination of chemical fertilizer use; sustainable agriculture promotion; soil quality improvement; fish and rattan conservation; health and nutrition care; and planting trees.

Following the VDPs, BS provided financial support to build a water irrigation system in Chrabkrasang village in BB. The money was used for the construction of water gate which is 30 meters long and water canal which is 610 meters long. The canal will protect the village from being flood and supply water in 300 hectare of rice paddy field of 500 families in 2 villages (Chrabkrasang and Balang).

Support community facilitators (CFs) in community education on disaster risk reduction and providing emergency assistant when disaster occur

BS field staff assisted CFs in 4 villages in BB to disseminate information on DRR and climate change to the wider communities through community awareness raising meeting and film show. There were 249 participants (185 women).

BS also allocated budget for emergency assistance when disaster occurs (ie, storm, fires, drought, flood) in 4 villages in BB and 32 villages in SR.

Summary of the emergency support activities:

Time	Place	Families	Support Provided
March May July	Peam village	3	BS contributed with 500,000 - 725.000 riel to 3 poor families who had their house destroyed by a strong storm. The money provided was used for clothes, nets, pillows and kitchen materials. The case was acknowledged by CFs and the Village Chief.
April	Prasat Char village	1	BS supported a woman and her 7 family members who were affected by a storm which hit their family. All materials and things in their house were damaged. Material support provided by BS staff, CFs and Red Cross in Don Keo Commune included nets, tents, rice, pillows and kitchen materials.
July	Kok Pnov village	1	BS contributed 500,000 riel to 1 poorest family whose houses destroyed by a strong storm. The families said, "I am from the poorest family. I do not have money to repair my house. I am happy that BS helped and supported the money to rebuild the house and buy materials for cooking." The family also got donation from Red Cross (tent, net, bowl, basin and 5 kg of rice).
September	32 villages 5 communes in SR	2,191	BS provided a package of 25 noodles and 10 cans of fish to each of 252 poor families affected by severe flooding. BS also provided 2 tents to the people who stayed at the evacuation sites. When the water receded, BS field staff continued to work closely with the affected communities to collect information and assess the situation and identify other necessary response needed. As a result, 1,763 families from 19 villages were identified and each of these families received a package of 1 water filter, 1 bottle of scabies medicine, 10 fish cans, 1 mosquito net, 2 bottles of fish sauce and 30 kg of rice from the Swiss Government. While the other 928 families from 13 villages were identified and each of them received a package of 50 kg of rice, 1 liter of cooking oil, 1 kg of salt and 40 tablets of water purification from AusAID and ECHOD through ActionAid.
October	16 villages in BB	341	BS supported money or 10-20 kg of rice for 341 flood affected families who were identified as poor families.

Pilot Project on Community Empowerment on Climate Change Adaptation and Mitigation in the context of Eco-DRR for Sustainable Livelihoods

The geographical scope of the pilot project covers 3 villages (Chambok He, Kok Dong, and O'Thkov) in Kampong Thkov commune in SR over a period of 15 months (01 February 2011 - 30 April 2012). The project benefits the following beneficiaries and stakeholders:

Beneficiaries and Stakeholders	Siem Reap (3 villages in 1 commune)
Direct beneficiaries	297 families (775 woman out of 1,499 people)
Indirect beneficiaries	340 families (901 women out of 1,720 people)

Beneficiaries and Stakeholders	Siem Reap (3 villages in 1 commune)
CF-GFGs (community facilitator-gender focus groups)	21 (18 women)
Village authorities	3 (1 woman)
Commune authorities	8 (1 woman)
District authorities (district councilor, district governor, women district governor, and forestry administrative office)	4 (2 woman)
Provincial department of agriculture, provincial department of environment, provincial department of rural development, PDWRAM, PDWA and Health Center	6 persons
RACHA, CARITAS, PEPY Ride, FODA, Handicap, SCC	6 NGOs

The project builds capacity of target communities especially women to maintain existing natural resources (forest, water and soil quality) and improve food nutrition and sanitation practice. The project strengthens the existing community groups' solidarity and organisation where more vulnerable women will be encouraged and empowered to participate and lead planning and implementation processes.

There are five local staffs in the pilot project, including TL, CO, TT (SLC and TTM) and PM. TL provides direct supervision to CO at the field practice level. TT provides technical support through field mentoring or by linking them to stakeholders and external resources. PM provides overall support and monitoring of progress, challenges and staff capacity to ensure development is in place.

During the report period, the following project activities were implemented:

Identify key stakeholders who have experience in health, agriculture, NRM and DRR

BS TT assisted field staff in identifying and engaging with relevant stakeholders who have expertise in Eco-DRR that focus on resilient agriculture and sustainable NRM. They involved community representatives (CF-GFGs); village, commune and district authorities; district office of women's affair; district office of agriculture; district office of environment; district office of rural development and Health experienced villagers.

The provincial department of relevant government's office, including the district office or provincial department of Water Resource and Metrology (PDWRAM), were not involved since BS project team learned that it was difficult to involve them.

In the stakeholder selection process, the staff referred to the result of a field-based study on multi-stakeholders conducted on 11-12 August 2010 in the target pilot villages.

Orientation workshop with the multi-stakeholders to promote BS pilot project on climate change and explore cooperation agreement

Summary of orientation meeting activities:

Participants	Duration	Agendas/Contents summary and major results and outcomes
<ul style="list-style-type: none"> ▪ 21 participants (12 women) included: - 6 district officers (district governor and administrator, environment, health, women affairs and forestry administration) - 1 NGO CARITAS - 1 CC - 3 Village chief - 6 CFs from 3 	<ul style="list-style-type: none"> ▪ 2 days 	<p>Agendas summary:</p> <ul style="list-style-type: none"> ▪ BS Vision, Mission and Goal and how they relate to climate change and DRR ▪ Introduction to the pilot project on climate change, budget and activities ▪ Participant feedbacks on how to build networks and how to support each other in the project implementation ▪ DRR definition and climate change issues in Cambodia <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ BS PM and TTM presented BS vision, mission, goal, project related to NRM and experience learned from the regional exchange and training on climate change and DRR in the Philippines. The sharing highlighted the successful experiences of farmers in climate change adaptation through plantation techniques such as planning for planting, selecting seeds that fit to the temperature (rotation schedule), etc. ▪ The participants demonstrated their interest in the project and asked a lot of questions about it. One of the district authority representatives indicated her strong commitment and support of the project. She raised her concern that the climate change impacts affected farmers' livelihoods as they depended on agriculture production. Flood and drought destroyed rice and vegetable plantation. She called

Participants	Duration	Agendas/Contents summary and major results and outcomes
villages - 4 BS staff (PM, TTM, SLC and CO)		for other stakeholders to support the project. <ul style="list-style-type: none"> ▪ The participants discussed and agreed that: <ul style="list-style-type: none"> - They committed to continue to work together as a technical working group to bring more expertise in technical and advocacy support through joint actions in the project. It was not necessary to make an official MoU, but the clear roles and responsibilities of the technical working group would be developed. - They committed to continue their participation in four monthly learning platform meetings of the working group to: <ul style="list-style-type: none"> ○ improve, reflect and gain more support from one another, especially CCs ○ exchange lessons learned from the ground work ○ naturally build collaboration at local based organisation to provide sustainable support and interventions after the pilot project ended - CF-GFGs would be the focal points for the learning platform - They committed to take part of future training and mentoring support in specific skill required based on the result of training need assessment as part of baseline survey. - They committed to use their knowledge learned to facilitate community discussion in the planning, implementation, monitoring and evaluation of their new initiatives to reduce climate change GHGs and vulnerabilities through mini-project implementations associated with their developed EcoDRR action plan. - They committed to attend a round table meeting to reflect the cooperation process when it closes to the end of the project in order to share lessons learned to be incorporated with BS staff annual planning meeting where the strategic plan would be reviewed and updated.

Develop tools for measuring staff capacity to implement climate change pilot project

The TT consulted with CORD advisor, BS MC and TLs on staff training need assessment (TNA) tools for measuring staff capacity on climate change pilot project implementation considering Eco-DRR. The tools included a questionnaire and a check list of key topics that the staff could use to identify what they need to do, what they already have done and what they need to do to fill the gap.

Conduct staff capacity assessment and develop capacity development plan

The technical staff used TNA tools in the discussion with individual key focal staff to assess staff capacity. The process also included an explanation of the process and objective to ensure that the staff understands and knows how to work on the tools.

The staff capacity was focused on learning facilitation skills, climate change project management and innovation skills to explore key activities to contribute to climate change mitigation and adaptation. The technical staff shared the assessment report with staff who are involved in the assessment to confirm if they agreed with the areas to be improved. The sharing was made during the monthly staff meeting. The final results were used as baseline information for M&E and translated into organisation capacity development framework. Staff capacity is also reviewed during annual staff performance appraisal.

Develop Eco-DRR IEC materials in partnership with other organizations

The TT has started requesting other NGOs who implemented climate change project in Cambodia such as LWD for IEC materials on climate change awareness raising that is appropriate for local context in Cambodia.

The five key project staffs and the project advisor have also discussed and suggested some ideas on the IEC materials. It was agreed to produce three type of publication materials: manual for technical working group, poster of cause and effect of climate change with calendar in it and the T-shirt for technical working group use while they hold community awareness raising. These materials will be published in the second week of January 2012.

Support CFs in community education on government laws and policies related to land issues

BS field staff assisted 6 CFs in SR in facilitating community meeting to identify problems and needs related to land use; and prepare for lobbying strategies with APSARA when the community request for building

chicken, pig and duck shelters; digging well and pond. They also identified and engaged relevant stakeholders that could help on the APSARA issue, such as Community Peace Network (CPN) and the Action Aid Cambodia staff who was responsible for community development work.

BS TL also assisted BS field staff to hold 3 community forums in SR to present APSARA policies and land use plan. Each forum lasted for a half day and was attended by 100 CFs, communities, local authorities, land department and APSARA representatives. As a result, the participants raised their concerns and requested for support from APSARA when they implemented community development activities, including agriculture and animal raising and requested for APSARA endorsement letter to protect them from losing their land.

BS field staff met a CF in Leang Dai village and came up with the following update information:

Issues	Status
<ul style="list-style-type: none"> ▪ 2 families in Lenag Dai village lost their rice field land 	<ul style="list-style-type: none"> ▪ APSARA promised to compensate 200,000 – 300,000 Riel but no action taken yet
<ul style="list-style-type: none"> ▪ 22 families in Leang Dai village requested 100 fruit trees from APSARA 	<ul style="list-style-type: none"> ▪ No response
<ul style="list-style-type: none"> ▪ 3 families in Leang Dai and Plong villages lost their houses because of flood 	<ul style="list-style-type: none"> ▪ APSARA promised to offer an authorisation for the 3 families to rebuild the houses. The 3 families were asked to take care of their own construction cost.
<ul style="list-style-type: none"> ▪ 2 families in Plong village requested to build a pig cage 	<ul style="list-style-type: none"> ▪ No response
<ul style="list-style-type: none"> ▪ 21 families in Plong village requested to build a chicken cage 	<ul style="list-style-type: none"> ▪ No response
<ul style="list-style-type: none"> ▪ 36 families in Leang Dai village were forced to give their rice field for a APSARA tree plantation project 	<ul style="list-style-type: none"> ▪ 17 families accepted a compensation of 2,000 USD for each family according to the size of their land ▪ 19 families requested for 3,000 USD for 23 hectares. APSARA accepted the request in June.

Funding support for land rights advocacy initiative activities

BS field staff continued to monitor and support the CFs and communities in 9 villages in SR to assess village situation with a focus on human/women rights abuse/exploitation and develop collective action plan to address the issues. BS allocated budget for supporting community to implement their plan in 3 villages.

On 08 April, BS field staff sent 2 CFs from Leang Dai commune and 1 CF from Kampong Tkov commune to attend advocacy network meeting that was organized by Rachana Strei Organization based in SR. It provided a good opportunity for the CFs to build networking with other community groups who worked on similar issues/interests. The CFs raised an issue concerning the APSARA project on national road construction across 3 villages (Plong, Don Ov and Samrong). They asked the network to help them finding the legal documents on compensation. The network promised to find the related documents and update the CFs in the next network meeting.

On 13-17 July, 2 CPN representatives were invited to facilitate a workshop with 27 participants (15CFs, 7 villagers, 3 BS field staff and 2 CPN staff) in Taprok village, SR. The workshop covered a discussion on right to live, right to own property, the definition of land possession ('Poka' and 'Poki') and solutions to land disputes. The discussion linked to the real situation of the participants. It helped the participant to gain their understanding on how to collect evidences and how to write and submit complains on land issues.

On 10-14 October, BS continued to support 5 CFs/land activists (3 women) to have an exposure visit to the Mean Cheay community, Krawbey Rung village, Sreh Cha commune, Snul District, Katei province. The CFs learned how form and strengthen the network and how to deal with serious issues. They also learned their group could be stronger when they mobilized more people to join and conduct/update regular meeting with the members.

Organise community education activities on safe migration

Last year, BS staff promoted safe migration awareness to CFs and community people in 13 villages. This year, the CFs held the awareness raising meetings with the communities on safe migration by themselves, with some assistance from BS field staff.

