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BANTEAY SREI

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positive change & empowerment for women

BS Annual Report

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Contents

Contents	2
Acronyms	6
Executive Summary	7
I. Strategic Objective 1: Women’s leadership is strengthened that ensure inclusive decision making and advanced gender equality in policy development and implementation at all levels.	9
1.1. Outcome 1.1. Women leader's contributions and knowledge are sought, valued, and respected through their full representation in the local government structures and in decision making on how the commune's budget and resources are shared, developed, and managed.	9
1.1.1. Strengthen the capacity of women in leadership positions at sub-national levels to promote the participation of women in the local election process, social and public services respond to women's and children's issues, and promote women participation in politics.	11
1.1.2. Build the capacity of women leaders from the Happy Women Network/other networks to work with women representatives in CC to influence the local development process to respond to women's priority issues.	11
1.1.3. Strengthen the capacity of local government authorities at the commune and district level on gender equality and social norms to ensure gender-inclusive in the sub-national democratic development processes.	13
1.1.4. Build capacity of men, including Good Men Network (GMN) and women in understanding and supporting women's role in politics and engaging in the election and their capacity for effective leadership.	13
1.1.5. Strengthen the capacity of CBOs to lead and facilitate collective actions and monitor the sub-national level development plans to benefit women.	14
1.2. Outcome 1.2. More women, including Young Women, are taking leadership roles in formal and informal structures to progress the discriminatory change gender at leadership and decision making at all levels.	14
1.2.1. Build the capacity of Young Women on leadership and decision-making for promoting women champion at the sub-national level.	16
1.2.2. Strengthen the capacity of women leader networks such as GBV, DV, women's rights, etc. at sub-national levels and national levels.	17
1.2.3. Support existing women leaders, including Young Women and build up new women leaders by growing peer networks to meet and learn from each other, and to engage in decision-making forums.	17
1.2.4. Collaborate with the provincial universities to create more opportunities for Young Women to advance their community development/women leadership skills through promoting internship programs.	17
1.2.5. Develop and implement joint advocacy strategy/activities with other Women's Rights Organizations in operating at the province and national level for an inclusive of women leader engagement and their contribution toward gender-responsive plan and budgetin.	17
1.2.6. Strengthen the capacity of women leaders on the advocacy, which they can develop evidence-based advocacy case studies for their contributions to the gender-responsive plan and budget.	18
1.2.7. Provide Feminist Leadership training to women leaders, CF, Young Women leaders, and happy women network.	18
1.2.8. Conduct Echo training on Feminist Leadership by women leaders, CF, Happy Women Network (HWN) and Young Women Network (YWN) leaders/members to women in communities.	18
II. Strategic Objective 2: Vulnerable women and their families lived freely from violence through changing the social norms and enhancing their economic status in the BS target communities.	19

2.1. Outcome 2.1. Young Women and men in the target communities worked together with effective preventive measures to address all forms of gender-based violence (GBV) and harmful gender norms and risky behaviours.	19
2.1.1. Capacity of Good Men Network (GMN), Happy Women Network (HWN) and Gender Peace Network (GPN) is strengthened through promoting concept of good men and on GBV, gender, women rights, positive social norms, laws at all levels to address the social norms and all forms of GBV.	21
2.1.2. Strengthen the capacity of members of GMN and HWN on GBV and laws related to GBV, Gender, and positive social norms and women's rights.....	22
2.1.3. Support GMN and HWN to conduct community awareness activities on gender equality and women's rights.	22
2.1.4. Strengthen the capacity of GPNs to prevent, protect, and make interventions on GBV cases in the target communities.	22
2.1.5. Coordinate with others to facilitate legal training/ capacity building to Good Men Network and other men in the community on GBV's law.	23
2.1.6. Support vulnerable women and children by safe migration mechanisms in destination countries....	23
2.1.7. Children and youth, especially girls and Young Women, affected by migration in Sources and destination communities claim their rights to social protection and Education services.....	23
2.1.8. Parents, caregivers, community members, and local leaders in source and destination communities accept and fulfill their responsibilities to ensure the rights and well-being of children and youth affected by migration, especially girls and Young Women.	25
2.1.9. Civil society organizations, including child/youth-led networks, work closely together and have strengthened capacity to deliver quality and gender-sensitive services to children and youth affected by migration.	25
2.1.10. Government and private sector nationally and bilaterally take action to cultivate an enabling environment for the realization of child rights and gender equality for children and young people affected by migration.	26
2.2. Outcome 2.2. Community people affected by GBV working together with national and sub-national governments to improve referral services for violence against women (VAW) survivors.....	26
2.2.1. Provide safe shelter for women and girl GBV survivors, including women with disabilities. (Psychological counselling and therapy, food, health, transportation, etc.)	27
2.2.2. Develop an exit strategy, including stakeholder mapping for a Safe House and Peacebuilding Centre, to hand over to the responsible stakeholders.....	27
2.2.3. Coordinate with relevant stakeholders to get the DV cases solved.....	27
2.2.4. Support and strengthen the capacity of the responsible stakeholders, including governments, women and community networks is strengthened through presenting the evidence-based advocacy case studies from subnational to national level to allocate budget and provide services to the GBV survivors.	27
2.2.5. Strengthen the capacity of women and community networks to raise the GBV survivor's voice through presenting the evidence-based advocacy case studies at the sub-national and national levels.	28
2.3. Outcome 2.3. Survivor of gender-based violence families improved their economic status by engaging in business development activities and advancing family financial planning.	28
2.3.1. Conduct livelihood visibility study and marketing research to map out potential and profitable income generation activities in the target areas.....	29
2.3.2. Support the survivors of GBV families to identify their income generation activities for developing their business plans based on their needs and market.....	29

2.3.3.	Provide technical and financial supports to the survivor of GBV families to implement their business plans in coordination with other professional partners.....	30
2.3.4.	Support the farmer producer groups to increase partnerships with provincial and district government technical departments, NGOs, and private sectors to provide technical support and markets for their products.	31
2.3.5.	Climate risk assessment should be integrated into the livelihood program assessment, in which the climate-smart agriculture interventions should be prioritized for the project implementation.	32
2.3.6.	Emergency responses (COVID, diseases outbreak, etc.)	32
2.3.7.	Well-functioning of Women Development Center	33
2.3.8.	Develop the capacity of poor women experienced migration at the rural areas	33
2.3.9.	Economics of poor women experienced migration at the rural areas is improved through materials support and engaging them in CBOs and producer groups.	33
2.4.	Outcome 2.4. Community-Based Organizations (CBOs) in BS's target areas are organized and be able to facilitate/lead community activities to advance gender equality and improve women's economic empowerment situation.	33
2.4.1.	Facilitate to form/consolidate all CBOs/CFs/Networks/Groups into one single structure of CBO with clear roles, responsibilities, and mandates at the commune level.	34
2.4.2.	Strengthen the organizational capacity of CBOs, including conducting CBOs capacity need assessments, developing the five years development plan with a clear phase-out strategy, providing training and coaching on leadership, effective communication, influencing, and enterprise development.....	35
2.4.3.	Strengthen the technical capacity of CBOs on women's leadership, and how to prevent violence through changing the social norms and improving the economic status.	35
2.4.4.	Build or strengthen the capacity of CBO's leader and producer group leaders on social enterprise and entrepreneurship, which they can facilitate the market linkage to improve their business relations and profitability.	36
2.4.5.	Promote women's leadership concept to the CBOs to build the capacity of new generation leaders in particular Young Women.....	36
2.4.6.	Promote women's leadership concept to the CBOs to build the capacity of new generation leaders in particular young women.	36
2.4.7.	Support CBOs to build networks at the district and provincial levels through working with other like-minded organizations.	36
III.	Strategic Objective 3: BS Organization developed its capacity to deliver better programs for gender quality and sustainable development of vulnerable women.	37
3.1.	Outcome 3.1. BS Organization improved the M&E system and technical capacity on prioritized programs, including Women in GBV and Economic Empowerment, feminist leadership programming, and CBOs' strengthening.	37
3.1.1.	Build capacity of BS staff on the program priorities such as Gender-Based Violence, Economic Empowerment, Feminist Leadership, and CBOs strengthening through conducting the staff training need assessment, developing the technical program guides, and conducting series of training.....	38
3.1.2.	Strengthen the gender and feminist leadership principles across the organization by including it into the induction program of the organization.	38
3.1.3.	Provide job training and coaching to the front-line staff to support CBOs for program quality and long-term sustainability.....	39
3.1.4.	Develop M&E Framework to improve data collection, analysis, and reporting, including the internal monitoring tools and formats.....	39

3.1.5.	Develop M&E Framework to improve data collection, analysis, and reporting, including the internal monitoring tools and formats.....	39
3.1.6.	Strengthen the monitoring of program outcomes	39
3.1.7.	Establish M&E Sub-Committee to keep track on the progress of the program implementation and to build capacity of field staff	39
3.2.	Outcome 3.2. BS organization recognized as an agent of change who can jointly advocate for gender equality and feminist leadership at the sub-national and national levels.	39
3.2.1.	Develop communication and advocacy strategy and plan, including policy mapping and identifications of crucial research topics on women related issues for a useful contribution to the gender policy implementation at the national and sub-national level.	40
3.2.2.	Implement the advocacy strategy and plans through joint monitoring of CEDAW and other international standards with networks and alliances at the national and sub-national levels, including advocating for fair representation of women in leadership, enhanced economic opportunities for women, and reducing violence against women.	40
3.2.3.	Establish an advocacy working group, including communication and advocacy coordinator, to provide management and build the capacity of Banteay Srei staff on communication and advocacy tactics....	40
3.3.	Outcome 3.3. Human Resource System of BS strengthened with clear job descriptions, performance review, and staff capacity development plans.	41
3.3.1.	Build capacity of BS staff on how to conduct performance appraisal per quarterly and do it accordingly.....	41
3.3.2.	Build capacity of the management committee of BS on leadership principles and professional coaching techniques to promote a friendly working environment and build a strong team for the organization.	41
3.4.	BS organization had a sufficient budget to implement the program and organization strategy 2020-2024 with a high standard of financial management system in place.	41
3.4.1.	Develop Resource Mobilization strategy and plan, including donor relations and reserve fund mechanisms for self-sustain.	42
3.4.2.	Implement the Resource Mobilization and fundraising strategy and plan through an expansion of potential donors and providing technical services to earn income locally.	42
IV.	Cross-cutting Issues	43
V.	Risk Management	46
VI.	Lessons Learnt	47

Acronyms

BB	Battambang
BS	Banteay Srei
CBO	Community Based Organisation
CCWC	Commune Committee for Women and Children
CC	Commune Council
CEDAW	Convention on the Elimination of all Forms of Discrimination against Women
CF	Community Facilitator
CIP	Commune Investment Program
DCA	DanChurchAid/Christian Aid
EPRP	Early Preparedness Response Plan
FCC	Female Commune Councilor
GBV	Gender Based Violence
GPN	Gender Peace Network
MC	Management Committee
M&E	Monitoring and Evaluation
MoWA	Ministry of Women's Affairs
NAPVAW	National Action Plan to Eliminate Violence Against Women
NGO	Non-Governmental Organisation
PDWA	Provincial Department of Women's Affairs
PRA	Participatory Rural Appraisal
SNA	Sub National Authority
SR	Siem Reap
VAW	Violence Against Women
VDP	Village Development Plan
WASH	Water, Sanitation and Hygiene
WCCC	Women and Children Consultative Committee

Executive Summary

In 2021, BS continued to carry on its strategic programs under three main objectives;(1) strengthen women's leadership for advancing gender equality and equity (2) reduce Gender-based Violence (GBV) and improve economic status of vulnerable women and their families (3) develop organizational capacity to deliver better programs for gender equality and sustainable development of vulnerable women.