Summary of the community education activities:

Participants	Duration	Agendas/Contents summary and major results and outcomes
<ul style="list-style-type: none"> ▪ 627 (401 women) human power company; local authorities; deputy director of labour department, CFs and people from 21 villages, PM and TL in BB 	<ul style="list-style-type: none"> ▪ 3 forums; ½ or 1 day each 	<p>Agenda summary:</p> <ul style="list-style-type: none"> ▪ Migration views both within and outside the country ▪ Safe migration <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ 724 T-shirts with emergency number printed were distributed to the participants and all CFs in 21 villages and NGO partners ▪ 2 guest speakers from Human Power Company and deputy director of provincial department of labour and vocational training highlighted government strategies that encouraged people using legal companies when looking for jobs outside Cambodia. They shared some problems related to migration based on the real experiences they learned from their works. They recommended to people to obtain the following information before deciding to migrate for work: <ul style="list-style-type: none"> - Company name, contact address, policy, legal certificates/identity - Who is to be contacted if any problem occurred - Local authority advice ▪ The participants raised many questions related to how to make passport, company policy, Labour law and other legal documents required. They also discussed a real case of girls working in Malaysia. The mother lost her daughter contact and had no knowledge about the company. The guest speaker recognized the company after a deep discussion with the mother. The guest speaker provided the contact address of the company and advised the mother to follow up with them. The mother could report back to the guest speaker if she did not get any response from the company. ▪ The participants received the following information: <ul style="list-style-type: none"> - Phone number of the BB Provincial Department of Labour - Phone number of the Ministry Department of Labour - Phone number of the Cambodia embassy in Thailand
<ul style="list-style-type: none"> ▪ 771 people (697 women) included 64 CFs (54 women), 15 village authority (2 women) and 631 people from 13 villages in Don Keo commune, SR 	<ul style="list-style-type: none"> ▪ March 23 - 27 (each meeting lasted half-day per village) 	<p>Agenda summary:</p> <ul style="list-style-type: none"> ▪ Law and regulation of government that provided prevention and protection for migrant workers <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ CFs and COs reviewed the activity on safe migration in 2010 and explained the meaning of safe migration and shared experience of migration ▪ People who have experience with migration work shared their stories and difficulties while they migrated to work in Malaysia and Thailand. It was helpful as the participants increased their understanding on how to prevent themselves from human trafficking. The CFs and COs asked various questions to ensure that the participants understood the information shared. ▪ The questions and answers included: <ul style="list-style-type: none"> - Q: How many types of migration work? A: Two types, in country and outside country. - Q: What is the migration location in country? A: Phnom Penh, SR town and other provinces. - Q: What does the human trafficking mean? A: Sex and labour exploitation - Q: What information should you know before deciding to leave your home village? A: The address and specific location, history of company and inform the village authority - Q: What kind of work do you do outside the country with migration work? A: cassava and sugar planting, rice harvesting and working in the sea/ocean.
<ul style="list-style-type: none"> ▪ 1,262 (1,068 women) villagers; police; women affairs; district, 	<ul style="list-style-type: none"> ▪ 3 meetings; ½ day each 	<p>Agenda summary:</p> <ul style="list-style-type: none"> ▪ What is safe migration and its risks ▪ Contact information of assistant services inside and outside Cambodia ▪ Laws related to migration <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ The CFs were confident in facilitating the discussion process

Participants	Duration	Agendas/Contents summary and major results and outcomes
commune and village authorities; and CFs from 19 villages in SR		<ul style="list-style-type: none"> The participants were interested and asked many questions. They raised their concerns related to the lack of water for rotation planting, especially vegetable and rice plantation. With this regards, they chose to migrate for work outside the villages as they have seen some success experiences of their neighbours who left home to work in other places. They considered it as a better solution although they were aware of some risks involved when they were not able to obtain detailed information about the job or recruitment broker/agent; or even when they knew that it was not legal.

Support CFs and local authorities to follow up and update list of migrants

BS field staff continued to follow up and supported the CFs and local authorities in 32 villages in SR and 21 villages in BB to manage and update the list of individuals and family migrants once every 2-3 months.

In SR, the record has been still preparing. It was expected to be finished in July or August.

In BB, the situation of migration involved:

No.	Communes	In country (Khmer- Thai boarder)		Out country (Malaysia, Thailand, and Korea)		Legal		Illegal		Total	
		Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
1	Watkor	100	113	36	401	25	15	111	499	136	514
2	Omal	93	177	265	146	29	6	329	317	358	323
3	Bansay Treng	80	90	254	311	114	92	220	309	334	401
4	Khnach Romeas	290	220	370	378	103	1	557	597	660	598
5	Bavel	221	464	545	691	213	0	553	1155	766	1155
	Total	784	1,064	1,470	1,927	484	114	1,770	2,877	2,254	2,991

Support Child Rights and Child Protection

Children's Day Celebration

On 01 June, BS field staff assisted CFs to organise a campaign to celebrate children's day in 13 villages in Don Keo commune, SR. There were 513 (320 women) participants (local authorities, school teachers, NGOs, project members, children and parents). The information on children rights issues and needs; children right day; international and local context of children and achievement on children development were disseminated through songs, creative pictures and slogan. A statement on children issues and needs were also declared at the event to seek for a response from local authorities and other relevant stakeholders.

Research conducted to determine child's needs

BS Program Manager supported the Team Leader and the field staff in research theory, methodology, techniques and guidelines that related to child rights. The need and appropriate strategies were identified.

Support and implement fundraising activities with children

- Organize activities including education and sanitation with children before collecting children messages

On 2-11 March, BS staff organized fun activities in 12 villages. There were 1,242 (691 F) participants. BS staff refreshed the children with basic hygiene rules, children rights and the advantage of education. The staff also provided the following advices:

- Do not drink water collected from the rice field or water that is boiled
- Do not climb up the trees
- Do not jump into the pond if you cannot swim
- Do not go away from home without informing your parents

The activity was done successfully in cooperation with children and especially their parents. The CFs highly acknowledged and supported the good cooperation. Children played and enjoyed games such as horse-riding, football and balloons.

- Children messages and photo collection

Summary of the BS field staff and children meeting activities:

Participants	Duration	Agendas/Contents summary and major results and outcomes
<ul style="list-style-type: none"> ▪ 11 villages 	<ul style="list-style-type: none"> ▪ 23-27 March ▪ 13 and 22 April 	<p>Agenda summary:</p> <ul style="list-style-type: none"> ▪ Collect more messages and photos <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ 1,744 (891 girls) messages and photos were collected ▪ BS field staff checked each message to ensure quality of the message. ▪ BS staff observed that children increased the drawing quality of their creative pictures. Some parents attended and helped their children to draw pictures. It was a great opportunity for parents to create a closer relationship with their children. ▪ CFs were motivated to disseminate child concerns and child protection to their community. These activities succeeded because of parents, CFs, primary school teachers, children and because BS field staff cooperated well with each other.

Report development

BS staff prepared the report related to newsletters and sent it to the donors on 15 February 2011. The other report was sent as planned.

Sponsorship meeting with CFs

BS field staff held 2 meetings in April and August with CFs to disseminate BS child and vulnerable women protection policy, code of conducts that focused on the positive thinking about children in the community, child rights and the impact of child who dropped out of school. The meetings were held at Tul Kpos pagoda with approximately 76 - 453 participants (more than 75% were women) from 13 villages. As a result, the participants demonstrated their understanding on child protection background, definition, objective and advantages and child rights such as: 1. Right to live, 2. Right to be protected, 3. Right to development, 4. Rights to education.

Challenges and Responses

Challenges	Proposed solutions and actions taken or to be taken
The provincial department of relevant government's office, including the district office or provincial department of Water Resource and Metrology (PDWRAM) were not involved in the pilot climate change project since BS project team learned that it was difficult to involve them in the project.	The project team engaged the relevant district government offices as they were more approachable, available and interested to join the project.
Few numbers of those who received training, material and financial support in business management, marketing and appropriate technical production could indicate an improvement in their family income and food security as the result of the application of their knowledge learned. The rest of the trained participants were not able to use the knowledge learned to improve their family income because they prioritized to do other jobs that provided them immediate incomes. They did not have any money reserved for the shortage period. Therefore, they needed to work to ensure that they could get daily pays to feed their families.	BS SLC should assist the CO to carry out a deeper analysis on the roots causes and solution needed. They should also consider a further discussion with the target community group to identify their visions and develop family plans including business management/production plan.
The CFs indicated their interest in saving group formation as it would provide an opportunity to the poor and poorest families to save their profits so that they could expand their business. However, they faced some difficulties in making progress because the people did not understand the policy/regulation.	BS SLC should assist the CO hold community reflection on their policy and regulation and make a revision to ensure that it fit and responded to the poor or poorest family needs. The saving policy should also be disseminated to wider communities.
CFs, community people and local authorities have been trained on DRR and climate change and used the knowledge in community assessment and planning. However, they faced some difficulties in implementing their plan to make a specific progress that contributed to DRR or/and	BS SLC should assist the CO to follow up and review the training and provide coaching support to the communities to apply tools learned in

Challenges	Proposed solutions and actions taken or to be taken
NRM because of limited resources of relevant stakeholders. CC did allocate budget for DRR plan while the other stakeholders were busy with their main responsibilities in the government work and income generation for their own families.	the planning process. They should also consider the integration of DRR in VDP and CIP.
Flooding in BS's 32 target villages in Siem Reap in which BS need to work hard and spent time much more in responding to the emergency assistance and the recovery after flooded. This also affected to lower the progress of the pilot project during that short time period.	During the period that BS met difficulties in conducting meeting with technical working group, the period was changed to the designing of IEC materials.

Successful Outcomes

BB

- 191 (130 women) people from the poor and poorest families received technical skill training on mushroom plantation, chicken raising and fish sauce production.
 - Nine families indicated an improvement in family income and food security as the result of skill learned application. For example, 3 families earned 40,000 Riel per day from selling their mushroom, 5 family earned 20,000 – 30,000 Riel per day from selling their fish sauce and the husband of one family stopped migrating for work outside as he was more excited to help his wife with the mushroom plantation.
 - 32 trained families (CFs, poor and poorest families) applied mushroom plantation following techniques learned in the training. 30 out of the 32 trained families could produce for household food and selling. The trained families were open to share their experience and knowledge to one another. BS supported 3 of them with materials for growing mushrooms.
 - 70 members used natural chicken feed to feed their chickens rather than purchasing chicken feed; 9 members used earthworm to feed their fishes; 3 members bought earthworms for their fish and shared experience about the advantage of feeding fishes with earthworm.
 - Rainy season rice field Project Daksorsor Prey Rokar (2 villages): In July, one CO staff met 1CF (female) and 4 rainy season rice field members (females), all of them went to look on rice field after members finished transplanting rice seedlings. Of the 3.5 hectares of rice paddy, 90% has rice growing successfully on them. The rice paddies had enough water, were not been destroyed by insects, and members were able to take good care of rice. Examples of this include collective efforts to weed rice paddies and timely application of fertilizer on the paddies.
 - Mushroom growing in Preyrokar, Tomnop Tek and Kompong Chhang1 (3 villages): In July, one CO staff met 13 mushroom group members (9 females) who had received training in mushroom growing. In the two months since the training they sowed mushrooms 2-3 times which they sold for 5,000-10,000 Riel per kilogram. They reported that this activity is easy for them to do because they can grow and sell the mushrooms from their homes. In one month they could earn 200,000 – 300,000 Riel per family. They used this income to purchase additional mushroom spores, pay for their children's studies, and buy food and medicine for their families. They were also able to reduce their food budget since they were able to supplement their meals with mushrooms that they grew. One good development is that among the 6 families who received training, one was not certain that growing mushrooms would be worth their time and effort, so initially they did not participate in the activity. However, they later decided to try growing mushrooms on a pilot basis, later learning how to improve their technique by attending a training on mushroom growing. They have been successful at growing mushrooms, and currently they are able to sell their mushrooms in neighbouring villages. Whereas the used to earn 100,000 Riel in profit, at the latest harvest they earned three times this amount. In August, 19 families participated in a mushroom growing training. Thus far, 14 families (6 females) in three villages (Kompong Chhang1, Svay Chroum and Chhrab Krasang villages) continue grow and sell mushrooms, earning between 200,000 Riel and 1,000,000 Riel per harvest . They use this income to buy plastic bags which are used for the next crop of mushrooms, for medical expenses, to purchase chemical fertilizer and to buy food for their families.

- 627 community people (401 women) participated in the awareness raising meetings on safe migration. A family who lost their daughters after they followed an employment agency was discussed in the meeting. The family did not have the contact information of both their own daughters and the agency. The BB provincial department of labour provided the contact information of the agency to the family and advised them to follow up with the agency. If the agency did not respond, the family could report back to the department. BS staff also planned to report to the MMN (CARAM and LSWC).
- 276 community people and local authorities (204 women) participated in the training and awareness raising on DRR and climate change. There are 4 villages that have already completed their action plan and integrated them into VDPs. Their plans included canal draining, digging pond, elimination of chemical fertilizer use; sustainable agriculture promotion; soil quality improvement; fish and rattan conservation; health and nutrition care; and planting trees.
- Two CFs who borrowed a large amount of credit funds had returned 1,183,580Riel out of the total loan 7,489,500Riel. The credit project has extended loan amount 20,400,000Riel to 163 members (72 women) in Damnak Loung village.

SR

- 37 (28 women) people from the poor and poorest families received technical skill training on fish paste production and eel raising.
 - The shop project that was established in Bampenh Reach village now has 38 shareholders, 35 of whom are women.
 - 12 families in Srah village have started to grow vegetables, including long bean, cabbage, eggplant, water convolvulus and cucumber. As a result, they could generate their income to support their daily life.
 - Rice cooperatives are functioning in 11 villages: Takam, On Ngon, Kork Phnov, Daun Keo, Daun Onn, Kork Por, Peam and Kork Thmey have made profit between 30,000 riels to 700,000 riels.
 - The soybean cooperative in Kork Dong is in good progress with 34 members and 16 members who are regular producers earning between 5,000 riels and 65,000 Riel. The rice cooperative in Srah village has made a profit 300,000 Riel. It has 68 members, 62 of them are women. The rice cooperative in 5 villages: Kampong Thkov has made a profit between 200,000 riels to 400,000 riels.
 - 10 members are able to find the market for selling products by their own and to prepare business plan. As a result, their income for family has increased. And they could run business to meet the customer's need. They could make use all resources (making tomato jam and pickled cabbage).
- 30 community people and local authorities (18 women) participated in the training on DRR and climate change. The map of natural disaster has been made for the community highlighting reasons which could lead to drought since old canals were too shallow. As a result, there would be not enough water. There are 5 villages that have already completed their action plan and integrated them into VDPs. Their plans included canal draining, digging pond, elimination of chemical fertilizer use; sustainable agriculture promotion; soil quality improvement; fish and rattan conservation; health and nutrition care; and planting trees.
- After the training, all 13 villages have made plan to prevent natural disaster and plant the trees. After awareness raising on DRR, it is observed that the community has changed. They want good and strong houses. Cooking place has been move a bit far from wall. Rice straw has been placed far away from house. At least 5 or 6 families have made these changes.
- Apsara promised to do compensation to families who victim from their canal construction (tree planting on people rice field, land's compensation \$3000 per hectares, chicken compensation and fruit tree planting).
- 1,262 community people (1,068 women) participated in the awareness raising meetings on safe migration. After the awareness raising on safe migration, 20-30% of participants from each village (received more information before making decision to migrate and family members know how to approach village and commune authority and CS for assistance when their migrated members have not returned home).

- After sharing information on safe migration, 3 families in Peam village have decided not to migrate until now. Since they have learned bad experiences from others.
- CFa have the full list to follow up migrant villagers in 13 villages. They have worked closely with local authorities to follow up with their cases. 17 old villages have the list of migrants so that their cases can be followed up.
- CFs and authorities in each village have paid more attention to children's challenges and needs; children's challenges and needs have been integrated into village development plan for 2012.
- Community members and children in Daun Keo commune have learned about children's rights. Basic rights (survival, protection, development and participation). In the village, children's awareness on child rights has been improved enabling them to express their issues related to child right. Those issues include dropping out of school, missing school, malnutrition, violence against children, lacking of opportunity to participate. As a result, children have learned about their rights, sanitation and participation. CFs and parents are more aware of the importance of good nutrition and healthcare provision for children. Children's awareness on sanitation has been improved leading to a better health for children between 20 and 30%.

Case Study 2

Ms. Khut Deap, 38 years old, is a widow who has 8 years old daughter. Now she is living with her parent and older sister which comprise of 5 persons in the family. She and her daughter have HIV positive. She is Banteay Srei's community organizer in agriculture sector. She started working as community organizer since 2008. She said that the reason she wanted to work as community facilitator because she wanted to help the people in the community especially the poor families like her. Moreover, she wanted to learn more things from outside especially she wanted to have good knowledge like others.

In 2002, she got married with a man living in the same village. Unfortunately, she has lived in the marriage life for only 2 years then she was separated from her husband because she could not get along with her husband. Her husband was a drunk man who was not responsible in earning money to feed the family so she needed to make income by her own to support the family. In 2004, she was shock to know that she and her daughter had HIV positive. Because of being a widow and HIV positive, she has been discriminated by the neighbors. Since she could not be patient with discrimination and stigma, she has committed suicide a few times. She said "I was hopeless and just wanted to die". With support from her family, she continued to live for her daughter. It is reminded that her daughter was around 1 year old. She experienced many difficulties. She has lived under the same roof with her parent. Her parent provided both financial and mental support to her. In 2006, Mrs. Deap filed divorce complaint submitted to commune office because she could not be patient with mistreatment from her husband. "I was suffering because he has looked down upon me. He has often accused me of loving another man. His relatives and parent have also accused me that I am the person who transmitted HIV to their son." She has been recommended by a commune person to go to safe house (the commune persons have learned about safe house through cooperation with BS). She met BS at that time. She mentioned that "I felt being frightened as it was the first time for me to see BS and primary court. After arriving safe house, I received counseling, discussion about life skill and the law related to divorce. They paid for the transportation and they gave me advice to make decision. When returned home, I decided to get divorce. Then I was referred to ADHOC who could find the lawyer for me. With support from BS and ADHOC, finally she got legal document of divorce issued by the court.

In 2007, Ms. Deap was selected by BS staff to be community leader among 4 women candidates. In 2009, BS restructured its staff through election by villagers. As a result, Deap was elected to be a volunteer among 10 female candidates. She was supported by villagers because of her achievements of helping the community such as resource mobilization and the activities of awareness raising on the rights and law.

She attended the first training course on PRA at BS office. At that time, she was afraid of being looked down because of her HIV positive and it was the first time for her to attend such meeting. She has committed to learn more to increase her understanding even she had some health problem. She has tried her best to draw the map and conducting census in the village. In 2008, she attended Women Forum which was conducted at Kampong Seima pagoda. Through this participation, she could improve her writing and reading skills. In addition, she participated in group work that made her to understand about self-value and it was a good opportunity for her to engage with society outside. In the beginning, her neighbours were very surprised to see her change. When the domestic violence happened in her village, she reported it to other volunteers and asked

them to help intervene. The villagers started to recognize her after seeing her activities of help community people.

She has also received the training on Land Law and Basic Human Rights then she has disseminated this information to the community twice. She has been encouraged to take part in exhibition of agriculture products which was hold at Mondial Center. It was the first time for her to be in Phnom Penh. She was so excited to see and learn about the civilization of people and society. Besides, she has learned about how to improve agriculture production. She said “What is vital in my life is getting support and empowerment from BS. I have involved in social activities and I have learned about some laws. My livelihood has been changed as well. Now I can earn around 15,000-20,000 riels per day from selling vegetables and mushroom. More importantly, villagers as well as village and commune authorities are friendly and appreciate me. They have invited me to attend village and commune meetings. When they had any problem, they came to ask me for help. They have asked me to share experiences about growing vegetable and raising animals. They have also asked me to intervene in domestic violence.

After consulting with BS staff, Deap set her personal goal and made plan and put her efforts in working and learning about agriculture technique. It’s reminded that, Deap has skill in mushroom cultivation. She attended the training on mushroom cultivation conducted by World Vision Organization. There were 20 participants in this training course. Among those participants, only her who can take benefit from this training course until it become her daily livelihood. Seeing her potential, BS has selected her to be a trainer on mushroom cultivation skill. The first course was conducted on 15-18 March, 2011 which had 30 trainees. It was the first time for her to be a trainer. She said that I was so excited and also felt afraid. I have never expected that I can be a trainer like this. Now I learned that my life is changed. In the past I was frightened even going to school. In addition, in order to improve her skill, Deap attended the training on mushroom cultivation skill conducted by BS on 10-24 April, 2011 which had of 3 participants only. After that she could make mushroom yeast by herself that reduced her time and money to buy from others. 3 months later, her income increased to 240,000 riels per day from selling mushroom and mushroom yeast. She spent 535,400 riels for making yeast within 3 months after the training. She spent her income to invest more on her business like buying plastic bags and other materials.

In May, 2011 Deap attend the training on climate change which is a new topic she’s never heard before. After the training, I learned about the disasters resulted from climate change so I have worked with my team to write the proposal submitted to BS for funding awareness raising activities because I want the people in the community understand about natural disaster and prevention measures. Furthermore, I have conducted a meeting with village people which comprise of 18 women and 2 men to indentify the high risk areas and safe places.

The purpose in the future, she wants to invest more in the present business, improve her skill in mushroom cultivation and sharing her knowledge to others.

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

During the reporting period, the following activities have been implemented as planned.

Objective 3, Expected Outcome 1. Community women and men have increased knowledge and initiatives to address all forms of gender based violence
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Provide training based on skill audit results for GPNs

BS GBVC and field staff facilitated the training for GPNs in response to the capacity development plan which was developed based on the skill audit results. GBVC also prepared a lesson plan on men group formation based on their knowledge learned from the external consultant. The lesson plan covered how GPN helped facilitating men group and developed a monitoring form to track project activity. The process was suggested to begin with a GPN discussion meeting on violent cases that have occurred.

Summary of the GPN training activities:

Participants	Duration	Agendas/Contents summary and major results and outcomes
<ul style="list-style-type: none"> ▪ 20 GPNs (11 women) from 13 villages of Don Keo commune, SR 	<ul style="list-style-type: none"> ▪ 20 -22 June at Bouyung Secondary School 	<p>Contents summary:</p> <ul style="list-style-type: none"> ▪ Counselling and how to do effective counselling ▪ Cycle of violence, anger , violence, choice, and accountability (thinking, feeling and action) ▪ The motivation step toward change ▪ Root causes that allow women to live with or leave violence ▪ Why women live with husband who regularly committed violence ▪ Peace mountain, safely plan, methodology for setting a safety plan ▪ How to record DV cases ▪ How women exercise power/rights and how to care about other women <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ According to the post test, GPNs identified characteristics of counselling and advisory. GPNs analyzed and understood cycle of violence. 15 GPNs demonstrated their understanding in counselling when practicing some methodologies as part of the training exercise. 1 female GPN demonstrated her increased confidence to speak out when participating in the group discussion “Who am I? 2 male GPNs recognised their lack of confidence to talk. They committed to try to practice skills learned in their community. ▪ Male GPNs reflected on what they had done and identified strategies to help their team and other community men. They realised that they sometimes were fast on making an assumption on the clients while the clients did not really know their situation or the change they wanted. ▪ GPNs learned that they many times provided a lot of instruction rather than counselling. The training helped them to differentiate between “giving instruction” and “counselling”. They also committed to practice the peace mountain tools to help them in preparing plans, working with community men and preventing them from committing DV. ▪ The participants suggested that GBVC or relevant staff should plan to provide more coaching and mentoring support to GPNs in the skills learned application in the field. BS child and vulnerable women protection policy should also be introduced to GPNs in GPNs meeting or as part of the training.
<ul style="list-style-type: none"> ▪ 11 male GPNs and 12 female GPNs from 14 villages in BB 	<ul style="list-style-type: none"> ▪ 26-28 April 	<p>Contents summary:</p> <ul style="list-style-type: none"> ▪ Gender analysis <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ GPNs discussed the differences between gender and sex; and gender equality and gender equity. They also used tools for decision-making on resource management in order to ensure that gender equality and gender equity between men and women were taken into consideration. They accepted that women were vulnerable in the society when people treated them with less value in comparison to men, and in particular when every decision was made by men. ▪ GPNs learned that the government policy and strategy properly considered gender. However, they were not enforced. The rights and decision-making between men and women were not yet fully fair regarding gender.
<ul style="list-style-type: none"> ▪ 28 GPNs (15 women) from 14 villages in BB ▪ 26 GPNs (13 women) from 13 	<ul style="list-style-type: none"> ▪ 3 day training 	<p>Contents summary:</p> <ul style="list-style-type: none"> ▪ Basic human rights ▪ Child rights ▪ Women rights ▪ Law and democracy <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ GPN indicated their understanding about the law abuse of the police who did not intervene when they see any violence case. The post-test indicated 80% of the participants understood and were able to identify human rights abuse forms. In the task

Participants	Duration	Agendas/Contents summary and major results and outcomes
villages in SR		<p>force meeting, the GPN raised about the case of human rights abuse such as police took money from the survivor and the GPN raised this clearly to the district police and then the district police accept that it is human right abuse and he will go back to strengthen the law practice in his Pourk district.</p> <ul style="list-style-type: none"> Another case, BS GBVC had an interview with the perpetrator about the violence to his wife and there was a facilitation from the GPN and village chief and now he know that what he did is wrong and he told to the GBVC and a foreign volunteer that “I am not a bad person” and he understood about his rights to ask not to take his picture, this shown that he know clearly about his rights.
<ul style="list-style-type: none"> 35 GPNs (18 women) from 13 villages in SR 	<ul style="list-style-type: none"> 3 day training 	<p>Contents summary:</p> <ul style="list-style-type: none"> Criminal laws and procedure codes Civil law and civil code Process of judgment and general complain Local authorities and organization or association Lawyer and selecting lawyer <p>Results and outcomes:</p> <ul style="list-style-type: none"> The participants were able to define the different between criminal case and civil, police intervention following the procedures, process, time fit to the case and the way submitted the complain to the court. The participants also reflected their knowledge to the reality where the local police did not follow the procedures ex: police hit or used electric stick to punish the perpetrators, brought them to the police station and asked for money or make wrong documents.
<ul style="list-style-type: none"> 35 GPNs (19 women) from 21 villages in BB 	<ul style="list-style-type: none"> 3 day training 	<p>Contents summary:</p> <ul style="list-style-type: none"> Women and men group formation <p>Results and outcomes:</p> <ul style="list-style-type: none"> Men and women GPNs reported that they found it difficult to provide counselling to clients. GPN members reported that usually at least one or two clients did not heed their suggestions. They also reported that this was challenging to work with men’s and women’s groups because some members migrate away from the village in search of work so meeting attendance is sometimes low. GPNs said that the group exist in name only but not in reality. Of the GPNs who were at the training, 6 GPNs did not exhibit a clear understanding of gender analysis, whereas 8 GPNs are able to conduct the analysis. Participant understand the purpose of men and women group to solve the violence case that happen in the community as well as protection of violence case. According to the post test, there are 80% of participants understand about the process of forming men and women group. The further step for participant is to forming men and women group for each village. There are two villages in Battambang was already formed men and women group.

Support two monthly meetings of GPNs

BS field staff continued to support two monthly GPN meetings on case management in BB and SR. The meetings were held at the commune level as an opportunity for all GPNs to share their work experiences, problem encountered, intervention, case follow up, and outcomes from the past month. Each GPN has taken turn in facilitating the meeting. The meeting also enabled GPNs to network with one another. Knowledge on violence related issues such as anger management, counseling, related laws (marriage law and DV law), women’s rights and gender, were also shared at the meeting.

Following the meeting, BS TL and CO trained GPNs on how to use and fill the form for recording VAW cases. It was expected to improve the information gathering and documentation.