Objective (1): Banteay Srei (BS) have made significant progress in promoting women in leadership and addressing gender issues at the sub-national level. In 2021, BS continued to empower women in leadership, which total of 243 sub-national authorities have been strengthened their capacity. 158 women leaders from informal structure have been empowered through training, coaching, and mentoring on “positive thinking, leadership, soft-skills, feminism, gender equality etc”. At least 90% of 158 women leaders built confidence and courage in promoting women participation in the local election process, social and public services. As a result, at least 11 of 158 women leaders led the community activities to share knowledge and experiences to another 193 (F:100) sub-national authorities.

BS also facilitated the engagement of 133 (F:110) of communities¹ to work closely with sub-national authorities to influence the decision-making and urged relevant authorities to pay attention and to address issues raised by representatives. 107 CBOs representatives taken part in community development plan through meeting regularly with local authorities. As a result, 180 issues (24 type of issues) have been raised, and 89 issues were addressed². Total of 43 Village Development Plans (VDPs) have been integrated into Commune Development Plans (CDPs), and at least 31 VDPs are led by BS's women leaders of (133). At least 23 CFs (133), have provided eco trainings to another 43 community volunteers in order share knowledge on important of community engagement. At least 4 CFs of (133) have been promoted to be commune council members in 2021. BS also observed that the commune budget addressing gender issues have been increased the average of 19.23% in BB target areas, while 124% increased in SR targeted areas.

Objective (2): BS has made significant impact in promoting better live of community families, and contributed to end violence against women and girl through various of activities including trainings, workshops, consultation service, mentoring, coaching, fund support to GBV's survivors, and vocational trainings to un-skills workers. BS continued its unique protection and prevention intervention to address GBV & promote women economic empowerment. In 2021, BS strengthened the capacity of total 730 targeted group including GPN³, GMN⁴, YCN⁵, and PCN⁶ on DV law, DV prevention & protection, migration, women's rights, children rights, as well as on how to address DV cases. The trainings involved an in-depth discussion on the penalty of each crime, harassing, the perspective of men in defining gender roles, etc. As a result, at least 90% of GPN increased their confidence in assisting DV cases⁷. 65% of GMNs expressed that they have involved in assisting DV cases, and 10% of the GMNs have been featured/invited to share good men experiences at radio-talk-show, workshops, and forums. 10 of YCN have been formulated and strengthened the capacity to build confidence in raising issues to the authorities. 2 of YCN have selected as National Child Advocacy Network to represent their children's voice at national level.

¹ “Communities” include Community Facilitator, Young Women Leaders, and CBO leader

² for example the issues that were addressed: poor road condition, the authorities has allocated commune budget to reconstruct the road; poor children, the authorities facilitated the NGO network and social security fund to support children; illegal migration, the authorities engaged work with NGOs to raise awareness of disadvantage of migration etc.

³ Gender Peace Network (GPN) is established to facilitate the violence cases happen in their communities.

⁴ Good Men Network (GMN) is established to be able to influence the community in addressing DV

⁵ YCN is established to provide close monitor of issues concerning children in the community and be able raise issues to authorities.

⁶ PCN is trained on various topic concerning child right, women right, migration, and be able to provide necessary support to their children and youth.

⁷ At least 76% of GPN responded of data harvesting reported that they have involved and assist the DV cases in their communities.

BS continued to strengthen the Safe House (SH)⁸ and Peace Centre (PC)⁹ by providing counselling services, legal assistant referral, and support to GBV survivors. In 2021, BS supported/assisted of total 82 cases including DV and rape cases.

To promote women family economic, BS provided training to 687 (F:535) famers on agriculture, climate change adaptation, and family financial management to transform their agricultural work to generate income and to reduce DV case. At least 60% of 687 have increased their family income from 20\$ - 50\$ in 2021¹⁰. BS also provided & share opportunity of Vocational Training to total of 107 women to equip them skills on tailors, and share opportunity information to them. BS continued to engage with 22 single-structure CBOs (BB: 7, SR: 15) in BS targeting area¹¹. CBOs have led the community to address the issues in responding to COVID-19 and flood activities.

Objective 3: BS organisation strengthened its capacity to deliver better programs for gender equality and sustainable development of vulnerable women. BS has improved the monitoring and evaluation (M&E) system and technical capacity for quality and effective program implementation¹². To ensure effective program implementation, BS conducted 29 field monitoring visits to collect success stories and monitor the activities.

BS continued to strengthen capacity to advance their knowledge on Gender Analysis and Gender Advocacy, Safety Knot at Home and Workplace, Gender Transformative Marker, Coaching and Mentoring, Report Writing, Case Study/Story of Change writing, Communication for Development (C4D) to 17 program staff (14females). BS's staff demonstrated their interests which broaden their knowledge and understanding and feel more confident with the use of advocacy tools after practicing and exploring the exercise, gained knowledge on how societies perpetuate values, attitude and practices leading to gender discrimination, and also able to identify ways in which organization can effectively support gender equality during the program implementation.

BS continued to maintain and build strong networks with CSO Networks, NGO Network, and partners such as GADNet, NGO CEDAW, CCHR, NGO networks, government counterpart at national and sub-national level¹³. BS also improved Human Resource System, the new Performance Agreement (PDA) form, and new JD have been developed. All the BS's staff have provided coaching and mentoring through line-manager on their performance plan settings. BS Board of Director has been functioned through regular BoD meetings. At least 10 BoD meetings have been conducted in this reporting period to support the governance leadership of the organisation. BS carried out MC meeting regularly to provide close monitor

In 2021, BS has a very good achievement if comparison with years before. BS has implemented the accounting transaction through the most update of QuickBooks accounting system (Intuit QuickBooks Premier 2021-nonprofit version). Its system be able to export financial information QuickBooks to Excel, export report by class, by donors, by account, income Statement, Balance Sheet BS monthly financial report financial management system. BS conducted at least 3 external audits from each donor, and global auditing¹⁴.

8 SH is based in Battambang. Its establishment is to provide shelter to GBV survivors during legal proceeding process.

9 PH is based in Siam Reap. Its establishment is to provide shelter to GBV survivors during legal proceeding process.

10 BS provide support to 67-woman survivors and linked them to CBOs in the BS target areas. For instance, there are 18-woman survivors became the new members of agriculture groups of CBOs. When they became members of the CBOs, they received trainings on chicken raising and vegetable growing from agriculture focal person in CBO and also BS staff. Based on the report of CBO focal person, the household income of these 18-woman survivors have been increased from 80,000 Riel to 200,000 Riel for vegetable growing and 60,000 Riel to 600,000 Riel for chicken raising. This makes their family life better than before. They have nutritious food to sustain their daily life; their family members are healthier; they have more income for spend on daily activities such as school fee and healthcare. The violence issues in their family have also been reduced as they are able to solve their issues peacefully.

11 BS team has 2 plans including 1. Strengthen the current structure of the existing CBOs of BS and 2. Combine existing groups such as Young Women, GPN, and GM into one single-structure CBOs. All 22 CBOs in BS target have led the community activities such as participating in the VDP development process, joining public forums on gender issues, DV and GBV laws awareness meetings, and DRR prevention.

12 M&E Coordinator has been recruited. M&E Handbook has been established to provide guideline to staff to improve the quality of the program implementation.

13 BS also built the networks and collaboration with both national and cross-border partnerships with Cambodia Acts, PLAN Cambodia, PLAN Thailand, CRC, KYA, AYRG, CAN, and FRY to leverage their expertise and strengths to achieve the overall program's impact as well as BS's strategic objectives.

14 In the 1st semi-annual report (January through June 2021) PLAN International has hired outside auditor to perform auditing with BS with a good result, there was no finding during six-month. The second global audit is on the process to conduct the auditing, expected audit report will receive by end of Mar 2022.

Organizational budget: In 2021, BS has received fund form several donors such as: Diakonia, DCA CO, DCA Flood, DCA 6v, DP, LEAP, ASF, the total global budget during year 2021 is USD429,502.40, burned rate USD372,949.94. Due to Covid-19 situation there are some activities is requested to be carried over to use the remained usd56,552.41. Year 2022 BS has projected a global budget around USD533,334.31 under major donor such DCA and Diakonia, UN-Women, and Oxfam, DP so far.

Fundraising: during year 2021 BS has submitted 6 proposal applications to 2 to UN-Trust Fund, Oxfam, WaterAid, FHI360, UN Women, 4 have been shortlisted, and FHI360 has been 2 (Oxfam & WaterAid) have been confirmed, and yet wait for agreement to sign.

I. Strategic Objective 1: Women’s leadership is strengthened that ensure inclusive decision making and advanced gender equality in policy development and implementation at all levels.

- 1.1. Outcome 1.1. Women leader's contributions and knowledge are sought, valued, and respected through their full representation in the local government structures and in decision making on how the commune's budget and resources are shared, developed, and managed.

Progress towards Outcome:

Banteay Srei’s implementation led to significant changes in the behaviours of women leaders at sub-national authorities. As a result, 158 women leaders, within 243 sub-national authorities in leadership positions (BB:25/1 male; SR:218/84 males) have been participated in trainings and meetings to strengthen their capacity on various topics (detailed in output level) in order to promote women in leadership participation, including in political, social and public services. The participated women who attended the trainings have improved their confidence and enable their capacity to respond to the women's and children's issues, and leading the communities to collect issues to integrate into the Commune Investment Plan (CIP). The commune authorities have improved their attitude towards prioritising community issues., For instant, commune authorities encourage the community members to raise unresolved issues compared to previous practice, where they only blame community members when they raise the same issues again.

Moreover, 133 (110 women leaders) and members of BS’s community representatives {BB:58 (47 women); SR:80 (63 women)} have been strengthened the capacity to work with women leaders in sub-national authorities to influence the local development process in responding to women's prioritized issues (detailed in below paragraph) The issues were brought to the Commune Committee for Women and Children (CCWC), Commune Council (CCs) and District Committees (DC) in order to get solutions. Additionally, Provincial CCWC has developed the action plan for strengthening the CC and DC’s roles and responsibilities, which can be added value to advance the women capacity in leadership role. Importantly, the 133 community representatives demonstrated that they have improved knowledge and been actively involved in village development plan (VDP), Commune Development Plan, and Commune Investment Program (CIP) process. Meanwhile, the 110 women leaders demonstrated that they have unlocked their leadership confidence and improved their courageous in advocating for addressing gender issues in the VDP and CIP processes.

In this reporting period, 4 women who participated in leadership trainings were selected as female commune councils in 2021: 2 women from Toul Ta Ek commune and 1 Chamkar Samrong in Battambang city, and 1 in Khlaeng Meas commune, Bavel district in 2020. Moreover, 43 VDPs (BB:0; SR:43) were developed and integrated to CIPs in 44 communes. Notably, in this year, due to COVID-19, all villages in Battambang targeted areas, commune development plan (CDP) committees did not conduct the commune development plan discussion in the villages, but instead, they invited community focal person such as community leaders, elderly people, village members to discuss all the issues and challenges for submission into CIP directly. Among 43 VDPs there are 31 VDP led by CFs and CBOs, and 12 VDPs preparing by local authorities and co-facilitated CF and CBOs.