Summary of the two monthly GPN meetings activities:

Participants	Duration	Agendas/Contents summary and major results and outcomes
<ul style="list-style-type: none"> 35 GPNs 	<ul style="list-style-type: none"> BB: 4 	Agendas summary:

Participants	Duration	Agendas/Contents summary and major results and outcomes
<p>(19 women) from 21 villages in 5 communes in BB</p> <ul style="list-style-type: none"> 32 GPNs (20 women) from 19 villages in SR <p>Need to update the number of GPNs</p>	<p>meetings; ½ day each</p> <ul style="list-style-type: none"> SR: 4 meetings; ½ day each <p>Need to update the number of meeting</p>	<ul style="list-style-type: none"> VAW case update Exchange GPN experiences in dealing with VAW cases Follow up and improve quality of using the form to record VAW <p>Results and outcomes:</p> <ul style="list-style-type: none"> GPNs learned how to fill case form and discussed DV case resolution process that involved contract signing, counselling with the family, and law education. They also improved their counselling skill practice, helping them to speak less then the clients; use open questions and a safety plan; avoid scolding or advising the clients; and avoiding using close questions. GPNs supported each others in reporting cases and provided constructive feedback. In BB, GPNs discussed their observations on women and men attitude changes, challenges and solutions. See table 1 and 2 below. They also reported: <ul style="list-style-type: none"> The first meeting: 46 cases (26 solved, 20 still being solved) included 15 physical violence cases, 13 emotional violence cases, 3 sexual rape cases and 15 economic violence cases. The second meeting: 25 cases (18 solved, 7 still being solved) including 7 physical violence cases, 9 emotional violence cases, 1 sexual rape cases and 8 economic violence cases. In SR, cases reported by GPNs from 19 villages included: Need to update the situation below <ul style="list-style-type: none"> 13 physical violence cases: 5 solved by neighbours, GPN and VC; 1 still being reconciled; the rest solved by GPN and VC; 1 request for divorce; 1 reconciled by themselves 19 Emotional violence cases: 2 are processing divorces, 1 an already official divorce, 1 is being reconciled by the GPN and VC; 2 have been reconciled by GPNs; 1 was reconciled by themselves and the rest have already been reconciled 1 rape case: the abuser tried to run away but the police arrested him on time. The police facilitated the process and the abuser agreed to pay the victim US\$600 as compensation. There was no further action because the rape was not “successful”, the sexual action did not take place.

Table 1:

Villages	Women	Men
Kompong Seyma	A wife was gambling and did not do house work. She changed after having received counselling from the GPN.	A husband acted violently towards his wife and children because he had to earn money to support his wife expenses. He changed and started to help farming and reduced his alcohol consumption after having received counselling from the GPN and after having signed a contract with the CC.
Thmey		A husband drank alcohol and beat his wife. He changed to help his wife with house work after having received counselling from the village chief.
Khnach Romeas		A husband drank alcohol, played gambling cards, forced his wife to give him money and beat his wife and a child. He was not listening to anyone’s advice. He changed to help with house work and stopped using violence after having the contract signed with the commune police.
Koh Ream		A husband acted violently toward his wife on various occasions. He changed after being educated by the village conflict solution committee, the village chief and the police officer.
Boeung Rang		A husband did not share money with his wife or children. He left home for travelling to different places. He changed to leave some money at home after having received counselling from the village chief and the GPN on 2 occasions.
Prey Rokar	Husband drank alcohol was beat his wife he timid after GPN	

Villages	Women	Men
	made law promotion in village and watch TV he understood and reduced DV to his wife.	
Don Aov	Husband used violence on his wife and child after watch Scale not Shadow story, now he stop violence and to do something and house work.	
Svaychroum	Husband used violence on his wife and child because husband was earn money his wife was to spend GPN made counseling many times with him, now he drink little alcohol and help work field farm.	

Table 2:

Issues	Solutions
GPNs were very young and had difficulties in dealing with the situation of the perpetrators.	The village chief should accompany them when they give counselling.
GPN's wife did not want her husband working as a GPN.	The GPN should explain to his wife the value of his participation in social work and in helping women.
GPNs were not confident when counselling.	The new GPN should strengthen their counselling capacity and practice.
The commune police and village chief did not take prompt intervention when VAW happened.	The issue should be discussed in the VAW Task Force meeting.
The new GPN did not produce a report.	The GPN should ask the village chief for DV case information before the meeting.
The GPN did not follow up a case after counselling.	The GPN should take follow up action 1 month after counselling has been given.
Perpetrator did not meet with the police for a solution to be found.	The GPN should contact the police before talking with the perpetrator.

Support GPNs in organising 16 day action against violence against women campaign

BS Gender Based Violence Coordinator (GBVC) assisted BS field staff to work in collaboration with other NGOs and Provincial Department of Women's Affairs to support gender peace networks (GPNs) in implementing new initiative activities during the "16 Days Campaign Against Violence Against Women" in the 6 target districts in BB and SR.

Main activities during the campaign included propagandizing on related topics; arrangement of people to walk in rows in the public street; distribution of white ribbons, posters and leaflets; dialogue with local government and other fun activities.

Support GPNs in organising a day even on community action against GBV

BS field staff assisted the gender peace networks (GPNs) in 12 villages in BB and 12 villages in SR to organise a day even on community action against GBV with communities and CFs families. There were 28 participants (17 women) in BB and 96 participants (54 women) in SR included deputy district governor, police, women affairs, female CC, CFs, GPNs, families experienced DV and BS staff.

The event included creative activities such as game, role play, question and answer that allowed the participants interacted each other; identified and appreciated experiences of happiness and good role model families who have not committed any violence.

Role play presented life experiences of CFs and their families. The husbands were happy and understood the important roles of their wives in community development. In the families they shared house work. They also discussed family planning, discussion, education, relationship and ethic; definition of violent, causes of

domestic violent, the impact of domestic violent, gender in family and society, domestic violent law; and concept of Peace Mountain.

80% of the participants were happy and satisfied because both husband and wives could open their hearts and speak out. 30% of the participants had difficulties in role play but they suggested BS to organise the same activity again in the following year.

Conduct a study on the feasibility of setting up a pilot peace mountain center

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: counseling (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.

BS Gender Based Violence Coordinator (GBVC) conducted a study on the feasibility of setting up a pilot peace mountain center with local authorities, police and court officers, and other relevant NGOs. The center was recommended and expected to use for men to stay and learn to change their behavior to break the cycle of violence. A strong cooperation from local authorities, police and other stakeholders who involve in dealing with violence against women is needed when the setting up of the center.

Young people trained on gender based violence

BS Gender Based Violence Coordinator (GBVC) assisted BS field staff to select 40 young students from the target villages in BB (10 girls and 10 boys from Khnach Romeas secondary school) and SR (10 girls and 10 boys) to join 2 separated training sessions on roles and responsibilities in relationships – a young people’s toolkit on issues connected to gender based violence. The training built knowledge and skills of the trained students to find non-violent ways to communicate with other people and gained more confidence to act when they see gender discrimination in their families/communities, and educate on appropriate ways to reduce gender discrimination.

Objective 3, Expected Outcome 2. Women who choose to take legal action are supported, and have access to all available government and non-government services, including legal action in the courts.

Support GPNs to monitor and provide emergency assistance to abused women

BS field staff continued to support GPNs to meet women or men who have experienced gender based violence individually to assess his/her situation, help them to discover their own solution and set realistic action plans to cope with their problems. There were 12 serious violent cases (11 in BB and 1 in SR) in 6 villages (5 in BB and 1 in SR) to which GPNs provided emergency financial assistance to women and referred them to a safe place or helped them in getting legal support. The fund was used for transportation, food, medical needs and other costs that were necessary for the survivors to evacuate from a high risk of violent situation.

Case 1:

On 22 April, CO and GPNs visited and consulted with a woman at Tasne village. Her husband left home when she was pregnant. He always committed physical violence towards her. He does not support the family or their two children. His action is against the rights of reproductive role and reproductive rights. The wife asked to divorce since the husband has not changed. BS supported her with 240,000 Riel for the court service and 40,000 Riel for her transportation, food and consultation fees. The case is in the process of court work. In response to the depression of the wife, BS cooperated with ADHOC to give her counselling and legal consultation on 27 April.

Case 2:

GPN at Raelcommune, Proilit village visited a women her’s arm was broke because the husband bitten her. She was sent to hospital to check the injure. After checked health from Pourk hospital, BS supported rice and money 74000 riel.

Case 3:

At Don Keo, BS field staff and GPN provided counseling to three women in KokThmey (2 cases) and ThnortChrum (1 case). All cases were about the husbands migrated to work in Siem Reap town and have the second wives. One case has been reconciled by the GPNs. Another case in KokThmey was sent to CWCC on

28 July requesting for more intervention to submit the case to the court for divorce. The woman did not need to pay any fee because she has an ID card that proved that she is from the poorest family. For the case TnortChrum, the woman is the poorest but she did not has the ID card. BS field staff is working on this issues and find solution to file complain to the court.

Update and distribute VAW emergency assistance directory

BS Gender Based Violence Coordinator (GBVC) updated and distributed 4,000 copies of emergency assistance directory to the community in 53 villages in BB and SR. The directory provided contact information of all relevant stakeholders who are involved in VAW intervention/assistance services.

Provide coaching support to women’s affair in the preparation of district task force meeting on VAW

In SR, BS team leaders assisted 5 district women’s affairs to prepare for the district task force meeting. On 14 June, BS organized an exposure visit for 2 women’s affairs from Kralanh and Angkor Thom districts to learn the success experiences of the women’s affairs in Pourk in facilitating the task force meeting. In BB, BS team leader also assisted 3 district women’s affairs to prepare for the district task force meeting in the 3 target districts in BB.

Support district task force meeting on VAW

To strengthen networks with VAW stakeholders, six monthly Task Force meetings are organised in each target district (3 in BB and 3 in SR). The meetings are facilitated by district women’s affairs and participated by different stakeholders such as village, commune and district authorities, commune and district polices, court staff, staff of district office of women’s affair and GPNs.

The meetings aim to discuss cases of VAW in their community, especially regarding ways to resolve the cases. It also provides an opportunity for reporting on the number of VAW cases, allowing other communities to gain information about the level of VAW in their district. In the meeting, plans can be made for future education or activities to address VAW in the community. It creates a space where local authorities and GPNs meet together, and builds the connections and referral processes and networks between them. Many cases are being resolved at the village level, which is attributed to the collaboration and work of the village chiefs 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. The meetings also discuss the issue of unclear case management/reporting system.

Summary of the task force meeting activities:

Participants	Duration	Agendas/Contents summary and major results and outcomes
<ul style="list-style-type: none"> ▪ 108 (58 women) GPNs, CFs, local authorities, district governor, district women affair office and police in 3 districts in BB ▪ 193 (117 women) district, commune and village authorities; women’s affairs, police, court officer, CFs and GPNs in 3 districts and GBVC in SR 	<ul style="list-style-type: none"> ▪ BB: 3 meetings;1 day each ▪ SR: 3 meetings;1 day each 	<p>Agendas summary:</p> <ul style="list-style-type: none"> ▪ Review last task force meeting ▪ VAW case management form ▪ Report on DV cases and exchange experiences on DV case intervention ▪ Update men and women behaviour changes toward DV ▪ Cooperation between local police and GPNs ▪ Family and Marital law <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ In BB, the participants reported that there were 69 cases (24 physical violence, 22 economic violence, 3 sexual violence/rape and 20 emotional violence) that were solved. The participants also commented on the VAW case management forms and planned to discuss it again in the next meeting. ▪ In SR, the participants reported that 12 physical violence cases and 29 emotional violence cases were solved in 24 villages. In Pourk, a court officer was present and clarified government laws related to VAW. The officer highlighted that officers committing corruption would be punished. He also advised what people could do if they saw such violent cases happening in their community.

Set up VAW case management/reporting system

BS Gender Based Violence Coordinator (GBVC) used the feedbacks of the district task force meeting participants to create a standardised system for VAW case management and reporting incidents to ensure an appropriate form is designed to adequately serve the needs of all stakeholders.

Provide safe shelter for women who suffer from violence

The Safe House serves as a centre for women (and their children), offering accommodation and food, transportation, referrals for medical, legal and psychosocial services, orientation on basic rights, basic health education, assistance in filing legal complaints and assistance to access long term rehabilitation and reintegration services. Legal costs are also provided for survivors of violence who access the SH services and wish to pursue legal avenues to justice.

During the report period, the SH provided assistance to 114 victim-survivors of rape (76 repeated visits), 21 victim-survivors of DV (9 repeated visits) and 1 new trafficking victim survivor.

Type of case	New	Repeat	Total	Service
Rape	66	131	197	- Health examination= 60 clients
DV	26	24	50	- Meeting with lawyer= 30 clients
Trafficking	1	0	1	- Meeting with police= 4 clients
Witnesses			313	- Meeting with PM= 3 clients
➤ Total Safe House clients hosted			248	- File the complaint= 21 clients
Note: Out of 93 cases				- Court Hearing Work= 55 clients
Rape under 18 years old= 57 cases and over18 = 9 cases				- Judgment Hearing= 32 cases
DV cases over (all over 18 years old) = 26 cases				- Received from Cambodia Red Cross = 16 cases
Trafficking case over 18 years old = 1 case				- Escaped from her husband = 3 clients
Disability: 15 clients (over 18 years old= 7 clients)				-Refers to long term shelter= 22clients
-9 clients are Intellectuality people (5 clients over 18 years old).				(15WHI, 4ARM, 1CWCC,1WVC,1 Phare)
-3 clients are blind girls (2 clients over 18 years old).				
-3 clients are stunted growth (under 18 years old).				

Advertising and promotion of SH

To increase the number of people aware of the services provided in the SH, especially communities in the remote areas, BS used FM 100Mz (Dombongkro Gnor station) to broadcast DV short drama, SH policy and aims, type of case to be supported by the SH and SH contact phone number. The promotion was broadcasted 8 times per day in April. As a result, at least 3 DV cases a week reported to the SH staff and asked for counselling. The SH staff referred them to the female CCs for the less serious cases.

Conduct mini-workshop for the clients on the human/women rights and laws related to VAW

BS designed and distributed awareness-raising materials and held workshops on laws relating to human rights and VAW to the broader community, and all women accessing the SH services.