There were 180 women and children's issues (BB:79; SR:101) been integrated into CIPs in 44 communes. As a result, 24 types of women and children related issues included in VDP and integrated in CIP. Those 24 issues include: 1. poor road condition; 2. poor families lacking food; 3. poor children lacking materials and transportation mean; 4. poor families lacking clean water; 4. poor families lacking toilets; 5. many sick animals that need to be vaccinated; 6. community pond needed to be rehabilitated for agricultural work; 7. no water system for use, need to build dams and canals; 8. lack of children's civil status documents such as birth certificates; 9. APSARA authority's restrictions on fencing at home and home renovation. 10. lack of awareness on the prevention of violence against women and children, requesting the dissemination of laws to prevent violence in the family, trafficking in women and children. 11. delays in intervention in cases of violence and abuse, call for increased interventions in a timely manner; 12. lack of knowledge on agricultural work that responds to climate change, request for dissemination 13. lack of electricity, request for authority to expedite the connection of electricity grid. 14. request budget for disaster-stricken families 15. child problems in malnutrition, request to continue the nutrition program for children in school; 16. many health problems, request for health promotion and continue to provide financial supports to pregnant women 17. literacy problem, request a professional teacher; 18. deteriorating forests in the area, call for the promotion of protection 19. excessive use of pesticides. request for outreach; 20. improper behavior of commune service providers, request for change. 21. unclear land title issuance leads to land disputes. request for clear inspection before issuing a letter to any party. 22. Security, gambling, drugs, request for strengthening the implementation of village/commune safety policy, establish village protection 23. people still have little understanding of safe migration, request for promotion and professionalism for migrants; 24. young girls getting married early and ask for information on the impact and education of life skills for young women.

Importantly, 89 (49%) of 180 (BB:50; SR:39) issues have been addressed by local authorities within 2021 using commune budget, NGO support, sub-national department support, community fund, and philanthropists.

Due to COVID-19, there were only 13 of 44 communes (BB:7; SR:6) increased their gender responsive budget (social service budget). 6 of 21 commune in SR increased their gender responsive budget as an average of 19.23%, while 7 communes in BB increased around 124% as an average. Notably, gender responsive budget in 6 communes in SR remained the same as 2020. The reasons that gender responsive budget in other communes were decreased due the provincial budget was cut and lower than 2020, so the social service budget in 2021 was lower than in 2020.

97 community representatives (BB:20; SR:77) including 41 Young Women leaders, 35 young female CFs, 16 Women Network leaders, and 5 CBO leaders have attended the sub-national level meetings, aiming at creating opportunities for women's groups to raise the issues of women/children in the community to the authorities in order to seek for intervention and helping women and children who affected by violence. The representative also advocated to increase social budget in addressing the women and children's issues in the community. As a result, community representatives were able to raise issues and request at meetings to seek for support and response from DCCWC, and CCWC. The participants discussed and analysed the impact that women and children were experiencing during the COVID-19 situation, and able to understand the situation of women and children

Based on the interviews with 23 CBO leaders among the total 107 CBO leaders (85 women) from 22 CBO groups, the CBO leaders/representatives always work collaboratively with sub-national authorities to monitor the sub-national level development plans through regular monthly, quarterly, semi-annual and/or annual meetings with village, commune, district and/or provincial authorities; participate in commune/village development planning; meeting with commune authorities; participate in district integration workshop with district authority; ; join community forums with authorities, and attend a meeting with the CCWC. The 22 of CBOs (SR:15, BB:7) have been strengthened the capacity and empowered to ensure that they are competent enough to lead and coordinate joint activities and monitor sub-national development plans.. Interestingly, 20 out of 23 CBO leaders highlighted that they have experienced in leading community collective activities including lead an internal meeting with members, lead a village development plan meeting, lead a

community dialogue, mobilize authorities to intervene on women's and children's issues, lead community mobilization activities to help communities, especially poor women and children.

Progress towards Outputs:

1.1.1. *Strengthen the capacity of women in leadership positions at sub-national levels to promote the participation of women in the local election process, social and public services respond to women's and children's issues, and promote women participation in politics.*

Based on monthly report, BS provided 6 capacity strengthening trainings on Leadership Soft Skill, Good Governance, Positive Thinking and Critical Thinking Skills to 243 sub-national authorities in leadership positions (BB:25/1 male; SR:218/84 males) to strengthen their roles and responsibilities and to promote women participation in the local election process, social and public services respond to women's and children's issues, and promote women participation in politics. Moreover, most participants suggested relevant stakeholders to encourage women and support women's opinions when they raise their voices, provide opportunities for women to participate in extracurricular activities. The suggestion also included required the authorities to be responsible for intervening the cases of domestic violence, resolving family and work disputes. As a result, the participants have shared knowledge and improved their performance in communicating with the authorities and stakeholders in fulfilling their leadership roles, with the support and praise of the commune chief and stakeholders for their efforts. In case of any issues occurred, which authorities do not respond, the women leaders will try to communicate and seek for support from other stakeholders. Through the discussion, they showed that they are trying to fulfill their role and communicate with male authorities, in their work and share their help with them. They requested BS to further strengthen the capacity of female sub-national authorities as all these parts are important points that can complement their performance better. Interestingly, after receiving capacity strengthening from BS, 11 female commune councils have shared the knowledge to other local authorities through CCWC meetings, commune council meetings, and public awareness-raising in BS Siem Reap target areas with a total of 193 participants (100 women). BS observed that some participants as village authorities were interested in these three topics and most importantly, female commune council was encouraged to build their confidence in participating in social work. Participants said that they will use what they learned to disseminate to the people in their villages.

BS organized Reflection Workshops to reflect on activities implementation at sub-national level with local authorities of the total 75 (BB:30/17 women, SR:45/36 women), aiming at establishing a mechanism to increase the capacity and courage the local women authorities and to continue to support local women leaders in seeking support and resolving issues they faced in their leadership. The results of this Reflection Workshop shown that the success of the local authorities and local community stakeholders in implementing social services with fairness funding for pregnant women, people with disabilities, the elderly, poor student; the commune council has prioritized and effectively implemented the plan for social, economic, gender and capacity development; good cooperation between local authorities (male and female commune councilors); and mobilized support from civil society organizations to raise funds or materials to help the COVID-19 affected families.

1.1.2. *Build the capacity of women leaders from the Happy Women Network/other networks to work with women representatives in CC to influence the local development process to respond to women's priority issues.*

133 (110 women leaders) and members of BS's community representatives{BB:58 (47 women); SR:80 (63 women)} have been strengthened the capacity to work with women leaders in sub-national authorities to influence the local development process in responding to women's prioritized issues, such as the issues of limited women in leadership role, child education, illegal migration, domestic violence, gender based violence and etc. The issues were brought to the Commune Committee for Women and Children (CCWC), Commune Council (CCs) and District Committees (DC) in order to get solutions. Additionally, Provincial CCWC has developed the action plan for

strengthening the CC and DC's roles and responsibilities, which can be added value to advance the women capacity in leadership role. Importantly, the 133 community representatives demonstrated that they have improved knowledge and been actively involved in village development plan (VDP), Commune Development Plan, and Commune Investment Program (CIP) process. Meanwhile, the 110 women leaders demonstrated that they have unlocked their leadership confidence and improved their courageous in advocating for addressing gender issues in the VDP and CIP processes.

To better collect issues from the community people, especially from the vulnerable women and households, BS conducted refresher training on village development planning (VDP) and commune investment program (CIP) process, proposal development, advocacy, and facilitation skills to 81 participants (BB:58 (47 women) including 51 (41 women) CFs with 3 people with disability (1 woman), 6 Gender Peace Networks (GPNs) (5 women) and 1 Young Woman; SR:15 CFs and CBO committees (13 women) and 8 commune authorities (5 women)). The purpose of these training is to build the capacity of volunteers and local community leaders to learn more about the process of village, commune and commune development planning and to start community mobilization to organize meetings to find their problems and needs in the village and ready to be included in its commune development plan. Based on the pre-test evaluation for the 81 participants, 76 participants demonstrated that they have improved their understanding and as a result of this, the local community leaders and village volunteer representatives understand how to make or develop VDP and CDP and how to cooperate with the CIP and participate in community mobilization and encourage the troubled community to dare to face their problems and ask the commune to help solve the problem so that the community can exercise its rights and decisions to solve their problems. Moreover, the community dares to express their opinions and decisions on their problems so that the village, commune, and commune authorities have a plan to solve them.

Moreover, in Siem Reap, the trained 23 CFs and CBOs have provided echo coaching to 52 participants (45 women) from Happiness Women Network (HWN), Young Women Network (YWN), Gender Peace Network (GPN), and CBO members. Particularly, these participants attended regularly various meetings with authorities to raise issues and needs of the community, especially women and children. Notably, BS conducted coaching on VDP and CIP process, proposal development, advocacy, and facilitation skill to 43 participants (28 Young Women CFs), aiming at reflecting and reviewing the VDP 2020, which have been responded or not, prepare to include the new VDP in the CIP, and strengthen the confidence and understanding of BS's beneficiaries on the VDP process and follow-up on the results of the response.

BS organized Reflection and refresher Workshop on the Process of VDP and CIP with a total of 206 participants (BB: 90 (56 women) including 2 female chiefs of district consultative committee for women and children (DCCWC), 1 female deputy district governor, 2 commune planning and support officers, 20 CCWC and CDP and CIP committees (13 women), 8 commune council members (3 women), 5 village members (1 woman), 39 BS volunteer group members (25 women), 8 CFs (7 women), 5 GPNs (4 women), and 1 provincial official; SR: 143 (121 women) including 9 commune councils (2 women), 3 commune planning and support officers (2 women), 12 village authorities (3 women), 64 CFs (47 women), 52 CBO leaders and members (42 women) and 25 Young Women). As a result, all participants were refreshed on the steps of preparation and implementation of the village development plan, discussed in detail the 5 steps: 1. the draft development framework and budget; 2. the consultation meeting on commune development; 3. draft Commune/Commune Investment Plan; 4. Approval of Commune/Commune Investment Plan; 5. Evaluation of the implementation of Commune/ Commune Investment Plan. BS and community volunteers prepared to include the new village development plan in the commune investment program in 2021. Moreover, BS aimed to strengthen the understanding of CBOs on the VDP process and follow-up on the results of the response to the inclusion in the CIPs. BS observed that participants understand more about the importance of managing the number of issues raised, the need to verify between responses and non-responses so that they see the response and be aware of our involvement in helping the community.

1.1.3. Strengthen the capacity of local government authorities at the commune and district level on gender equality and social norms to ensure gender-inclusive in the sub-national democratic development processes.

BS provided trainings on Gender, Reproductive Rights, and Power Analysis to 52 (BB: 9 commune leaders (4 women); SR: 43 commune leaders (16 women), aiming at providing further support on capacity building to local authorities at the sub-national level on knowledge, power analysis, and gender equality, so that they can use their knowledge and be more competent in their role and willing to address women and children's issues, as well as to ensure that gender equity is matter in the communities, and in the democratic development process at the sub-national level. Based on the result from pre and post-test, 90% of participants shown that improved understanding on above topics. BS team observed that participants received much improvement on the topics, especially male commune councils on gender and power analysis and the use of power in different situations for the common good and not to offend others through Tool for Feedback shared by the facilitators in a constructive sense does not demean anyone, but in the sense that they modify it well and satisfactorily. At the end of the training, participants gained an understanding of gender perspectives and reproductive rights, with two case studies being discussed and further community-based cases. Participants raised issues related to social attitudes, beliefs about fortune tellers, beliefs about zodiac signs, and beliefs in each area, and this belief led to violations of human rights, women's rights, especially the right to reproduction. Participants determine the ways to share these topics through individuals in small groups during a commune council meeting in each commune for 10 to 15 minutes in order to bring positive change in gender stereotypes

1.1.4. Build capacity of men, including Good Men Network (GMN) and women in understanding and supporting women's role in politics and engaging in the election and their capacity for effective leadership.

Banteay Srei provided training (BB:3; SR:4) on Positive Masculinity, Gender and Disability Inclusion, and Child Protection to 237 participants including (BB:97 (31 women) (8 female CFs, 10 GMN members, and 2 female GPN members), 77 authorities (21 women); SR:140 (24 women) including 63 authorities (35 women), 4 GMN leaders, 11 GPNs (4 women), 10 female CFs, and 10 Young Women, and 42 family male members of CFs and beneficiaries). This training aimed to improve the atmosphere in the family and contribute to supporting women and children to change positive attitudes and responsibilities in the family. Male participants shared experiences and reflected on their thoughts or practices in the past and changed their perceptions of discrimination against women, especially people with disabilities. Based on the result of the pre and post-test, 101 participants, demonstrated that they have improved understanding of above topics. After the training, participants are aware of gender and the role of community management as the activities of community members who participate voluntarily and unpaid to promote the well-being and development of their community. Participants had a lively discussion because it was a new topic of positive masculinity for them among the powers that have in the past. After the discussion, the participants realized that if we use all those powers without thinking, it will lead to our families and our society having such a monarchy. Moreover, all participants showed more understanding of intervention methods, legal processes, and plan to share this knowledge with working groups and communities on the topic of defining gender-based violence, identifying institutions involved in tackling violence on women and children, measures to refer victims. Moreover, they were not only showing off their family income, but also showing their involvement in the household works, babysitting, and laundry when wife is busy, so they know what to do and what not to do, and they promise not to abuse their wives and children and, they find the way to be very thoughtful and calm. Interestingly, 4 GMN leaders in Prasat Bakorng and 8 GMN leaders and members in Barvel conducted peer-to-peer educational outreach to share their experiences and coaching with 20 new GMNs in Prasat Bakorng and 38 male participants (3 men with disability) in 4 villages in Barvel aimed to create GMNs.

BS facilitated Men Forums (BB:0; SR:3) with 69 total participants including 25 male participants (5 commune councils, 10 village councils, 6 commanders, 2 GPNs, and 2 GMNs from 5 communes in Prasat Bakorng district and 44 male participants (9 Leang Dai commune councils, 11 Pak Snaeng commune council, 4 Svay Chek commune councils and 8 Chub Ta Trav commune councils, 3 GMN

and 3 CFs in Angkor Thom district aimed to engage with Sub-National Authorities (SNA) for addressing women leaders' roles in politics and create opportunities for local male leaders to share experiences, knowledge in performing roles, responsibilities, and participation in solving and responding to the needs of women and children in the community, and demonstrate support for women to become leaders. As a result, all participants mentioned that so far, they coordinated and counseled families of gender-based violence (GBV) victims, sending victims seeking legal services. Moreover, they supported women to participate in leadership roles, involve women in social work (meetings, workshops, training sessions) and support them to stand as candidates in their party, share leadership work to a woman and train her on how to work as a leader.

Banteay Srei conducted a Reflection Meeting (BB:0; SR:2) with 17 participants including 3 GMNs and 5 GPNs in Angkor Thom district and 4 GMNs and 5 GPNs in Pouk district aimed to strengthen more knowledge on positive masculinity, gender, sex, and gender role to them, discuss and express on positive masculinity in the family, community, and society, and plan to share positive masculinity knowledge with other men in the village. Moreover, they organized community gatherings to echo the knowledge to 40 men in their village. As an observation, participants showed more understanding about the topics and commented that being a good man in the family: they should help the family in earning money, eliminating domestic violence, be an example to their children, and live happily, respect the rights of others, make the family happy, know the value to live, to cook, to cook, to feed chickens, and to wash clothes. Being good men in the community: participate in preventing violence, share knowledge with other men about being positive masculinity. They expressed their interest that attending this meeting is important as this knowledge can be shared with others, enjoy meeting together, share knowledge and the lessons learned, and shared about the changes they have made.

Strengthen the capacity of CBOs to lead and facilitate collective actions and monitor the sub-national level development plans to benefit women.

Based on the interviews with 23 CBO leaders among the total 107 CBO leaders (85 women) from 22 CBO groups, the CBO leaders/representatives always work collaboratively with sub-national authorities to monitor the sub-national level development plans through regular monthly, quarterly, semi-annual and/or annual meetings with village, commune, district and/or provincial authorities; participate in commune/village development planning; meeting with commune authorities; participate in district integration workshop with district authority; ; join community forums with authorities, and attend a meeting with the CCWC. The 22 of CBOs (SR:15, BB:7) have been strengthened the capacity and empowered to ensure that they are competent enough to lead and coordinate joint activities and monitor sub-national development plans.. Interestingly, 20 out of 23 CBO leaders highlighted that they have experienced in leading community collective activities including lead an internal meeting with members, lead a village development plan meeting, lead a community dialogue, mobilize authorities to intervene on women's and children's issues, lead community mobilization activities to help communities, especially poor women and children.

- 1.2. Outcome 1.2. More women, including Young Women, are taking leadership roles in formal and informal structures to progress the discriminatory change gender at leadership and decision making at all levels.

Progress towards Outcome:

In 2021, BS conducts an International Women's Day (IWD) campaign which was collaborated with the provincial hall and the provincial department of women's affairs (PDoWA). However, in the first 2 quarters, BS was not allowed to organize the event and mobilize people. Therefore, we conducted the community awareness-raising through social media and radio broadcast individually and collaboratively with relevant departments/office and other stakeholders. Interestingly, the representatives from the Provincial Department of Women's Affairs (PDoWA) were invited to be guest speakers and community focal points with the different talk shows. BS Siem Reap (BS-SR)

celebrates IWD by run radio programs such as talk back programs, repeated and sports. The purpose of this activity was to make the community people get more understanding on the history of IWD and find the way to contribute themselves for women's rights; local authorities understand more about resources mobilizing in the community; and ability of woman leader was sharing by community facilitator in BS area. BS-BB conducted through tuk tuk and Radio Talk Show that reached out to 1800 people (1000 females) and BS-SR reached out to 978 people (585 females).

Program /Where	Date	Topic	Guest Speaker	# of listener/ audience	Other
National Radio in BTB, FM92.70	06 March 2021	Women and development in Covid-19 outbreak	PC-BS (Ms. Man Sima) and women affair (Ms. Chun Thearin)	Listener 180, 943 viewers/ 102 shared.	
National Radio in BTB, FM92.70	07 March 2021	Enhance women leadership to gender equality in Covid-19 outbreak.	GPN (Mr. Ey Pakna) and Young Women (Khoeung Solinh)-BS community	Listener 210, 952 viewers, 131 shared	Khoeung Solinh, woman with disability
USAID-T4GC	08 March 2021	Discuss the obstacle and chance related to gender in wash solid management both in formal and informal.	PC-BS, trash company, and one from district hall	188 viewers, 28 shared, reach around 400 pax.	
Sombouk Khmom Radio, 95MHZ	9 March 2021	Gender equality and women rights	PC-BS	N/A	
National Radio of Cambodia FM92.70MHz	10 Nov 2021	Discussing the Process of Resolving GBV and Responding Effectively in the COVID-19 Context	PO-SH	1,185 reached and 8 shared	
VOD	05 Nov 2021	Women and Gender Equality program: Women and Social Participation	ED	1.7K views and 92 likes	
VOD	06 August 2021	Women and Debt	PVC-SR	5.1K views and 71 likes	
VOD	22 October 2021	Violence on Women during COVID-19	PVC-BB	6.6K views and 114 likes	

For the special event, BS-SR together with NGO-CEDAW worked on report about the situation of woman right in 2020 and the recommendation for developing the suggestion to the government. Those suggestions are 1-Discarding the draft law on public order and the new sub-decree on the internet gateway as such laws potentially violate women's freedom of expression and rights to privacy, and a gender impact assessment is necessary before adopting new legislation. 2-Allocating adequate national budget for effective implementation of NAPVAW III and Neary Rattanak V and the upcoming national policy on gender equality, 3-Amending and enforce laws aimed at the elimination of gender-based violence, particularly by providing responsive service that focus on the physical and mental wellbeing of survivors and ensures access to justice for survivors. 4-Acting to prevent and eliminate all harassment, violence, and other forms of gender-based discrimination in the world of work, by adopting strong national policies and by ratifying the ILO convention No 190. 5-Training all security personnel hired by the government or municipal actors, including their

managers and supervisors, on how to interact with woman in a non-violence and gender-sensitive manner.

To build up the voice of BS and young woman in the target area, 6 Young Women joined the national dialogue supported by the Scaling Up Nutrition Civil Society Alliance in Cambodia (SUN-CSA) on food system to provide the opportunity to Young Women aged 15-35 years old to share their thoughts and visions for the future of Cambodia's food systems. As the result, all the Young Women showed more understanding about how to facilitation in dialogue at the national level including the raising issues by the participant-related food system in Cambodia. 3 issues were shared by Young Women such as no market linkage, low price, and no technical support for the farmer in the area.

In December 2021, BS-SR supported National Committee for Counter Trafficking to celebrate the 15th Anniversary of the National Day Against Human Trafficking, on the theme, "Do not take COVID-19 as an Opportunity to Commit Human trafficking" with the participants from the representatives of the departments around the province, the director of administration, the director of the provincial unit, the deputy governor, district officials, civil servants, armed forces, national and international partners, and representatives of Islamic schools, representatives of Chinese religions and youth federations, a total of 537 people (283 females).

Progress towards Outputs:

1.2.1. Build the capacity of Young Women on leadership and decision-making for promoting women champion at the sub-national level.

158 women leaders, within 243 sub-national authorities in leadership positions and 133 (110 women leaders) BS network/group leaders and members (BB:58 (47 women); SR:80 (63 women)) always demonstrated the promoting women champion and raised issues at sub-national level meeting and community gathering activities.

BS provided trainings (BB:1; SR:2) on Leadership Skills, Community Resources Mobilization, Advocacy, Women and Child Protection, Gender and Disability Inclusion and Facilitation Skills to 102 participants (BB:44 participants including 11 Young Women leaders, 7 female commune councils, 2 female commune assistants, and 24 female village members; SR:58 Young Women leaders and 3 female CBOs). The purpose of this training is to strengthen the capacity of Young Women leaders in the area to coordinate and mobilize resources and recommendations from the community so that they can use their knowledge to persuade stakeholders, support their abilities and roles, and help them hold on. Moreover, this aimed to strengthen the capacity of women and children to include rights and legal protections, including the disability of local women prosecutors in BS target areas, and to strongly participate in addressing and protecting women and children with disabilities and to encourage, provide opportunities and support to increase the number of women leaders in the community, both inside and outside government structures. As a result of observing and using this assessment form, participants have increased their knowledge, such as 1. Understand the definition of gender as a social condition and can be changed; 2. Have an understanding of the methods and key points, whether or not to do, when organizing, coordinating, and mobilizing the community and other resources to help solve their community problems through various meetings in the community so that the meeting can get good results. 3. Integrate how to give feedback to each other in a constructive way through the sandwich method; 4. Connect to the use of the six types of power for the benefit of the community; 5. Know the basic human rights; 6. Understand the definition of disability and what kind of actions, gestures, and words can affect the mood of the person with a disability; and 7. Understand the images and activities that the official definition of domestic violence is aimed at those under the same roof, with four main bases: physical violence, emotional violence, sexual violence and economic violence, and gender-based violence.

Through the use of inspirational questions, participation, suggestions, and sharing, the participants were very interested in the topics or lessons, showing that all of these lessons helped them, knowing the key points to use for communication in family, community, and society as a whole. Participants have a greater understanding of gender and sex because it is an important part of society that defines inequality between women and men, the division of roles, and the division of labour and

unpaid work between men and women. As resulted from the trainings, the participants improved their understanding and eliminate misperception on feminism.

1.2.2. *Strengthen the capacity of women leader networks such as GBV, DV, women's rights, etc. at sub-national levels and national levels.*

BS Siem Reap provides a training (BB:0; SR:1) on Gender Mainstreaming and Facilitation Skills to 19 Young Women network members aimed to make women leaders understand the rights of women in leadership and encourage women who are leaders to share knowledge that women can work for themselves, their families, society to other women leaders. Completing the pre-and-post test result, out of 19 participants, 17 participants showed improved understanding. BS for the first time and found that the participants were satisfied with the chairperson and hope to share experiences.