BS organised educative activities, such as 41small group meetings with 174 clients who stayed at the SH on life skills, laws, rights, health, sexual health, sanitation, family planning, communication and assistance services for the survivors of VAW. Posters with creative pictures were used in the educative meetings. The participants were also invited to introduce themselves before some articles of law/women rights were read by the facilitator. The participants were interested with the meeting as they raised many questions and shared their lives' experiences. They also discussed who could be approached for assistance when VAW case happened; for example the village leader or a neighbour; daughter should not be left alone; how to earn money for supporting family, etc. The participants were also able to express their feelings of pain and compassion for their daughters who were the survivors of rape.

As a result of staff observation, out of of 174 participants, 80 understood well, 73 understood a little on health sanitation and the way of communication (because they were new to the Safe House) and 21 did not understand at all. The staff recognized that it was challenging because there was a lack of document and materials. The staff planned to seek for more updated materials from the SH partners.

Two monthly meeting with NGO partners

The project partners work closely with PDWA for referrals to the SH. The project also refers women from the SH to the PDWA vocational training centre to access micro-credit activities and livelihood training and other NGOs partners who provide long-term shelter to give formal and informal education. The system to refer women to relevant legal NGOs and local authorities continues to be successfully implemented. These partners include Cambodian Human Right and Development Association (ADHOC), Cambodia Defenders Project

(CDP), Protection of Juvenile Justice (PJJ), Legal Aid of Cambodia (LAC) and Cambodian League for the Promotion and Defender of Human Rights (LICADHO).

BS organizes regular meeting with partners (every two months) in order to seek for a collaboration to address issues/challenges faced by the clients through advisory and referral support.

Summary of the two monthly partner meetings activities:

Participants	Duration	Agendas/Contents summary and major results and outcomes
<ul style="list-style-type: none"> ▪ 15 - 35 participants (13 - 20 women) from PDSA, CWF, Licadho, AS, ARM, WVC, HI, KMR, Provincial Police, COSECAM, CWF, LAC, PTD, CC, CCT, MPK, TPO, CRC, PDWA, Adhoc 	<ul style="list-style-type: none"> ▪ 5 partner meetings at the SH 	<p>Agendas summary:</p> <ul style="list-style-type: none"> ▪ Reflection and sharing of achievements, problems and next join action plan in order to improve the SH services. <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ The SH TL reported two monthly activity implementation, shared annual report 2010, explained that DV cases decreased in the SH report last year because some cases were referred to female CCs. The female CCs have improved their counselling skills and capacity to use local services for women. ▪ PDWA staff reported the cases needing to be followed up in 5 Districts. There were 29 cases (12 Rape and 7 DV). There were 7 challenging cases. In response, COSECAM committed to seek for the shelter support, PDSA took counselling and LAC provided their lawyer. The SH staff planned to meet the prosecutor for another case in which the mother attempted to accept the compensation outside the legal system and stop filling the complaint. COSECAM recommended the SH staff to invite Home Land to join the next partner meeting.

Monthly meeting with female commune councils

To ensure the quality support from female CCs and local authorities to the women and children post shelters, the project provides both financial and advisory support to the female CCs in follow up action. With agreement with the District Governor and District staff of Women Affair, the SH staff meet female CCs every month at different district in Pailin and BB provinces. The monthly meeting aims to:

- support female CCs in following up returned clients that focuses on safety health and livelihood
- share with the female CCs about the basic attitudes and behavior when dealing with VAW survivors
- update the SH policy and information collection form on living standard, health and safety of clients

An additional coaching support was also provided to the female CCs who had less capacity.

During the report period, SH TL and PDWA conducted 6 meetings at Rattanak Mondol District and Sompao Lon District. There were 32 participants from 5 Districts of which 24 CCs, 5 DOWA, 1 PDWA, 1 female Deputy District Governor and 1 SH.

Out of 310 reported cases in 10 districts, the female CCs asked to close 255 cases whether or not their situation had improved. The SH staff reminded the project policy; introduce a closing form and coach the female CCs on counselling. The female CCs reported that it was difficult to seek for support on 3 cases: one related to labour trafficking to Indonesia, one to an engaged couple who broke up without compensation and one to a couple who betrayed each other when the woman was pregnant. The phone contact numbers of Mekong Data Project and World Vision Organization, who both support labour trafficking issues and resolutions, were provided to the female CCs. The SH staff assisted the female CCs in solving the other two cases. Most of the girls who survived rape experienced health problems and required the female CCs to send them to the Commune Health Centre or to ask the SH to refer them to RHAC.

Support female commune councils in monitoring and ongoing support to the clients

With financial support from the project, the female CCs followed up with the clients, after they returned to their home villages, every two months. The female CCs visited the clients and discussed what further needs were necessary (in term of provision of other services) in order to ensure their safety and livelihood security. There were 10 cases that were documented and reported to the Safe House in order to close the case. Out of the 10 cases, 5 cases were in good health and safe environment and 5 cases required more support from the female CCs.

Research on triple jeopardy: gender-based violence, disability, rights violations and access to related services among women in Cambodia

This participatory research project, developed collaboratively between Australian and Cambodian partners (BS, Cambodian Disabled People’s Organisation/CDPO, CBM Australia, IWDA and MONASH University) investigates experiences of GBV amongst women with disabilities, assesses levels of inclusion in related policies and programs, and explores barriers and facilitators to existing programs and supports. It will pilot a low cost training and determine inclusion tools that are appropriate to the Cambodian context. The project will be participated by 198 women with disabilities and 198 women without disabilities from 8 provinces and city.

During the report period, BS recruited 3 staff (1 Research Officer, 2 Field Researchers) to undertake the project in close cooperation with the other 2 Field Researchers of CDPO. The Research Officer is contracted for 18 months covering the period of 10 January 2011 – 30 June 2012 while the 2 Field Researchers are contracted for 9 months for the period of 10 January – 30 September 2011. They received training and mentoring support on the following areas:

- Research
- methodology: Survey, In-Depth Interview (IDI), Focus Group Discussion (FGD), and Key Informant Interview (KII)
- Disability and gender-based violence
- Important tips to interview about the topic of the study
- How to use research tool : Research ethic, Photo and Video Consent, consent, happy face and sad face, questionnaire, Focus Group Discussion question
- How to create a secure environment to conduct survey and use pictures and dolls to get the information from deaf women and women with intellectual disabilities. More importantly, Research team also gain some more method in dealing with women with intellectual disabilities
- How to use SPSS

The update achievement of data collection:

Research Method	Phnom Penh	Rural Siem Reap	Urban Siem Reap	Battambang	Kampong Speu	Kampong Cham, Takeo, Udor Meanchey, Kratie	Total
Survey	46	88	44	88	88	0	354
IDI	5	5	4	7	7	0	28
FGD	0	1	1	1	1	4	8
KII	15	0	0	0	0	0	15

Challenges and Responses

Challenges	Proposed solutions and actions taken or to be taken
GPNs learned that it was not easy to differentiate “giving instruction” and “counselling” in the real practice.	BS staff should plan to provide more coaching and mentoring support to GPNs in the skills learned application.
The court judgement is not enforced because of a lack of cooperation between the court and the police. The police is responsible for handing the court verdict to the perpetrator and the survivor. However, the police often have an excuse for not doing this job such as the perpetrator/victim could not be found, they migrate for work outside their home village, etc.	The SH staff plans to request the court to let the SH staff sending the verdict to the perpetrator/victim through female CCs.
The Provincial Governor advised to have the Provincial Task Force meeting where all relevant stakeholders in dealing with VAW issues (including the SH) can join and discuss their successes and challenges. However, the Department of Social Affairs did not take any action.	The SH staff plans to remind COSECAM to lobby for the function of the provincial task force meeting since COSECAM is one of the key partner of the Department of Social Affair.
Lack of lawyer support for the SH clients when the NGO partners have changed their policy to charge service fee.	The SH approached a new partner, Cambodia Act, as they could provide lawyer services free of charge to the SH clients.

Challenges	Proposed solutions and actions taken or to be taken
CCs work load was rather large. There was no gender balance yet nor support by the other male CCs.	PDWA and SH supported female CC to build knowledge, raise problems and request the female district governor, female provincial governor/council to include more training for female CCs in the next year plan of PDWA.
The corruption occurs again and again to the SH clients, some court clerks need extra money without invoice from clients.	The SH staff always negotiate with judge again and again to accept cases and spend a long time to advocate for them.
There is one point in the task force meeting manual that was not function well when put into practice at the meeting in Siem Reap. This related to cross-checking of cases of violence between the village chief and GPN, as there is no guideline in the manual requiring that the village chief meet with GPN to cross check cases of violence.	During the task force meeting, the manual was changed so that GPNs are required to cross check cases with the village chief before reporting on them at meeting and then checking with the police.

Successful Outcomes

BB

- 22 GPNs (11 women) received a training on gender analysis. GPNs discussed the differences between gender and sex; and gender equality and gender equity. They also used tools for decision making on resource management to ensure that gender equality and gender equity between men and women were taken into consideration. They accepted that women were vulnerable in the society when people treated them with less value in comparison to men, in particular when every decision was made by men. GPNs learned that the government policy and strategy properly considered gender. However, they were not enforced. The rights and decision-making between men and women were not yet fully fair regarding gender.
- 46 cases (26 solved, 20 still being solved) reported by GPNs from 21 villages included 15 physical violence cases, 13 Emotional violence cases, 3 rape cases and 15 economic violence cases. GPNs suggested three monthly meetings. GPNs were able to follow up women and men attitude changes, challenges and solutions.
- With strong cooperation from local authorities and relevant entities, BS-SH has the abilities necessary to help 248 clients efficiently and expediently. BS-SH has also gained strong support from court officers, as court officers no longer attempt bribery. The court officers cooperate by speeding up the processing cases, in addition to pushing pending cases. 26 cases (2 DV) were issued a verdict. The case resolution outside of the court system was reduced, and the victim's family consulted the legal process. As a result of these successes, various organizations and agencies who work in similar fields have asked BS-SH to work with them. 24 NGOs and government partners have requested the assistance of BS-SH. During the report period, 4 local and international NGOs partners (HIF, SSC, DCA and DIAKONIA) have visited the SH project, seeking to understand the function of BS-SH.
- 60% of both new and old Gender Peace Network members (25 GPNs from 21 villages) developed capacity in counselling. BS staff observed that they were able to consult and advise on dispute resolution. They practiced doing this by conducting house-to-house visits and explaining the impact of domestic violence in an effort to encourage perpetrators to change their abusive behaviour. 50% of GPNs (9 from 14 villages) showed that they were able to conduct a group discussion and provide advice to villagers on basic human rights. 30% of GPNs (12 from 21 villages) were able to share information about the Criminal Code at community religious gatherings and in group discussions.
- 90% of households that experience DV have developed good relations with the GPN by seeking advice and making informal contact with them when they require a case to be resolved. Once any violence occurs, GPN and local authorities work together closely to provide solutions to these problems from village to district level.
- The disputing spouses got along well each other and thus the case gradually decreased. During the first 6 months of 2011, the total violence cases reached 48 cases (15 cases are physical violence, 15 cases are economic violence, 3 case are sexual violence, and 13 case are mental violence/abuse) whereas, the last 6 months of 2011, the cases decreased to 25 cases (7 physical violence, 8 economic violence, 1 sexual violence and 9 mental abuses).

- Procedures followed in dealing with such violence included: making ‘contracts’ with the disputing spouses (perpetrators must sign a statement saying they will cease their violent behaviour), giving advises to the family members/perpetrators, and explaining the effects of domestic violence (Source: GPN monthly meeting).
- GPNs independently set up Men’s and Women’s support group in 4 villages

SR

- 20 GPNs (11 women) received training on counselling. 15 GPNs demonstrated their understanding in counselling when practicing some methodologies as part of the training exercise. 1 female GPN demonstrated her increased confidence to speak out when participating in the group discussion “Who am I? They also improved their counselling skill practice helping them to speak less then the clients; use open questions and a safety plan; avoid scolding or advising the clients; and avoid using close questions. GPNs supported each others in reporting cases and provided constructive feedback.
- Cases reported by GPNs from 19 villages included:
 - 13 physical violence cases: 5 solved by neighbors, GPN and VC; 1 still being reconciled; the rest solved by GPN and VC; 1 request for divorce; 1 reconciled by themselves
 - 19 Emotional violence cases: 2 are processing divorces, 1 is an already official divorce, 1 is being reconciled by the GPN and VC; 2 reconciled by GPNs; 1 reconciled by themselves and the rest have already been reconciled
 - 1 rape case: the abuser tried to run away but the police arrested him on time. The police facilitated the process and the abuser agreed to pay the victim US\$600 as compensation. No further action was taken because the rape was reportedly not actually committed.
- The task force meetings built the connections and referral processes and networks between GPNs, local authorities and police. Many cases are being resolved at the village level, which is attributed to the collaboration and work of the village chiefs and GPNs.
- GBVCs followed up the case management form which was put into practice in February in Siem Reap Province. The GBCS found that 60% of case reporting is conducted in accordance with manual guidelines, so that GPNs record information accurately.
- GBVCs created a manual for task force meetings and women leader forums which was put into practice in October. As a result, the task force meeting and women’s leader forum in Siem Reap was conducted in accordance with manual guidelines.
- Families who have experienced and suffered from violence have been provided opportunity to share experiences and lesson learns with others. 24 families have changed their attitude and the number of domestic violence has decreased through CF’s follow up system.
- All members within 8 families who have attended meeting have promised to stop committing domestic violence.
- 50% of women dared to question and answer about issues related to violence in group meetings; many women have approached for help from neighboring people and local authorities when they face problem.
- Community people from 6 villages have celebrated White Ribbon Campaign by parade in the villages to Reul Pagoda and participated in the campaign to prevent and eliminate violence against women and children. 60 % of participants are interested in the program and dare to raise questions to facilitator for more clear information.

Case Study 3

Mr. Mao Luon lives in Trong Bat village, Kampong Thkov commune, Kralanh district, Siem Reap province. He is married with a daughter. He’s got his own house separated from their parents.