1.2.3. *Support existing women leaders, including Young Women and build up new women leaders by growing peer networks to meet and learn from each other, and to engage in decision-making forums.*

BS conducted supporting discussion meetings (BB:0; SR:3) with 50 participants (46 Young Women and 4 female CBOs) from Pouk, Angkor Thom, and Prasat Bakorng district, on social service plan and budget, feminism, and women rights for seeking support from local authorities and relevant stakeholders. As a result, participants have a better understanding of the social service budgeting to support women victims, pregnant women, children, and community kindergartens. Moreover, participants have a greater understanding of gender equality between men and women in both function and role. Participants expressed their personal views on how good it is to have local women leaders who can contribute to addressing women's issues and needs.

1.2.4. *Collaborate with the provincial universities to create more opportunities for Young Women to advance their community development/women leadership skills through promoting internship programs.*

Due to the COVID-19 pandemic, universities have been temporarily closed, students learn from the distance so in the first semester no student is engaging with our program as a volunteer. During this reporting period, BS employed 6 interns (PP:4/3 females; BB:1; SR:1) to learn from BS and support finance and IT task with 3 BS offices. BS team plans to engage the potential female students or Young Women in the community to be our volunteers or involved in the BS program in the next reporting period when the COVID-19 situation is becoming better and better.

1.2.5. *Develop and implement joint advocacy strategy/activities with other Women's Rights Organizations in operating at the province and national level for an inclusive of women leader engagement and their contribution toward gender-responsive plan and budgeting.*

BS conducted 3 joint-workshop activities, 1 in Kampong Thom, 1 in Kampong Cham Chhnang and 1 in Phnom Penh with GADC, NGO-CEDAW, SILAKA, and Confrel on "Women Participation in Politics" in order to promote the increasing number of women in politics. The workshops have involved various of stakeholders, including political parties, NGO networks, and independent medias. As a result, from the workshop, the political parties have shown their commitment to increase number of women in their party and encourage more women to participate in politics.

BS program both in Battambang and Siem Reap province conducted a joint-advocacy campaign on Ending Violence Against Women and Girls (16 Days Campaign) under the collaboration with NGO partners Daikonia, IWDA, government authorities and Good Men Network (GMN) and Good Women Network (GWN) with totally (BB: conducted 01 event and 02 community dialogues meetings with total 65/62females and 02 Radio Talk Show, the guest speaker who are from PDoWA, Provincial Police, and two communities. And SR: conducted community dialogue with 280 participant / F 157 in 5 communes. and positive masculinity meeting (50men) and 01 program talk show on positives masculinity speaker who is BS staff and good man network representative.)

1.2.6. Strengthen the capacity of women leaders on the advocacy, which they can develop evidence-based advocacy case studies for their contributions to the gender-responsive plan and budget.

Based on training report, BS provided media advocacy and digital devices and social media for activist women leaders trainings (BB:1; SR:1) to 28 participants (BB: 16 women leaders (1 disabled person); SR:12 potential Young Women and CBO committee members) from 3 districts: Prasat Bakorng, Angkor Thom, Pouk, Battambang city, Banan district, Bavel district, and Thmor Koul district aimed to offer new knowledge on advocacy and how to take quality photos and share and apply knowledge to contribute to change and respond to the needs of the community, especially poor families. As a result, all participants have demonstrated an understanding of how to negotiate non-violently within the family, and with authorities and stakeholders, and this mode of negotiation is part of helping families to live happily and collaborate to respond to the needs of the community, especially vulnerable women. Moreover, participants expressed an understanding of the reasons that led to the advocacy or negotiation of any group of individuals, which previously participants always said why a demonstration of advocacy was necessary. Participants presented new knowledge on how to take good and beautiful photos in each layout that shows the image we need to focus on and the landscape that we set and learn more about how to write a message on social media and the ethics of photography. Based on the pre-and-post test result, 10 participants had a better understanding of the topics.

1.2.7. Provide Feminist Leadership training to women leaders, CF, Young Women leaders, and happy women network.

Based on training report, BS provided training on Positive Thinking, Critical Thinking, Good Governance and Feminist Leadership skills (BB:1; SR:2) to 36 female authorities (BB:12 female authorities; SR: to 24 Young Women authorities). This training aimed to further support the capacity of women leaders at the sub-national level on knowledge and to enable them to apply their knowledge. It will help them become more capable in their role and willing to address the issues of women and children in the target areas. Based on the result of the pre-test in Battambang, 1 participant got poor, 7 participants got average, and 4 participants get good score on Good Governance while 3 participants got poor, 7 participants got average, and 2 participants got a good score on Feminist Leadership. Based on the result of post-test, 1 participant got average, and 11 participants get good score on Good Governance while 4 participants got average and 8 participants got good score on feminist leadership. Moreover, BS wants to strengthen their capacity and reflect on the good points and poor points that need to be supplemented, especially on planning to use, finalizing the social service budget, and having specific plans for outreach on the topic (Women in Leadership and Good Governance). As a result, all participants were very satisfied with the topics because it is an increase in recall of the performance of the role of the commune council. After the discussion, participants shared their experiences and present solutions to demonstrate that women in leadership focus on women's rights and decision-making in their roles.

1.2.8. Conduct Echo training on Feminist Leadership by women leaders, CF, Happy Women Network (HWN) and Young Women Network (YWN) leaders/members to women in communities

BS-SR together with 3 trained female commune councils to continue to provide coaching on Feminist, Child Protection, Women in Good Leadership and Governance to 29 female local authorities in 3 districts: Prasat Bakorng, Puok, and Angkor Thom. BS observed that some participants as village authorities were interested in these three topics and most importantly, female commune councils were encouraged to be more confident in their participation in social work, and there is encouragement from their families, which makes them more empowered by village authorities. Participants said that they will use what they learned to disseminate to the people in their villages.

Challenges and Solutions

Challenges	Solutions
Some of target communes and districts did not organize their monthly meeting and some organized but they did not allow many people to join so the BS team cannot engage CF to attend in the meeting to raise their and the community's issues.	Convince to Provincial Consultative Committee for Women and Children (PCCWC) to closely monitor to DCCWC and CCWC of their regular meeting even organized by online.
Some communes of BS targeted areas did not conduct the meeting for collecting the issues in the villages for submission into CIP.	Conduct the meeting with leading by the provincial hall (CIP department) to reflect what they have done for VDP and CIP.
New variants of the Corona virus outbreaking such as Delta and Omicron caused the government restricted of the big gathering of the community people.	Some activities were conducted virtually and BS is processing to buy Zoom license for conducting any meetings and training.

Priorities for Next Semester

- BS continue to strengthen roles and responsibilities of Young Women and Good Men Network to raise women and children's issues in the local authority meeting, as well as provide more coaching to them on positive masculinity to change their behaviour.
- Connect Young Women, good men, CF, and other networks to join in the meeting at the commune and district level.
- Provide training and coaching to women leaders, CFs, and GPNs
- Review and implement CBO strengthening plan
- Provide technical support from PCWC to CCWC and DCWC.

II. Strategic Objective 2: Vulnerable women and their families lived freely from violence through changing the social norms and enhancing their economic status in the BS target communities.

- 2.1. Outcome 2.1. Young Women and men in the target communities worked together with effective preventive measures to address all forms of gender-based violence (GBV) and harmful gender norms and risky behaviours.

Progress towards Outcomes:

Based on the interviews with 39 GPNs (BB:14; SR:25) (95 total GPNs in 2021), we found out that 38 of 39 GPNs (BB:14; SR:24) claimed that their capacity and confidence are improved after receiving trainings from Banteay Srei and they are able to use these capacities to support their community. Interestingly, almost 90% of these GPNs have experiences in participating in BS capacity building and strengthening on domestic violence and gender-based violence and laws related to gender-based violence.



district, Siem Reap province.

When we asked, *“In 2021, did you and any other members of the village ever facilitate a case of domestic violence and/or gender-related GBV violence in your village?”* 29 GPNs (BB:8; SR:21) answered that in 2021, they used to facilitate a case of domestic violence and/or GBV.

“Sut Nuch expressed his personal interest that he was very happy that he understood the positive men who made the difference in sharing housework, giving women the opportunity to participate in social work and shared with other men in the village to practice positive masculinity for family’s happiness and ending violence in his family.” Sut Nuch is a male Gender Peace Network and a Good Man role model living in Pong Teuk village, Chob Ta Trav commune, Angkor Thom

When we asked, *“Can you tell me from your observations how the cases of violence in 2021 change?”* 22 (56%) of 39 GPNs claimed the violence cases in the community in 2021 were decreased compared to 2020; 3 (8%) said remaining the same; 13 (31%) said it was increased; and 1 has no answer. As a result, based on Safe House (SH) and Peace Centre (PC) monthly report, 47% (2019:273 cases; 2020:173 cases; 2021:82 cases) of serious GBV incidents in communities in 2021 was reduced compared to 2020.

78 GMNs (BB:26; SR:52) and 52 HWNs (BB:20; SR:32) were interviewed. When we asked, *“What activities have you been involved in promoting the rights and well-being of women and children in your community?”* 18 (46%) of 39 GPNs, 44 (56%) of 78 GMNs and 20 (38%) of 52 HWNs mentioned that they have been involved in various activities in promoting the rights and well-being of women and children in their community including sharing the knowledge gained from attending the training to parents, other beneficiaries and the community, take care of their child better without using violence, actively participate in educational activities to promote gender-based violence and domestic violence, especially against women and children, to the community, raise issues of women and children in meetings with local authorities, especially the CCWC meetings, encourage and listen to children as well as female members so that they dare to come up with ideas, and participate in community activities.

When we asked, *“In 2021, did you and any other members of the village ever facilitate a case of domestic violence and/or GBV in your village?”*, 51 (65%) of 78 GMNs claimed that they have facilitated cases of domestic violence and/or GBV in their village in 2021.

When we asked, *“In 2021, do you or a male member of your household have to do housework, which is mostly women responsible?”* all 94 male respondents (17 GPNs and 76 GMNs) claimed that they always do housework, which is mostly women responsible such as wash clothes, cook, take care of small children, feed pets, help grow crops, sweep the house and prepare the house, fetch water/pump water, split firewood, repair the house, accompany children to go to school.

Suk X is 29 years old. She is one of the active members of Happy Women Network, who lives in Bampenh Reach village, Leang Dai commune, Angkor Thom district, Siem Reap province. Suk X expressed that she is grateful to be involved with Banteay Srei's economic empowerment program, which helped her to improve her family income. She said, "I am very happy to be part of this program, because it changes the mindset of me and the community by solving problems peaceful, encouragement, and listening to each other, which makes my family and community live happily and reduces domestic violence." Thanks to Banteay Srei and donors who support my community.



29 (17%) of 169 community volunteers (11 GPNs; 12 GMNs; and 6 HWNs) mentioned that they have experiences in leading collective action in the community including leading community dialogue, mobilizing authorities to intervene on women's and children's issues, leading community mobilization activities, helping poor communities, especially women, leading awareness-raising outreach activities.

Progress towards Outputs:

2.1.1. Capacity of Good Men Network (GMN), Happy Women Network (HWN) and Gender Peace Network (GPN) is strengthened through promoting concept of good men and on GBV, gender, women rights, positive social norms, laws at all levels to address the social norms and all forms of GBV.

BS-SR provided training on domestic violence (DV) prevention and victim protection and how to intervene with a total of 38 GPNs (21 females) from Prasat Bakorng, Puok, and Angkor Thom districts. The agenda of the meeting were discussions on the penalty of each crime, harassing conducts, and see how men participants defined gender roles. Based on pre-test results, 19 were poor; 16 were average; and 3 were good, while based on post-test, 27 were average and 11 were good. BS staff provided coaching to 10 GMNs from 6 communes and 8 villages in Prasat Bakorng district. Participants shared their experiences with other men and had an understanding of team building and volunteered. Most importantly, all these coached participants continued to mobilize men in their villages with a total of 52 men to participate in GMNs. Moreover, BS-SR provided coaching on response during counselling, support for victims of domestic violence, and case management, with a total of 43 GPNs (31 women) from Prasat Bakorng, Puok, and Angkor Thom districts aimed to reflect on how to respond during counselling and be aware of case management and seek support for vulnerable women and children. As a result, participants shared their experiences of knowing how to respond when helping victims of domestic violence, and how participants were able to differentiate between giving opinions and counselling.

BS mobilized Good Men Networks at the district level (BB:1; SR:1) in 3 districts (Barvel, Banan, and Prasat Bakorng) for promoting the concept and criteria of being a Good Man to support women well-being with a total of 42 male participants (4 disabled people). This meeting is for capacity building and planning to gather men in their villages to join Good Men Networks at the village level. The group of men who participated shared their experiences with the men in the group in social work, although it is the volunteer work including intervened in the past to help cases of violence when there was a burglary, traffic accidents, facilitate traffic when students go to school, help protect security during ceremonies, festivals and other programs. After this, our Good Men Networks were able to mobilize 40 men (7 disabled people) and form 6 Good Men Networks at village level in 6 villages in 5 communes, 2 districts in Battambang. As a result of the ToT meeting in these districts, there was an increase in knowledge about good manhood and the impact of the abolition of patriarchy in the family, and lesson sharing was prepared. Moreover, participants have the

opportunity to meet to discuss and share their findings on the role of local authorities in responding to and responding to domestic violence.

2.1.2. *Strengthen the capacity of members of GMN and HWN on GBV and laws related to GBV, Gender, and positive social norms and women's rights.*

BS-SR organized meetings with 17 GPNs (5 women and 5 Young Women) to strengthen capacity and ability to provide community education on GBV and laws related to GBV, gender and positive social norms and women's rights aimed to strengthen the capacity of GPN members on implementing their roles, responsibilities, legal rights that protect women, intervention case, and to raise the need for local authorities and relevant institutions to intervene to help vulnerable women. During the meeting, all participants discussed the role and responsibilities of the GPN in the community, sharing social norms, the status of women during the outbreak of COVID-19, sharing of cases of gender-based violence in the community (issues/solutions and follow-up plans), demonstration of rights and laws that protect women and victims of abuse (gender-based violence) and demonstration of intervention and management of gender-based violence. As a result of the meeting, GPNs were clear on their roles and responsibilities and were aware of additional rights and laws to assist women victims of violence, children, and people with disabilities.

2.1.3. *Support GMN and HWN to conduct community awareness activities on gender equality and women's rights.*

BS provided coaching to 14 participants (BB:2 Young Women; SR:12 females CFs) on women's rights, child's rights and women with disability and how to access their rights, and discussion of social services in obtaining responses and solutions to GBV, especially women. aimed to enable them to have the confidence to share knowledge with other women in the community, especially the poor and vulnerable women. After this coaching, with support from BS, they conducted community dialogue on these topics with community people with a total of 228 participants (201 women), including 13 disabled people (9 females), and 10 children (6 girls) from 18 villages in 2 districts. As a result, after the end of the dialogues, participants increased their awareness, such as 1. Understand gender definition as a social condition, and gender as an inalienable biological condition, four basic human rights: civil rights, political rights, economic and social rights, cultural rights, and four major children's rights, such as the right to life, rights to protection, the right to participate and the right to development; 2. What measures will help and prevent violence against women and children and child protection. Through the dialogue, they saw that the participants were interested in children's rights, which they previously thought the children did not have the right to participate in because they thought that the children were too young to participate. Moreover, they understand and exercise their full rights and dare to raise their concerns, contact social services, respond to authorities and stakeholders, and assist in changing and correcting any inappropriate behavior in the community. Participants requested the next meeting to have more male participation so that men would be more aware and involved in changing their thinking, attitudes, and participation to respect for everyone and women's participation.

2.1.4. *Strengthen the capacity of GPNs to prevent, protect, and make interventions on GBV cases in the target communities.*

BS-SR provided capacity building to 62 GPN representatives (30 women and 4 Young Women) from 3 districts (Prasat Bakorng, Pouk, and Angkor Chum) on counseling skills, case management, resource mobilization, and fund raising, and advocacy aimed to reflect on the services, provide a guideline, understand how to advise, manage the case, leadership, and seek help to support vulnerable women and children. As a result, at the end of the training, all participants showed understanding of the definition and process of counseling to help vulnerable individuals and families. Participants know how to seek support from stakeholders to help vulnerable families, know how to submit proposals to relevant authorities and organizations or institutions. Last but not least, they were happy to participate and have an understanding of how to manage cases and find out how to support victims' families, share experiences, intervene in violent cases.

2.1.5. *Coordinate with others to facilitate legal training/ capacity building to Good Men Network and other men in the community on GBV's law.*

Based on the interviews with 78 GMNs (BB:26; SR:52), we found out that 60 (77%) (BB:16; SR:44) claimed that their capacity and confidence are improved after receiving trainings from Banteay Srei and they are able to use these capacities to support their community. Interestingly, almost all these GMNs have experiences in participating in BS capacity building and strengthening on domestic violence and gender-based violence and laws related to gender-based violence in 2021.

2.1.6. *Support vulnerable women and children by safe migration mechanisms in destination countries.*

In September, BS-BB, in collaboration with the Department of Labour and Vocational Training of Battambang Province and the Office of Social Affairs of Thmor Koul District, organized public awareness-raising in the community to promote safe migration, gender, and legal rights, working conditions to the general population, caregivers, and local authorities with a total of 92 participants (71 women) including 6 people with disability (5 women) and 23 children and youths (18 women) in Thmar Koul district aimed to ensure that the target community has access to accurate information regarding opportunities, conditions, and labor rights and safe migration. Of the 92, 51 were former migrants (45 women) and 80% were through illegal migration (through brokers, relatives, or friends). As a result, all participants were aware of the opportunity to study vocational training (VT) without spending any money from VT service providers such as the Department of Labor, there are three institutes: Techo Sen Institute, Battambang Provincial Polytechnic Institute, and Prey Kon Khla Institute, and at the Office of Social Affairs and Social Health of Thmor Koul District. Most importantly, they understand how to write a complaint and the mechanism for resolving migrant workers' complaints. Moreover, they know about the duties and responsibilities of the company or private recruitment agency and prevent corrupted people who always deceive the people through cooperating with the Department of Labor. Finally, they understand the consequences of illegal migration and understand the benefits of legal migration.

2.1.7. *Children and youth, especially girls and Young Women, affected by migration in Sources and destination communities claim their rights to social protection and Education services.*

During this reporting period, 54 of migrant children and youth, especially girls and Young Women, in targeted communities who are victims of migration returnees and they were kept in the quarantine center. CBCPMs and local authorities provided social services including medical check-ups, food, and accommodation. There were 12 champion girls/club leaders who actively coordinate meetings and some activities of the club, provide ideas and inputs for the group activities, represent to other groups, networks and meetings or represent the province, and raise their concerns and issues to local authorities and the Government.

In this reporting period, there 8 collective actions and influencing activities during this reporting period including 2 child-led-action research (BB:1; SR:1), children's participation in 3 CCWC and DCCWC meetings (BB:1; SR:2), children's attending a meeting with women commune councils and other relevant stakeholders (BB:0, SR:1), and children's participation in 2 national Child and Youth Forum (BB:1; SR:1).

2 action research in (BB:1; SR:1) were conducted on 11-12 November 2021 in Battambang and 19-22 November 2021. 26 children and youth club representatives (BB:7; SR:19) conducted Participatory Action Research on issues related to migration and child protection in Kdol Taken, Bavel, Koul, Sre Khvav, Ta Som, and Nokor Pheas commune. More than that, 30 children and youths from children and youth clubs (BB: 3 girls; SR: 4 girls, 9 female youths, 9 male youths, 1 female adult, 2 male adults, and 2 females) participated in the meeting with the commune committee for women and children (CCWC) on 10th September 2021 in Battambang and district consultative committee for women and children (DCCWC) and the commune committee for women and children (CCWC) on 09 December 2021 in Siem Reap (BB:1; SR:2) to raise their concerns/issues based on research findings of participatory action research (PAR) to relevant authorities, in the commune

investment plan (CIP) process on commune planning and budgeting. Children and youths reported to the local authorities about the research findings on the topic of reasons of children drop out of school (laziness, poor learning, love during study age, tiredness of studying, poor living conditions, parents do not encourage their children to go to school, students do not have a clear purpose, young marriage, attraction from friends and society, migration, parents force their children to help earn money in the family). In Ta Som commune, in Prasat Thnong secondary school, 24 children dropped out of school (10 girls), the total dropout rate was 6.36%. In Sre Khvav commune, in Sre Khvav secondary school, the dropout rate was 20-30%, and another problem in Slat primary school, teachers do not come to teach regularly. In Nokor Pheas commune, in Nokor Pheas secondary school, the dropout rate was 15%. In Koul commune, in Koul secondary school, the dropout rate was 10-15%. All these issues found were requested to the local authorities to intervene. Mrs. Khav Sino, the district chief of Angkor Chum district, received all the requests and asked the commune councils and teachers of all communes to help check the dropout students and visited them at home and asked parents to encourage their children to go back to school. Commune council and CCWC members noticed all these issues and informed the village chief in their respective communes. More than that, taking all of the above issues, Ms. Khav Sino promised to raise them to the DCCWC meeting and was impressed to see children and youths dare to raise the issues to the local authorities and to ask what the communities especially children and youth's need.

On 15-26 October 2021, 10 (7 female youths) representatives and members of children clubs from 5 communes attended a meeting with women commune councils and other relevant stakeholders who are CCWC, including 2 (1 female youth) in Srae Kvav, 2 (1 female youth) in Koul, 2 (1 female youth) in Ta Sorm, 2 female youths in Doun Peng, and 2 female youths in Nokor Pheas to raise their concerns/issues based on research findings of participatory action research (PAR) to relevant authorities, in the commune investment plan (CIP) process on commune planning and budgeting. During these meetings, children and youths raised the issues including a family whose mother cannot afford to buy materials for her child to study; a child, who is a member of the child and youth club, was forced by her mother to marry without love and still in the study in 9th grade (only 17 years old); a school principal to coordinate the teachers at Koul primary school, do not use inappropriate words, and use harsh discipline to students. As a result, the commune accepted what the children and youths raised and took action. Commune councils, the school principal, and the village chief visited the children whose mothers are unable to send them to school and support them so that they can right now go to school. Moreover, commune councils assigned the village chief to visit the mother who forced her daughter to marry and provided counseling to her mother on this. Commune councils discussed with Koul school principal to help agree with the teachers who used inappropriate words to the students and severely disciplined the students.