Between 1995 and 2005, he was one of the cow and agriculture members of Banteay Srey organization. He has been very industrious and hard working at home and for the community within Banteay Srey’s target areas. He has participated in meetings and program activities. And he liked learning skills and put the knowledge learn into practice for the best interest of all people in the community.

In 2005, he volunteered to be Peace Gender Network. Then he had chance to attend trainings related to human rights, law, gender, individual or group counseling for men, criminal code and penal code with local and international trainers. As a result, he is able to work with family suffering from violence through facilitating, counseling and intervene to save victims with support from all level of local competency authority.

He has contributed to stop the perpetrator by talking and asking him to sign contract in order to force that person to obey the law. After Mr. Mao Luon learnt skill on forming up men group, he formed up group by gathering men who used to committed domestic violence. As a result, first there were only 3 members in the group but now, there are 8 members.

He have discussed with Women Gender Based Violence Network to conduct meeting every month for the first six months to enable those men to learn about the benefit of forming up group which could be result in reducing stress that is the main course of domestic violence. They could learn new thing to control their temper and to change their behavior with new strategies by having a bath when they felt angry or stressful or they could go to pagoda to listen to month, doing house works: ploughing field and feeding animals or they could walk to the field and shout to release their anger before returning home, etc. Then they have scheduled to have meeting every two months and left time to follow up members' behavior and habit. If anybody still committed domestic violence, the community facilitator has collaborated with village chief and police to take action following the law. The law must be enforced regardless of minor or serious violence.

When anybody bothers neighboring people by shouting or threatening, Mao Luon would work with Woman Peace Gender Network in order to file complaint to police for intervention in arresting and detention the wrong doer. Then he will be asked to signed in the agreement and follow the condition cited. In case the person would not follow the conditions cited in the agreement, further actions would be taken by collaborating with Gender Peace Network and village chief. After Mao Luon have been worked well in the Gender Peace Network, village chief have nominated him as deputy village chief to contribute to the community.

Today, he holds two positions: Gender Peace Network and Deputy Village Chief of Phnom Trong village. Villagers like him when he could save most people suffering from violence and meet their needs regardless of time. He has worked very hard to help women and children to have happy life in the family and to reduce violence. If the wrong doer still committing domestic violence, he would apply his action planned with men group to help those men in applying above mentioned strategies to prevent violence. Mr. Mao Luon feels very delighted to see men in the community have helped each other and domestic violence cases have been decreased following their plan for bright future. Now, the men group's meeting was integrated into the village program meeting which is conducted every two months following agenda and schedule. This is the only way to enable men to understand about the behavior change and about benefit of participation. As a result, they would not miss the meeting anymore.

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

During the reporting period, the following activities have been implemented as planned.

Objective 4, Expected Outcome 1. Phase-out plan is well developed and implemented with the participation of communities

Consolidate community structure (discussion of policies and procedures)

BS field staff assisted the existing CFs in 536 (162 women) from 14 villages in BB and 51 female CFs from 13 villages in SR to review their roles and responsibilities; select new CF members to fill the new structure in compliance with the CF selection policy; and facilitate communities in developing and finalizing their group regulations and policies. The communities in both BB and SR decided to follow the structure as in Appendix 2.

Support CFs to register the regulation and policy at commune level

There were 3 meetings in 3 communes in SR for 61 participants (44 women) included commune chiefs, female CC, village chief, CFs and BS staff. The CFs from each village introduced their role and responsibilities. The registration of CFs in commune, principle and regulation of CFs were also shared. The commune chief signed on the presentation documents to prove their acknowledgement. The commune chief said “we all will support all activities done by the CFs”. They were happy to see CFs capacity and appreciated BS support.

Objective 4, Expected Outcome 2. Plan for supporting after phase-out is well developed and implemented with the acknowledgement of communities

Follow-up activities based on the outcomes of the monitoring and impact assessments in old villages

Conduct skills audit and training of community facilitators (CFs)

BS Community Development Coordinator (CDC) assisted BS field staff to conduct skill audit of 161CFs (120 women) in 26 villages in BB and SR. CFs identified many areas to be improved because most of them were newly elected. The result of skill audit was used for CFs capacity development plan. Out of 1,105 CFs, 27 CFs had knowledge and were good at practicing their skills, 441 CFs have knowledge and were less good in practicing their skills, and the rest did not know these skills. See Appendix 3 for more details.

Training and coaching support to community facilitators (CFs) based on skill audit results

BS Community Development Coordinator (CDC) assisted BS field staff to provide the following training based on the CF capacity development plan.

Summary of the training activities:

Participants	Duration	Agendas/Contents summary and major results and outcomes
<ul style="list-style-type: none"> ▪ 26 CFs (25 women) from 13 villages and 3 COs in SR ▪ 28 CFs (25 women) from 14 villages and 2 COs in BB 	<ul style="list-style-type: none"> ▪ 2 training sessions with 3 days each 	<p>Content summary:</p> <ul style="list-style-type: none"> ▪ Leadership and management ▪ Types of power and decision-making <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ In SR: 26 CFs made a practical action plan to be implemented in their own family, team and community. The plans covered: <ul style="list-style-type: none"> - Meeting with other CFs to share leadership and management knowledge - Mobilize people in the community to participate in CF work - Mobilize resources to help poor family and encourage them to implement their income generation activity - Create a farm project to help the poorest families - Set up commune network - Form men and women groups - Improve own family business ▪ In BB: CFs reported that the following activities would improve their leadership in practice: <ul style="list-style-type: none"> - Meeting operation committee to discuss on the action plan - Check documents of each project to make sure they are on track - Prepare regular meeting of CF and project member - Prepare agreement for income generation activity on credit - Develop village development plan and monitor it - Increase relationship between CFs, community people and local authorities - Improve meeting of CF and project member to be regularly follow the plan - Improve project monitoring - Share knowledge to the group after learning - Mobilize saving group - Strengthen credit scheme and bookkeeping - 70% of CFs put their knowledge of leadership into practice in the communities. Examples of this include following the community’s policy in monitoring and managing projects, and solving issues that arise in addition to improving team work

Participants	Duration	Agendas/Contents summary and major results and outcomes
		<p>among CFs. Two CFs from two villages in SR made contact with organizations including LICADHO, LECAMITH10DEC in order to seek funding support to hold an International Human Rights Day event in their community. 29 CFs in BB and 12 CFs in SR made contingency plans for the post phase-out period. This will include working closely with poor and poorest people in their communities, monitoring and estimating risk associated with each program in their community. CFs are aware that BS will not implement programs in their communities indefinitely and that they need to help communities become independent after BS phases out. CFs plan to connect with local community networks such as plate and pot groups, death committees and elderly groups in order to foster the continuation of social service support groups after BS phase-out.</p> <ul style="list-style-type: none"> - 14 CFs in Battambang were nominated to serve as village development committee (role in local government unit) members as a result of their good leadership as CFs.
<ul style="list-style-type: none"> ▪ 32 CFs (25 females) in 14 villages in BB ▪ 25 CFs (all women) from 13 villages in SR 	<ul style="list-style-type: none"> ▪ 2 training with 3 days each 	<p>Content summary:</p> <ul style="list-style-type: none"> ▪ Monitoring and Evaluation ▪ Project outputs and outcomes (results) <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ Participants learned that when they monitor they must provide clear information ▪ The participants developed a pilot activity to conduct monitoring in 5 villages. They had questionnaires to use and decided to conduct a reflection after the pilot activity. Among 27 participants had 23 CFs understood 70% of instructions on how to perform monitoring and evaluation tasks, while 4 CFs could only understand 30% of instructions and needed CO staff to help them improve their understanding. ▪ This course included not only training, but also included field practice, and a reflection was held after field practice. At the end of the training, 20 out of 28 CFs showed understanding of the benefits of monitoring. They said, “monitoring is very important as it can explore the strengths and weaknesses of work and it will be a good point to improve on time and it can improve the communication with community people and the donors will have confidence in them. According to the post test, results showed that there are 14 CFs who understood the training content well, 5 CFs that had an average understanding of the material, and 9 that had a low understanding of it. There are three actions that CFs identified and will conduct when they return to their communities. These include meeting with project members household by household, conducting CF monthly meetings, and meeting with project members once every three months.

Annual reflection meeting to assess progress against phase-out plan

Banteay Srei has started setting up its exit strategies with communities in 2008 and 2009 and the strategies were included indicator and the process. Banteay Srei has facilitated community facilitators and community people with two separated workshops in order to get ideas from different groups and then consolidated the idea through another workshop and facilitated for an agreed point for the indicators. After that BS showed the results of indicator to the people and relevant authorities village by village. And then BS staffs create questionnaires based on the indicator set. The questionnaires were used by BS to do assessment of phase out every year to measure each target areas based on the indicator set.

In August, CO staffs met 54 CFs (46 females) in 14 villages (villages to get ready phasing out) for expanding how to assessments on CFs skill and knowledge, activities group reflection method there were:

- What were you doing some activities?
- How did you feel?
- What did you learn from activities?
- How did you do for improve at the future?

Among 28 CFs had understood 70% of instructions on how to complete assessment forms and 26 CFs understood 40% of instructions due to their limited interest and education. They did not know how to provide explanations of assessment findings, nor did they understand how to classify villagers into socioeconomic groups using different colours and symbols. BS staff also perceived that villagers were distracted by other things during the training such as their agricultural demands.

Below are the process and results of the phase out assessments to 53 target villages in 2011. On 12th to 23rd September, Banteay Srei staffs in Siem Reap and Battambang to conduct the process as the following.

- Meeting discussion on questionnaires and process with all program staffs
- Data collection in each province with all program staffs facilitated by technical team
- Develop frame for data entry by technical team manager
- Process data entry
- Data consolidation, verification and analysis by technical team manager, community development coordinator and students.
- Findings based on indicator with marked colour to each indicators
- Workshop with CFs and community to discuss the results between the findings and community's real situation reflection.
- Agreed on final results
- Final formal celebration of Banteay Srei exit in the self-sustaining villages

Based on the final findings, there are 11 villages in BB and 8 villages in SR were successfully phased out and have official documents related to inform local authorities such as a clear structure, policy, roles, responsibilities, reviewed budget of exist program activities When the findings come out, community development coordinator worked closely with program managers and team leaders and community organizers to organize the celebration.

Below are the celebrations that are conducted at commune level as the following:

Battambang		Siem Reap	
Village name	Commune name	Village name	Commune name
Takoy	Bansay Treng	Laingdai	Kampong Thkov
Kong Kang		Samroang	
Ksach Poy	Watkor	Ksach	Kralanch
Andong Pring	O'mal	Dodantrey	
Boeng Raing		Chambok He	
Rong Ampil	Knach Romeas	Phnom Trung Bat	Pourk
Balang Leu		Prolit	
Koh Ream		Chambok He	
Saing Raing	Bovel		
Done Av			
Tumnuv Teuk			
Total 11 villages in 5 communes		Total 8 villages in 3 communes	

Final formal celebration of Banteay Srei exit in the self-sustaining villages

Communities and BS organized a ceremony to acknowledge the successful phase-out of the BS program activities from old villages. In order to ensure that the phase-out process is effective, BS, district and commune authorities asked CFs to take care of project resources, make decisions about how to use them by consensus, and manage resources and projects effectively. They also emphasized the importance of honesty and transparency in project management and said that CFs must hold monthly meetings with villagers and report on activities and resource expenditure. Finally, when providing resources to villagers, contracts must be made with them and signed by village and commune authorities.

As the result of the celebration in SR, there were 331 participants (258 women) included 2 district governors as men, 2 deputy district governor as women 2 district council member, 3 commune chiefs , 8 village chief, CFs, 2 Local NGOs, 4 police, 1 program manager, 1 CDC, 1 TL and 2 COs.

All events were highly participated from honor of district governor and commune chief to acknowledge to the result of community work in cooperation with BS. The District Governor of Angkor Thom's expressed his gratitude to BS that helped their community increased different capacity such as knowing the rights, organized as group working and help them to establish income generation groups "all of these result are the great achievements. As comments from 3 districts governor above, they encouraged community to be honest among team work, listen , think on the reason and understand each other, when issues happen have to discuss and value each other ", Kralanh and Angkorthom district governor", speech.

Response to this ownership CFs representative given a speech that “First of all i would to thank BS for it’s effort and helped grew in knowledge of women right , human rights and provide a techniques of income generation for us to continue or survival in a head future, We all , here ! we take care exist project activities , and strengthen our relationship in team and expand the project, Mrs. xx , 65 years old at Leang Dai village.”

Objective 4, Expected Outcome 3: Potential new target areas are identified

Activities associated with this expected outcome have not yet commenced.

Challenges and Responses

Challenges	Proposed solutions and actions taken or to be taken
The phase out process could be delayed as the result of a high rate of CFs turning over because they had to do other jobs to support their family livelihoods.	The phase out process should involve more community/project members. It should not depend only on the CFs.

Successful Outcomes

BB

- 21 communities have already finalized their policy and status including discipline procedures. They have all relevant documents and BS support letter ready for CBO acknowledgement from the CC.
- 1,105 CFs from 27 villages in BB and SR assessed their own capacity based on the 23 skills required for their work. The gaps were identified and capacity development plans were developed for each village.
- During the monthly meeting, there are 9 villages read articles and conditions from the procedures to the members of the meeting. When they encounter management difficulties, these villages usually refer to Procedure/Policy documents for their implementation and solution.
- 11 villages have been formally transferred and local authorities have signed on Resource Transferring Agreement for 11 villages.

SR

- The CFs commented that they learned more problems and needs of the poorest families especially in the difficult situation. Learning how to lead village planning has taught and motivated them to manage themselves in dealing with the problems and provide appropriate responses to the poorest families; they have also increased the relationship with local authorities as a result of village development planning.
- 8 villages have been formally transferred and local authorities have signed on Resource Transferring Agreement for 8 villages.