On December 13 2021, BS coordinated child and youth club representatives (3 females, 14 girls, and 4 boys) to join a child forum with Nation Child-Led Networks under Cambodia Acts paired up on the topic "Physical and Psychological Health on Migrant Children" with a total 29 participants. After discussing, child and youth club representatives had shared the issues from their findings to the National Child Networks about the impacts to children and ask for relevant stakeholders to help them to solve them through National Child Networks who work closely with national policymakers. BS team observed that sub-national children closely join with the networks and children and youths are bravely and actively participate, share and raise their views to each other. They saw the encouragement from National Child Networks to Sub-National Child Networks. On 12 December 2021, BS's child and youth club representatives in collaboration with the child and youth club at the national level joined the Sub-National Child and Youth Forum on the Physical and Mental Health of Migrant Children at the Mindol Metta Karuna Siem Reap province with 38 participants/25 females (22 girls, 12 boys, 3 male youths and 1 female). The purposes were to raise awareness among children about the importance of physical and mental health, children's discussion to identify challenges to the physical and mental health of migrant children and to seek suggestions and recommendations for addressing migrant children and to collect the input received, summarize and prepare a statement for children and youth. As a result, psychological challenges when parents migrated are lack of care and warmth, lack of education, advising and teaching, fear of insecurity, and taking on a lot of housework. Challenges, when children migrated with their parents, are depressed not attending school, fear of no-good future, discrimination from friends and neighbors, fear of accidents while traveling, and lack of courage and causes mental problems. Physical problems of migrant children with parents who are hardworking led to poor health, being susceptible

to various dangers, risk of disease, being vulnerable to violence, taking on a lot of work, inadequate and safe food, lack of hygiene leads to various diseases. Suggestions are asking for a comprehensive consultation; providing jobs to local people to reduce migration; asking the Ministry to help promote safe migration; asking the relevant ministries to facilitate migration and cross-border passports; parents should pay more attention to their children's health; request the Cambodian Ministry to cooperate with Thai parties to establish child care centers when parents migrate; increase attention and care for mental health, children, parents, and caregivers all understand the impact; intervene in the problems of children who encounter physical problems promptly; and disseminate physical and mental issues to schools and communities.

2.1.8. *Parents, caregivers, community members, and local leaders in source and destination communities accept and fulfill their responsibilities to ensure the rights and well-being of children and youth affected by migration, especially girls and Young Women.*

During this reporting, the Community Based for Child Protection Mechanisms (CBCPMs) has improved their social services in providing care to migrant children and youth. As a result, CBCPMs provided counselling to 29 affected migrant children (BB:23; SR: 6/4 girls) and coordinate with school management committees to allow those children access to public school. Moreover, 6 children (4 girls) have received social services from CBCPMs. The child and youth club's parents have improved their understanding and knowledge on positive discipline and parenting (positive raising children, non-violence education on children, impact of negative and positive punishment/discipline on children, etc.) through the reflection meeting between parents and children during the Sport Day events.

29 parents/caregivers (BB:17/8 females; SR:12/6 females) were agreed and selected in parent meetings based on their doing and practicing positive parenting after they joined awareness-raising meetings on positive parenting. Furthermore, they stopped using violence against their children and also, they educated other parents/caregivers on positive parenting. BS team assesses and recognizes them as family champions, as they are active in promoting the rights and well beings of children and creating role models for other parents too. They received positive parenting during the participation in awareness-raising meeting on positive parenting. They share knowledge gained with other parents, care for their children better without violence, attend actively parents/caregiver group activities, raise their issues to CBCPMs and CCWC meetings.

2.1.9. *Civil society organizations, including child/youth-led networks, work closely together and have strengthened capacity to deliver quality and gender-sensitive services to children and youth affected by migration.*

Earlier in this reporting period, 2 Civil Society Organization (CSO) networks one called Challenge Against Children (VAC) Working Group in Siem Reap province and two called Village Support Group (VSG) in Battambang province at the provincial level, have been strengthened the capacity and working together to support women and children. Within the network, every member has been strengthened the capacity on improving services for children and women affected by migration and gender-based violence through sharing in CSO meetings and collaboration in supporting the survivors. 2 CSO network meetings were organized with the participation from 19 CSOs (44 participants/24 females, 7 children/5 girls) to discuss on issues raised by child and youth club representatives related to children dropped out of school because of teachers' violation, lack of learning materials, poor living standard, parents' migration, and drug use. The CSO meeting report showed that 19 CSO joined in collective actions to deal with the three issues above by engaging Commune Committee for Women and Children (CCWC), school directors, police post and local authorities to provide training on commune safety to community people, and positive discipline to teachers and school directors. Consequently, the agreements have been made by teachers to stop violence against their students.

Furthermore, BS-BB cooperated with the Department of Labour and Vocational Training of Battambang Province to provide training on safe migration to 7 CSOs (3 women and 4 men) aimed to network of CSOs working with children and youth is empowered to perform quality work to provide services to children and youth affected by migration. All participants have strengthened the capacity

on the definition of migration, types of migration: migration with parents, migration without parents, factors that lead to migration: economic factors, political factors, social factors, environmental factors, reasons for migration, documents needed before migrating, things consider before migration: living conditions, working conditions, additional information to be collected, legal documents, and attached Complaint Form. Moreover, under the facilitation of the Siem Reap Provincial Committee of Violence Against Children Working Group consisting of 1. Hagar, Chair 2. BS-BB, Vice-Chair 3. Life in Cambodia, Secretary 4. First Step, Members, BS, and Hagar provided support and training on Violence Against Children Working Group members on Trauma Inform Care Overview Introduction in Lotus World Children Villages. 22 participants were represented by 16 NGOs in Siem Reap Province. The participants raise, discussed, and sharing on their experience in social work, counselling, and how to respond to children and victims. Anyway, they also brainstormed about how different and relevant social work and counselling services. Furthermore, organized by the Committee of Violence Against Children Working Group in Siem Reap, BS jointly provided a training course for members under on the topics: 1) Recent laws and policies on child protection systems organized by Hagar Cambodia; and 2) Safe migration organized by BS. The training was conducted at Angkor Hospital for Children and had a total of 24 participants (14 females) from 13 member organizations. We covered 2 topics: Child Protection and Safe migration. Child protection included: Convention on the Rights of the Child consists of 54 articles from Articles 1 to 41, which describe children, those under the age of 18 because the division of children and youth because youth is the environment for food and development. The child protection system includes 1. National policy on child protection system, 2. Plan to implement national principles on the child protection system. The Necessity of the Child Protection System is a set of measures designed to promote and enhance the protection of children from abuse, non-discrimination, and non-violence. Factors of the people migrate due to Livelihood factors, poor family without land to farm, unemployed in hometown, drawing from friends, Violent family breakdown, continuing education, marriage Interest, disaster, social problems, missionary work, crime, psychological problems, and indebted to others. By observation during this workshop, all the participants have interest all to topic especial safe migrate, because it is a challenge for the most people all this district or province, that is affected to children and youth education.

2.1.10. Government and private sector nationally and bilaterally take action to cultivate an enabling environment for the realization of child rights and gender equality for children and young people affected by migration.

The Provincial Committee for Child Trafficking (PCCT) have improved their services in protecting migrants by conducting regular meetings with the participation of government and private sector entities including relevant departments, all districts and the province representatives, commune councils and NGO partners. 8 PCCT meetings were conducted (SR: 5, BB: 3) with a total of 245 (141 females) participants to discuss the government mechanisms to protect the rights of the migrants. Consequently, a team was formed to respond to migration and repatriate issues. As result, there were 105 migrated children/60 girls received social care (healthcare check-ups, food, and accommodation) from the commune and district authorities during returning home and quarantine. These children were the children who returned from Thailand with their parents, but not the exploited children. In the district authority list, it just mentions children not the age range.

2.2. Outcome 2.2. Community people affected by GBV working together with national and sub-national governments to improve referral services for violence against women (VAW) survivors.

Progress towards Outcome:

Based on Safe House (SH) and Peace Centre (PC) monthly report, 47% (2019: 273 cases; 2020:173 cases; 82 cases) of serious GBV incidents in communities in 2021 was reduced compared to 2020. In 2021, SH in Battambang supported to 28 new rape case and 13 DV cases while PC in Siem Reap supported to 54 cases, including 38 new cases (DV:35 cases, Rape:3 cases) and 16 old cases (DV:16). In this year, all 82 cases experienced violence have accessed to different forms of legal and social support from responsible government departments including Provincial Department of

Women's Affairs (PDoWA), Consultative Committee for Women and Children (CCWC), Provincial Court, Provincial Administration, Provincial Commissioner.

The result there were 12 cases survivor returned back to their family by talking directly with their husband; 21 cases refer to commune council to intervention depend on legal process. 8 cases after got counseling they're live together without violence. 5 cases in Siem Reap and 11 cases in Battambang refer to court and police, respectively. Most cases were resolved at commune and village authority level. In this reporting period, there had no survivors of GBV and human trafficking assisted as all cases were DV cases.

Progress towards Outputs:

2.2.1. Provide safe shelter for women and girl GBV survivors, including women with disabilities. (Psychological counselling and therapy, food, health, transportation, etc.)

In this year, all 82 cases experienced violence have accessed to different forms of legal and social support from responsible government departments. Based on Safe House (SH) and Peace Centre (PC) monthly report, 47% (2019: 273 cases; 2020:173 cases; 82 cases) of serious GBV incidents in communities in 2021 was reduced compared to 2020. In 2021, SH in Battambang supported to 28 new rape case and 13 DV cases while PC in Siem Reap supported to 54 cases, including 38 new cases (DV:35 cases, Rape:3 cases) and 16 old cases (DV:16). In this year, all 82 cases experienced violence have accessed to different forms of legal and social support from responsible government departments including Provincial Department of Women's Affairs (PDoWA), Consultative Committee for Women and Children (CCWC), Provincial Court, Provincial Administration, Provincial Commissioner.

2.2.2. Develop an exit strategy, including stakeholder mapping for a Safe House and Peacebuilding Centre, to hand over to the responsible stakeholders.

BS did not conduct this activity in this reporting period due to limited budget. BS's management committee (MC) has discussed and came up with the ideas of developing clear strategy in terms of standard of practice, filed guide, model and best practices then gradually share it to the governmental department, NGO partners and donors for further and ongoing replicate this project to other provinces across the country.

2.2.3. Coordinate with relevant stakeholders to get the DV cases solved.

Refer to the Safe House (SH) and Peace Centre (PC) in 2021, SH in Battambang and Siem Reap province to access the service support. All 48 cases experienced violence have accessed to different forms of legal and social support from responsible government departments including Provincial Department of Women's Affairs (PDoWA), Consultative Committee for Women and Children (CCWC), Provincial Court, Provincial Administration, Provincial Commissioner. The result there were 12 cases survivor returned back to their family by talking directly with their husband; 21 cases refer to commune council to intervention depend on legal process. 8 cases after got counseling they're live together without violence. 5 cases in Siem Reap and 11 cases in Battambang refer to court and police, respectively. Most cases were resolved at commune and village authority level. In this reporting period, there had no survivors of GBV and human trafficking assisted as all cases were DV cases.

2.2.4. Support and strengthen the capacity of the responsible stakeholders, including governments, women and community networks is strengthened through presenting the evidence-based advocacy case studies from subnational to national level to allocate budget and provide services to the GBV survivors.

BS has organized reflection workshops (BB:1; SR:1) with the sub-national authorities on the budget for assistance to women victims of gender-based violence with a total of 43 sub- national authorities (33 women) as chair of CCWC, deputy governor, Social Affairs and Urban Social Welfare office staff, commune council members from 4 districts including Battambang city, Puok, Prasat Bakorng

and Angkor Thom. They demonstrated their role in supporting and intervening to help women and children affected, and have prepared more commune development budgets for inclusion in commune investment programs. Participants mentioned about the success in performing their roles and responsibilities in addressing the needs of women and children affected by violence and providing social services during the COVID-19 period.

2.2.5. *Strengthen the capacity of women and community networks to raise the GBV survivor's voice through presenting the evidence-based advocacy case studies at the sub-national and national levels.*

N/A

2.3. Outcome 2.3. Survivor of gender-based violence families improved their economic status by engaging in business development activities and advancing family financial planning.

Progress towards Outcome:

BS provided capacity building and strengthening through coaching and trainings to 687 (F:535) famers (BB: 41 farmer beneficiaries (27 women); SR:646 farmer beneficiaries (508 women)) aiming to improve the agricultural product growing technique on the topics of land preparation during raining season, importance of growing method, making land, water and dry compost, and fertilizer and pest control.