5 Organisational Development

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

Planned Activity Implementation

During the reporting period, the following activities were implemented according to the plan

Objective 5, Expected Outcome 1. Organisational structure is reviewed and revised

Review of administrative policies

BS board treasurer facilitated two meetings with BB and SR staff to review administration issues in each office of BS. The results were considered in the administration policy which was reviewed by the external consultant. The policy review was also based on the recommendations of the NGO Voluntary Certificate System from the NGO Governance and Professional Practice (NGO GPP). Based on the assessment made by the NGO GPP, it was recommended for BS to improve 7 standards mainly involved in administration policy and practice. The detail recommendations could be shared upon request.

The draft revised policy was discussed in the staff annual meeting. The latest draft is now being reviewed by the staff again and the boards. It is expected that the new policy will cover all necessary items recommended by the NGO GPP and will be finalized by mid-2012.

Objective 5, Expected Outcome 2. Financial and accounting systems are improved

Activities associated with this expected outcome were implemented in the previous annual reporting period.

Objective 5, Expected Outcome 3. All BS staff are equipped with sufficient capacity to implement the new strategic plan and sufficient financial resources are available

Identify trainings and/or work in partnership with training institutions (i.e. CORD and others) for staff capacity development

BS MC continued its partnership work with CORD for capacity development at organisational leadership and management level including monitoring and evaluation; an external consultant fundraising strategy development; and the Star Kampuchea volunteer programme for writing skills including articles for publishing in the website and documentation of BS project activity implementation and experiences.

Capacity building for management committee

Summary of the MC and TL training, coaching and mentoring activities:

Participants	Duration	Agendas/Contents summary and major results and outcomes
<ul style="list-style-type: none"> ▪ 2 staff in SR (PM and TTM) 	<ul style="list-style-type: none"> ▪ 13 - 21 February 	<p>The IWDA Regional Exchange on CoP in the Solomon Islands covered the following agendas:</p> <ul style="list-style-type: none"> ▪ Women economic empowerment ▪ Saving group and credit union ▪ Solidarity and advocacy approaches ▪ Field visit ▪ Donor relationship and fundraising opportunity <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ BS staff shared BS experiences on women economic empowerment and M&E ▪ BS staff attended a video interview for IWDA formal IEC material; joined a field visit of the project of home gardening, traditional and cultural development. BS staff gained knowledge on saving groups, IWDA works, concepts of donor relationship and fundraising opportunity
<ul style="list-style-type: none"> ▪ 7 PMs, TTM and TLs 	<ul style="list-style-type: none"> ▪ 7coahings, ½ day each 	<p>CORD advisor provided coaching and mentoring support on:</p> <ul style="list-style-type: none"> ▪ Leadership and management skills ▪ Monitoring and evaluation ▪ Report writing <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ PM and TTM learned how to provide coaching support to other staff, how to improve monitoring through staff coordination meetings and report writing following the BS M&E manual. PM helped staff in improving their field visit to now respond to M&E.

Individual staff training

During the report period, 26 BS staff (24 women) got involved in the annual performance appraisal and 4 BS staff (3 women) got involved in the probation period performance appraisal with their line managers and team

leaders. The appraisal process provided an opportunity for an open and honest discussion about an individual's performance of their job according to specified requirements and capacity development needs. The training/development needs identified via the appraisal process was considered in the organisational capacity development framework.

On 08 September, 2 CORD staffs (1 female) conducted reflection of the BS monitoring tool. A total of 8 BS BB staff, 1 CDC and 1 GBVC attended the reflection. All BS staff members were interested to learn about the difference between project result input, output, and how they should be compared with the monitoring plan and log frame to measure project progress, outcomes, and impact, including budget expending.

Technical team training

BS technical team (TT) continued to study the government plan/process/criteria for selecting the poorest families. BS TT assisted BS field staff and TLs to consolidate the phase-out plan, plan to work with the poorest families and DRR integration in VDPs. BS TT also presented key elements trained to CFs to BS field staff to ensure that they know areas to follow up and support the CFs.

Summary of the technical team training/capacity building activities:

Participants	Duration	Agendas/Contents summary and major results and outcomes
<ul style="list-style-type: none"> ▪ 1 SLC 	<ul style="list-style-type: none"> ▪ 3 of training and coaching; 3-4 days each 	<p>Agendas summary:</p> <ul style="list-style-type: none"> ▪ Climate change ▪ PRA tools such as group discussion, mapping, ecosystem change matrix, extend livelihood analysis, and multi-stakeholder analysis <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ SLC deeply understood climate change and the PRA and the other necessary tools for tracking and addressing climate change
<ul style="list-style-type: none"> ▪ 4 of TT members (3 women) 	<ul style="list-style-type: none"> ▪ 2 of coaching s; 2-3 days each 	<p>Agendas summary:</p> <ul style="list-style-type: none"> ▪ CBO formation ▪ How to support BS staff and CFs implementing phase out plan and other plans <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ TT was able to support CFs to finalize all CBO related policies ▪ TT set priority to provide field practice support to BS field staff
<ul style="list-style-type: none"> ▪ 4 of TT members and TTM (4 women) 	<ul style="list-style-type: none"> ▪ 1 two-weekly meeting (1 day) 	<p>Agendas summary:</p> <ul style="list-style-type: none"> ▪ Experiential learning session ▪ VDP experience reflection <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ TT gained more understanding about experiential learning and VDP
<ul style="list-style-type: none"> ▪ 4 TT members and TTM and 1 CORD advisors (5 women) 	<ul style="list-style-type: none"> ▪ 1 reflection meeting (18-19 January) 	<p>Agendas summary:</p> <ul style="list-style-type: none"> ▪ Phase out plan with the focus on CO support to CF ▪ Reflection on CF coaching and monitoring to be more effective ▪ Study about components in phase out plan ▪ Reflection on skill audit processes ▪ Revision of community policy and status <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ CORD planned to discuss with TLs and COs on specific issues of CO in supporting VDP, phase out plan, poor household plan, DRR action plan and other project implementation in the target villages. CORD also planned to meet MC to discuss the issues raised by TLs and COs as well as TT in order to find methods for continued support. MC planned to bring the recommendation derived from the discussion with CORD to guide TT, TLs and COs. ▪ Reflection on skill audit process with CFs found that: <ul style="list-style-type: none"> - Skill audit data entry should have codes of recognition for each CF in order to make it easier to follow up on each CF's capacity; - The next skill audit should let the CF bring the form to complete at home and then do the reflection after completion. - A workshop should be conducted to measure changes comparing to the first skill audit

Participants	Duration	Agendas/Contents summary and major results and outcomes
		<p>results.</p> <ul style="list-style-type: none"> ▪ Policy and status revision for CF: there were some feedbacks from CORD on the policy and status of CF as follows; <ul style="list-style-type: none"> - Should not be more than 10 pages of text - Should focus only on the main point - Status should not be put with the discipline ▪ Discussion on skill audit process among TT <ul style="list-style-type: none"> - The process was determined, and necessary documents as well as materials for doing skill audits were identified. - CDC led the discussion and shared the details of each form used and the process of doing a skill audit with the team members. ▪ Prepared support letters for CBO registration <ul style="list-style-type: none"> - 40 support letters were prepared for 14 villages in BB and 26 villages in SR and were sent to the director for signing. ▪ The policy and status for 44 villages were revised following the comments from CORD organization.

Programme staff training

Summary of the programme staff training activities:

Participants	Duration	Agendas/Contents summary and major results and outcomes
<ul style="list-style-type: none"> ▪ 16 BS SR Staff (13 women) 	<ul style="list-style-type: none"> ▪ 30 May ▪ 29-30 June 	<p>The meeting with GIZ covered the following agendas:</p> <ul style="list-style-type: none"> ▪ Cooperation between BS and GIZ on CC work on D&D ▪ Identify and present problems faced by CFs and CC on D&D work such as the exclusion of gender issues in CIP/CDP, confidence building in CIP/CDP and CC working monitoring ▪ Local democracy and good governance, how to use budget for supporting women and children, how to analyze problems using Provincial Department of Planning's method <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ GIZ agreed to provide a collective training to BS staff who work with community and other staff through joining with their other partner organizations ▪ The staff learned CC role and responsibilities, how CFs could build relationship with CC and use CC more effectively and how to develop appropriate lesson plan for CC training.
<ul style="list-style-type: none"> ▪ 1 TL (woman) ▪ 31 (28 women) BS staff and volunteers 	<ul style="list-style-type: none"> ▪ 3 days training with AAIC on CO ▪ 21-23 June 	<p>Summary contents:</p> <ul style="list-style-type: none"> ▪ Community organising, analytical and advocacy skills ▪ Gender ▪ Government policy on election, human rights, women rights and children rights ▪ Climate change and DRR <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ The staff discussed on CO role and responsibilities, CO skill, CO cycle, gender, GBV, democracy government, election, human rights, women rights and children rights, climate change and DRR. ▪ The staff identified BS strategies in promoting women in the next CC election such as building relationship with all politic parties through meetings and workshops; building capacity of female candidate on public forum facilitation, CC role and responsibilities and gender; and community education on the advantage of having women leaders. ▪ The staff shared their experiences in CO, what work well and what needed to be improved.
<ul style="list-style-type: none"> ▪ 6 COs, 2 TLs and 2 GBVC (9) 	<ul style="list-style-type: none"> ▪ 14 February 	<p>Summary contents:</p> <ul style="list-style-type: none"> ▪ VAW case management

Participants	Duration	Agendas/Contents summary and major results and outcomes
woman)		Results and outcomes: <ul style="list-style-type: none"> ▪ GBVCs instructed the participants on how to use the case management form and the process for collecting and managing information. ▪ TLs in both SR and BB continued to discuss their comments on the form and manual. The form and manual were finalized and published in June.

The other training that the programme staff attended included:

- 4 Managers and 1 Safe House Team Leader meeting CAFOD to review staff capacity in security risk assessment and disaster risk reduction assessment, planning and monitoring
- 1 BB Program Manager and 1 CF attended Diakonia 2 workshops on story telling
- 1 Safe House Team Leader and 1 Community Development Coordinator attended CORD workshop on fundraising
- 1 Gender Based Violence Coordinator attended Forum Syd training on Civil Code
- 1 Technical Team Manager, 1 Safe House Team Leader and 1 Research Officer attended the workshop with the research partners to review the research process and finding and plan for the integration of disability work
- 1 Finance/Admin Manager attended a forum on human resource and NGO law with CCC
- 1 Community Development Coordinator, 1 BB Team Leader, 1 BB Admin/Accountant, 1 Admin/Finance Assistance attended a workshop on credit policy with Diakonia
- 1 Technical Team Manager and 1 Gender Based Violence Coordinator attended 2 workshops on project design and proposal writing for GIZ Legal Justice for Women grant
- 1 Technical Team Manager attended M&E workshop with UN Women
- 1 Research Officer attended 2 UN Women workshops on social mobilization for the UNiTE campaign and ending violence against women and girls (EVAW/G) and on gender responsive budgeting

Objective 5, Expected Outcome 4. Monitoring and Evaluation Systems are Strengthened
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Six monthly staff meeting, Annual staff meeting, management committee meeting, board meeting and partners/donors meeting

Summary of the M&E meeting activities:

Participants	Duration	Agendas/Contents summary and major results and outcomes
<ul style="list-style-type: none"> ▪ TLs and COs/SH counsellor ▪ PM, TLs and Provincial Accountant ▪ TTM and TT members ▪ Director and all PP staff 	<ul style="list-style-type: none"> ▪ Every Monday; ½ day each 	The staff weekly meeting covered the following agendas: <ul style="list-style-type: none"> ▪ Update last week activities' implementation, resources used and challenges ▪ Develop action plan and cash advance for the following week Results and outcomes: <ul style="list-style-type: none"> ▪ Each staff reported the results of their activity implementation, including key challenges and other concerns. The line supervisor recorded what were reported by their staff, facilitated and supported them in identifying solution to address the issues they faced. ▪ The line supervisor and each staff were able to identify specific areas that each staff needed support with. The individual staff coaching and mentoring was then arranged according to the need. ▪ The TLs consolidated monthly report based on the weekly meeting results for reporting to the PMs.
<ul style="list-style-type: none"> ▪ All staff in each office 	<ul style="list-style-type: none"> ▪ Every last working day of each month; 1 day each 	The staff monthly meetings covered the following agendas: <ul style="list-style-type: none"> ▪ Review monthly activities and budget plan ▪ Discuss and select case study and story of change ▪ Identify challenges and lessons learned Results and outcomes: <ul style="list-style-type: none"> ▪ Each team reported last month key achievements of their team and presented the action and budget plan for the following month. The PM and TTM facilitated and supported the staff in identifying solutions to address the issues they faced. ▪ Each staff told a case study/story of change every month. After each story, the other

Participants	Duration	Agendas/Contents summary and major results and outcomes
		staff asked for more information if they thought it was needed. The staff also discussed each case study/story to find out why it is significant and note if follow up was required. The discussion was following the analysis question in BS M&E manual. The staff then selected up 2-3 cases/stories.
<ul style="list-style-type: none"> ▪ 31 staff (28 women) 	<ul style="list-style-type: none"> ▪ 23-24 June ▪ 19-23 and 26-27 December 	<p>The six monthly/annual staff meeting covered the following agendas:</p> <ul style="list-style-type: none"> ▪ Review last six months/annual achievements and activities and budget planning for the next six months/year ▪ Discussion on M&E manual of BS that focus on outcome indicators and story of change/case study <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ The staff reported that most of activities were implemented as planned. The activity and budget plan for July-December 2011 and January – December 2012 were presented. See Appendix 4 for the activity and budget plan January-December 2012. ▪ The MC, TLs and TT reflected on their role and responsibilities in providing managerial, leadership and technical support to the COs. While the COs reflected on key successes they made in their responsible target villages. However, the discussion on M&E manual and practice was not fully completed due to time constraint.
<ul style="list-style-type: none"> ▪ 5 MC (4 women) 	<ul style="list-style-type: none"> ▪ 03-04 February ▪ 12-17 March ▪ 5-6 May ▪ 2-3 June ▪ 6-8 July ▪ 14-17 November 	<p>The MC meetings covered the following agendas:</p> <ul style="list-style-type: none"> ▪ Activity and budget plan 2011 ▪ Report writing ▪ Fundraising and donor update ▪ Baseline survey ▪ Women with disability and GBV research ▪ Staff coordination issues between COs, TLs, PM and TT ▪ Staff recruitment and appraisal ▪ Organisational capacity development framework <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ The organisation capacity framework, activities and budget plan 2011 were developed based on the available resource and needs ▪ All staff participated in the staff performance appraisal ▪ 1 SLC and 1 CO were recruited. ▪ In response to the poor report writing/documentation of project experiences, MC needed further discussion on how to improve M&E practice.
<ul style="list-style-type: none"> ▪ 2 boards and 5 MC (5 women) ▪ 3 boards and 1 director (3 women) 	<ul style="list-style-type: none"> ▪ 5 February ▪ 30 April ▪ 9 July ▪ 8 October 	<p>The board meetings covered the following agendas:</p> <ul style="list-style-type: none"> ▪ Programme report and financial report 2010 ▪ Activity and budget plan 2011 ▪ Fundraising plan ▪ Information sharing and update <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ The board commented on the annual report 2010; approved the plan 2011; and supported a fundraising consultant recruitment ▪ The following information was shared and updated: <ul style="list-style-type: none"> - Staff changes, new staff - NGO Law and implications for BS - NGO Good Practice – progress on application - Research on Gender, disability and GBV - BS Capacity Development Plan 2011 - BS Board Meeting Schedule
<ul style="list-style-type: none"> ▪ 17 SR staff and FAM (14 women) 	<ul style="list-style-type: none"> ▪ 1 April at SR BS office 	<p>Agendas summary:</p> <ul style="list-style-type: none"> ▪ Refresher of the revised finance manual <p>Results and outcomes:</p> <ul style="list-style-type: none"> ▪ Staff raised their concerns about using checks for staff advance ▪ MC discussed at the mid-term review workshop and agreed to revise the finance

Participants	Duration	Agendas/Contents summary and major results and outcomes
		manual for not using checks for staff advance. It required the approval from the boards.

Monthly monitoring to the field

BS staff conducted monthly monitoring visits to the field in order to follow up the progress and provide further support to the project beneficiaries in 53 villages in BB and SR. The results of the monthly monitoring were shared at the staff weekly and monthly meetings.

Review baseline information, M&E framework and mid-term strategic plan

BS held a 5 day staff workshop to review the baseline information and mid-term strategic plan. The workshop was facilitated by 5 BS MC and 2 CORD advisors. 35 staff, volunteers and partners (30 women) who participated in the workshop. The workshop discussed BS vision, mission, goal, values and strategic plan; reviewed the baseline survey report; discussed what BS have achieved and plans to do next.

As a result, the staff discussed and agreed on key concepts of BS vision as following:

- Numbers of BS female staffs are much higher than male staff in the organisation but they have the same opportunities to take decision and be representative as the men. In the communities, BS targets women rather than men because they represent the most vulnerable group. Women have fewer opportunities in comparison to the men. Even if we only have a few male beneficiaries, we still try to work with them in addressing issues affecting women and their communities.
- Right to life, Right to liberty and freedom, Right to have property, Right to happiness, Right to have access to water, Right to live without the fear of violence.
- Dignity is self-regard and self-respect, no matter what your social condition is. For example, I might be very poor, but I know that I don't steal, don't lie, etc. that I am a good person, so when I walk in the streets, I have self-respect for me and I know what I am worth. It is the quality of being worthy of esteem or respect.
- Respect is when both parties feel well-regarded, honoured, and equal and when there is a sense of approval.
- Politic represents all that is related to governing and it is also the actions some people take regarding their income generation, etc. Political means of, or relating to, the state, government, the body politic, public administration, policy-making, etc.
- Economic is the standard of living, income generation activities (as answered by a participant). Essentials of life: money/production, income generation activities.
- Psycho-social well-being means that the communities are "happy in their head". Psycho is whatever happens in your head. Social relates to communities and people. So psycho-social involves aspects of social and psychological behaviour.

The staff also discussed and commented on the baseline survey report. The final baseline survey report, especially the conclusion, was reviewed based on the staff feedback highlighting significant findings, suspicious data/information, red flags/danger signs and recommendations. The final baseline survey report is available upon request.

As part of the mid-term review, the staff also reviewed the current strategic plan and discussed the following questions:

- What have you done?
- Are you on track?
- Are you on time?
- What are you doing well?
- What is not working?
- Red flags/Blocks to progress?

The mid-term review report is available upon request.

Unplanned activity implemented in FY 2011

Networking with government and other organisations

Summary of networking activities:

Participants	Duration	Agendas/Contents summary and major results and outcomes
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Participants	Duration	Agendas/Contents summary and major results and outcomes
BB staff	17 meetings	<p>BS staff attended the following meetings:</p> <ul style="list-style-type: none"> ▪ NAND network ▪ Gender mainstreaming meeting with PDWA ▪ 8 March planning with Coconut Water Foundation ▪ 2010 community development activity plan with Ministry of Rural Department and provincial government ▪ Cambodian Red Cross (CRC) to seek for urgent support for 9 SH clients (successful outcome: support provided to these women) ▪ Krousa Thmey to send 7 blind clients (3 women) to get formal education on Braille ▪ COSECAM to evaluate and coordinate case management project ▪ Bavel and BB District government and NGOs ▪ Child network
SR staff	4 meetings	<ul style="list-style-type: none"> ▪ GTZ shared DV Training Manual (1CD), summary report of DV (3 books), DV law (5 books) and Gender terminology (3 books) ▪ SSC agreed to provide training to BS stakeholders in BB on how to respond to sexual rape cases. SSC planned to discuss with BS GBVC when preparing the lesson plan to ensure that the training would not overlap with BS training plan. ▪ GBVC and director attended CCC meeting on NGO law ▪ GBVC and director joined UNDP Equity TV program on BS GBV experiences
PP staff	12 meetings	<ul style="list-style-type: none"> ▪ PP staff attended the following meetings: ▪ NGO Forum on NGOF committee election and NGO Law ▪ CORD on Systematization of Experience ▪ CEDAW to exchange leadership experiences, shadow report ▪ CCC on CCC financial report, budget plan, new committees, NGO Law, Japanese grant, Aid Effectiveness (Paris Declaration made donors: ownership, harmonization, alignment, mutual accountability); CSO commented on the Declaration that was not focused on target communities. ▪ COMFREL on national funds for political parties ▪ GIZ to follow up result of the workshop “National Consultation on 3rd National Conference on Women in Cambodia” and the NGO Joint Statistics on Rape and Trafficking 2010 and to hold a consultation on DV data collection ▪ Working Group for the Rights of Women and Children on ASEAN consultation workshop ▪ DCA on behaviour change

Challenges and Responses

Issues/Challenges	Proposed solutions and actions taken or to be taken
Following the revised financial policy of BS, every staff is required to use cheque when a single disbursement is above US\$100. It affects staff’s waiting time at the bank. The staff is also concerned about their security as they could be easily seen as someone who carries out an amount of money when they leave the bank. It could be risky for them when leaving the bank for the villages.	A recommendation for an amendment to the policy will be proposed to the board to allow every staff to get cash direct from the accountant.
The SLC changes very often and it really takes time to successfully select the new one. It is difficult to recruit staff for SR office.	BS planned to continue a discussion on staff retention with CORD.
Some CFs indicated that they were confused with development activities in their villages when there are more than one NGOs working on similar issues. They are challenged with work burden with these NGOs as a result of overlapping project activities from BS and other NGOs in the same villages. BS and these NGOs did not have a chance to meet, exchange each other project activities or seek for any collaboration. In BB, district authorities coordinate monthly meeting with development partners in their district but BS staff was not able to join because of other priorities in BS. While in SR, the	BS staff should study more about the district development partners meeting and consider BS participation in these meetings as one of BS priorities.

Issues/Challenges	Proposed solutions and actions taken or to be taken
staff did not even know whether similar meetings existed or not.	
Lack of experiential reflection learning and documentations of experiences for sharing with others. BS blames CFs rather than reflecting and reviewing its own approaches of work with CFs	Coaching and mentoring support should be provided more to BS staff on experiential reflection learning and documentation. The results should be used to review its own working approaches in response to the real context of the communities.

Successful Outcomes

- TT indicated a great improvement in their capacity on gender; government laws and policies related to democratic election; human, women and children rights. They helped the programme staff identifying key strategies to engage with the political parties to lobby for more women in the next CC election.
- BS succeeded in raising sufficient funds to implement the project in 2011. The project activity and budget plan in the first semester of 2011 have been implemented as planned.
- Staff are open to exchange experiences with each other, respect and follow the organisation policies.
- Effort to network with other organisations yielded a positive result, for example when the Cambodian Red Cross provided material to SH clients.

KEY LESSONS LEARNED

Objective 1

After conducting the gender analysis BS found that village leaders continue to maintain long-held beliefs about limitations to women's capacity to participation in decision-making. This proved particularly challenging when preparing village development plans. In an effort to address this, mentoring will be provided to individual village leaders in an effort to sensitize them and change their beliefs.

Arranging the forum with political party members proved challenging because members were reluctant to attend the forum without having authorization from the provincial governor; the process of obtaining authorization was somewhat complicated. In the future BS will engage political leaders at an earlier stage so that these forums will not be delayed. BS will also document the process of obtaining authorization so that lessons learned can inform future actions.

In BB, out of 63 women who actively joined a political party to be included in the list for the upcoming 2012 commune elections in the five target communes, 12 of these were Community Facilitators (CFs). When considered in relation to the 125 Community Facilitators supported by the organisation, it becomes apparent that looking for change in terms of female representation at the commune council level is a big challenge. Given that training and approaches are gender and rights-based and directed at leading to behaviour change, change, explanations for less than 10% of CFs wanting to play a public role in politics can be linked to institutional and systemic constraints. In other words, the system is gender-biased and needs to be challenged. Currently, the technical inputs from BS tend to focus on the technical capacity of the CFs. Perhaps more consideration now needs to be focused on the inadequacies of the political system and to find ways to discuss and generate dialogue on how these systems block female participation at the commune level and work collaboratively to find ways to dismantle these.

Objective 2

The rate of implementation of techniques learned at small business start-up training, including goods production and marketing is likely to be low unless community members have financial reserves to carry them through the period during which their product is being developed, before it is ready for consumption. BS

found that few community members who received training, material and financial support in business management, marketing technical production reported an increase in family income and food security as a result of the training. This is because they did not have any cash reserves to sustain them during the period which they devoting time to this new, unpaid activity such as mushroom growing. The majority of families who attended trainings prioritized income generation activities in order to earn income which they must earn on a daily basis in order to feed their families. In order to address this issue, the BS SLC should assist the CO to carry out a deeper analysis on the roots causes and solution needed. They should also consider a further discussion with the target community group to identify their visions and develop family plans including business management/production plan.

Objective 3

GPNs have difficulty determining the difference between providing counselling to perpetrators and survivors of violence and giving instructions to them. This is likely a result of Cambodian behavioural norms, as giving instruction or reprimanding someone who has done wrong, such as a perpetrator, is the appropriate cultural response for a community leader such as a GPN. Moreover, discussion of sensitive personal issues, such as underlying reasons for violent behaviour is a virtually unknown practice to villagers. This lack of familiarity with ‘counselling’ in the Western sense and a tendency to adhere to Cambodian social norms presents a challenge to GPNs in their work, but BS recognizes that steps can be taken to address this issue. BS staff will provide more mentoring and coaching support to GPNs on counselling in order to improve their practice.

Challenges persist in recording and monitoring cases of violence in villages. GPNs and village chiefs do not cross-check cases that they record, so there are discrepancies in their records. This issue was discussed at the VAW task force meeting and the GPN manual was changed so that GPNs are now required to cross-check cases with the village chief prior to reporting cases at meetings and then to police. In addition, most female GPNs continue to have a difficult time keeping accurate records of cases; BS will conduct on going coaching and mentoring to develop their monitoring and record keeping skills.

Objective 4

Heavy reliance on CFs to facilitate implementation of the project has resulted in the emergence of a ‘capacity vacuum’ when CFs resign their position due to other obligations. CF turnover is an issue that has been a long-standing challenge for BS. In order to address this issue BS will engage other villagers in project implementation and phase-out in order to reduce reliance on a few individuals and ensure future sustainability of the project.

CFs who are engaged by multiple NGOs operating in certain villages have a heavy workload. Since this could affect their morale and willingness to work with BS, it is important that BS meet with other NGOs to find ways to collaborate so that opportunities to reduce CF workload can be identified.

Objective 5

BS and CFs have had few opportunities to reflect on their experience of working together. This has resulted in BS ‘blaming’ CFs for unsuccessful outcomes rather than reflecting on whether improvements to the BS staff members’ approach to working with CFs can be changed or improved. BS staff should receive more coaching and mentoring support to address this issue; the focus of this coaching should be on experiential reflection and learning, together with documentation of experiences. The results of this activity can then be used to inform further practice and approach to working with communities.

APPENDICES

- Appendix 1: Financial Report (January-December 2011)
- Appendix 2: Community Project Management Structure
- Appendix 3: Community Facilitator Skill Assessment/Skill Audit Results
- Appendix 4: Activity and budget plan January-December 2012

REFERENCES

The following documents can be provided on request:

- 1) Banteay Srei Mid-Term Review Report
- 2) Banteay Srei Baseline survey report
- 3) Banteay Srei organisational capacity development framework
- 4) Banteay Srei donor development plan
- 5) Voluntary Certificate System Summary Report of Desk Review and Field Check
- 6) GBV & Disability Study Draft Result November 2011