Through monthly report, BS and 28 CFs visited 265 farmers (234 women) including 187 chicken raising farmers (166 women), 78 vegetable growing farmers (68 women) in Prasat Bakorng, Pouk, and Angkor Thom districts. As a result, 28 CFs saw that 60% of the farmers followed the techniques provided have had good results with product yield increased. They used their income to pay for household expenses, such as buying a truck to transport vegetables, contributing to the purchase of additional motorbikes, paying for electricity, paying the bank, providing education for their children especially in the university, buying a rice mill, and purchase of other household items. The community farmers are satisfied as the program contributes to the farmers' production and has the confidence to produce because of having the collectors come to the place and sell at a reasonable price. However, 20% of them tried to apply but still did not produce well due to natural disasters (drought), which caused the cultivation of livestock and pests, and also caused them to be busy outside work and do not have time to maintain, while other 20% give up agricultural work to find outside works, including requests to strengthen technical support and material. BS and CFs encouraged farmers to apply the technique and get yield results. Based on monthly report, the household income of these beneficiaries have been increased from 80,000 Riel to 200,000 Riel for vegetable growing and 60,000 Riel to 600,000 Riel for chicken raising. This makes their family life better than before. They have nutritious food to sustain their daily life; their family members are healthier; they have more income for spend on daily activities such as school fee and healthcare. The violence issues in their family have also been reduce as they are able to solve their issues peacefully.

Based on the interview with 112 farmers (BB:49; SR:63) (96 women), all 112 respondents including 96 women have been involved in income generation activities supported by BS. 57 (59%) among 96 women have been involved in at least 2 income generation activities (on chicken raising, vegetable growing and saving). Moreover, 80 (71%) (72 women) of 112 farmers (BB:18; SR:62) claimed that their family livelihood in 2021 have been increased. Notably, most important sources of income to support their family life are: chicken raising, duck raising, saving, pig raising, cow raising, and vegetable growing. They can use it for their family subsistence and source of income generation.

“She expressed her interest in participating in Banteay Srei's income generation program to increase income through vegetable growing group. She said that, “I am very pleased with the program because it provided my family with vegetables to eat and sell regularly and income to support the family has improved to some extent. Moreover, through participating

in some capacity building such as Feminist, violence within my family has been reduced dramatically. Thank you to Banteay Srei and the donors who created and supported this program.” Ms. Kdol Yen, 25-year-old female farmer, is a poor family living in Ta Prok village, Leang Dai commune, Angkor Thom district, Siem Reap province. She has 3 family members, 2 females.

Progress towards Outputs:

2.3.1. *Conduct livelihood visibility study and marketing research to map out potential and profitable income generation activities in the target areas.*

BS-SR provided training on Integrated Agriculture, Marketing (IAM), and production planning, ecological agriculture, nutrition farming to 69 participants (66 women) including 30 chicken raising farmers (29 women), 30 vegetable farmers (30 women) and 9 CFs (8 women) from Bakorng, Puok, and Angkor Thom districts aimed to increase the capacity of newly selected farmers in the fundamentals of diversified farming and the planning of adaptive ecological production and climate change to boost farmers' production, sell well in the market that lead to have a budget to support the family. Based on pre-test result, 30 were poor; 35 were average; and 3 were good, while based on post-test result, 48 were average and 21 were good. Participants expressed their satisfaction in this training, giving them information and knowledge on agriculture from the basics of raising chickens and the basics of growing vegetables safely, which can lead farmers to practice better than ever before and related to the role of gender in the family with all the responsibilities to make the family happy.

BS conducted the visits (BB:1; SR:1) to 48 beneficiaries (BB:28 female beneficiaries including 21 vegetable planting farmers and 7 chicken raising farmers; SR:20 beneficiaries (15 women)). Through the face-to-face discussion with the beneficiaries in Battambang, our team found out that out of 21 people, 11 have a better life than before with higher family income because the income from growing crops were spent to expand the cultivation land, buying fertilizers and planting rice, buying raw materials to make organic fertilizer, buying vegetable seeds, buying oil, plowing the land, buying food, and groceries. More than that, they do not have to spend money to buy daily food and can eat more delicious and nutrition food than before. Interestingly, most of them have budgets for their children's education. Moreover, 10 farmers (8 women) were linked to KOC and La Ey Baitong private company to sell their products (planting cabbage and Hawaiian tomatoes to supply safe vegetables). 7 chicken raising farmers, 4 have a better life by spending earned incomes to buy chicken feed, rice, food, groceries, support their children to school, and have the money in hand to spend when they need it urgently. Furthermore, after receiving agricultural support (capital and technical) in Siem Reap, BS saw that farmers have applied the techniques such as cage making, feed mixing, broiler rearing, vaccination and vegetable growing, nursery, composting, land preparation and maintenance. Additional techniques and training encourage farmers to practice, even if it is just the beginning, they have tried their best and achieved little in the last two months. Moreover, they have spent money supporting the purchase of all kinds of agricultural materials, they hope to be successful in the days ahead.

2.3.2. *Support the survivors of GBV families to identify their income generation activities for developing their business plans based on their needs and market.*

In October, in Battambang city, BS team provided training on chicken raising techniques to 23 chicken raising farmers (17 women) from Chrap Krasaing Village, Commune Watkor, Battambang Municipality, Battambang Province aimed to equip them with chicken raising techniques that lead to better chicken raising and increased family income. Based on pre-test result, all participants showed no any understanding on chicken baby selection and cage construction, hygiene and maintenance, food and water, and vaccination. Based on post-test result, 17 farmers showed improved understanding on the topics given while the other 6 farmers demonstrated poor understanding due to their level of education that need more training and coaching. At the end of the training, the farmers requested for exchange visit to the succussed farmers who raise chickens successfully; most of participants suggested providing training on immunization and hands-on activities. Moreover, they asked for some budget to buy additional materials and build a chicken coop and buy a good breed of chicken.

In August, in Angkor Thom, BS provided capital to 30 families, including 15 chicken raising farmers and 15 vegetable growing farmers, including 13 families in Ang Thom district, 7 families and 10 families in Prasat Bakorng aimed to create opportunities for poor farmers to get capital to start diversified agriculture adapted to climate change, facilitate the cost of purchasing food that is nutritious for families and also facilitates their daily livelihoods.

2.3.3. Provide technical and financial supports to the survivor of GBV families to implement their business plans in coordination with other professional partners.

BS team provided the trainings (BB:1; SR:2) on agricultural product growing technique on the topics of land preparation during raining season, importance of growing method, making land, water and dry compost, and fertilizer and pest control to 66 beneficiaries (BB:15 beneficiaries (12 women) including 11 producer group members and 4 community facilitators; SR:28 female CFs, 2 CBOs, and 21 farmers including 16 vegetable growing farmers (13 women) and 5 chicken raising farmers (4 women)) aimed to equip them with agricultural product growing technique during raining season which improves their crops and increases household income. Moreover, they also raised their concerns such as heavy rain makes the soil wet and impossible to grow crops, pests destroy crops, insufficient water for growing crops, and not enough money to buy for planting in the rainy season and the dry season. As a result, BS team refreshed the previous farming techniques and added new agriculture growing based on climate change adaptation according to the situation that all farmers have to follow the new techniques to get good results, looking at market demand, a big contribution to profitable farmers (planting according to market demand or season). For raising chickens, additional practices such as raising chickens, producing feed by self-formula, vaccination and regular immunization, regular cleaning cage, and dividing chickens according to age.

BS and 28 CFs visited 265 farmers (234 women) including 187 chicken raising farmers (166 women), 78 vegetable growing farmers (68 women) in Prasat Bakorng, Pouk, and Angkor Thom districts. As a result, 28 CFs saw that 60% of the farmers followed the techniques provided have had good results with product yield increased. They used their income to pay for household expenses, such as buying a truck to transport vegetables, contributing to the purchase of additional motorbikes, paying for electricity, paying the bank, providing education for their children especially in the university, buying a rice mill, and purchase of other household items. The community farmers are satisfied as the program contributes to the farmers' production and has the confidence to produce because of having the collectors come to the place and sell at a reasonable price. However, 20% of them tried to apply but still did not produce well due to natural disasters (drought), which caused the cultivation of livestock and pests, and also caused them to be busy outside work and do not have time to maintain, while other 20% give up agricultural work to find outside works, including requests to strengthen technical support and material. BS and CFs encouraged farmers to apply the technique and get yield results.

BS-SR provided coaching and support (BB:0; SR:2) to 18 CFs/farmer trainers (10 women) (Pouk, Angkor Thom, and Prasat Bakorng) aimed to equip CFs with the process of training the beneficiaries on income generation program and chicken raising and planting crop technique before meeting with farmers in the communities and they continued support to 136 community people (122 women). Moreover, 5 CFs continued to train 30 female farmers, including 10 vegetable farmers (7 women) and 20 chicken raising farmers (17 women) in Angkor Thom, Pouk, Prasat Bakorng aimed to strengthen the agricultural skills capacity of the beneficiaries of the livelihood project. Based on observation, vegetable growing farmers were interested in the topics. They could learn about soil preparation, disinfection in the ground, sub-drainage and straw mats, and how to grow seedlings (apply fertilizer in the ground to plant seedlings). For chicken raising farmers learned about how to arrange the cage (location, cage size, number of cages), breed selection method (weather-resistant breed of chicken, number of kilos). As a result, they try to apply the technique, no matter the situation (profit or loss), however, they refused to give up their agricultural work and expanded their pig farming. All this makes their families live together, do not migrate, earn a better income than before, participate in social work and showcased the products of local farmers. Additionally, after received coaching, 8 female CFs reached out to the beneficiaries of the income generation program in 5 communes (Daun Keo, Reul, Khnat, Lvea, and Pouk) in Pouk district with a total of 106 beneficiaries

(92 women). Out of 106 beneficiaries, 83 members are still practicing their skills and techniques that they received support from BS, and other 23 members who did not practice because their income from the practice of skills and occupations cannot provide enough to cover the cost of living and some members have problems with sick chickens, lack of water, and abandoned the practice to pursue other occupations. Through face-to-face visits, BS found that the members of the beneficiaries have applied their knowledge and skills and have helped their daily lives, especially in the situation of COVID-19 epidemics of have contributed to the reduction in the purchase of vegetables and meat without having to spend on market purchases.

In Angkor Thom, BS conducted visit and coaching to 40 farmers (30 women) in Angkor Thom and Puok districts (Chob Ta Trao, Pak Snaeng, Leang Dai, Reul, and Doun Keo commune) and saw that the farmers applied to both animal raising and seasonal farming techniques for all agricultural income to help their family; one part is like daily meals, for the children to go to school, buy more seed and materials. For the market, most farmers sell their products at home, traders buy at home and wholesale to stalls in the commune, but for the past three months before the support from BS, they have encountered problems such as climate change, water shortage, markets without traders, and low cost. BS staff encouraged farmers to practice techniques such as raising chicken, cage making, care, production of feed and mixing of feed for chickens, vaccination, special chemicals and nature, in particular, biosafety for vegetable techniques: fertilization, pesticides, soil preparation, harvesting care and farmers' markets, income and expenditure management to apply the technique continuously and successfully.

In Angkor Thom, BS conducted post-COVID-19 beneficiary visit to 26 poor families who received support for agricultural materials and emergency food. BS team found out that 25 poor families received chicken baby; 22 families received vegetable seed, are happy to get supported by BS during this time of need, they are collecting and selling regularly, even if not much can help them every day. BS in collaboration with Peak Snaeng local authorities provided 22 Solar lamps to 23 poor family members (20 women) living in the remote area and school in Leap village. BS provided the instruction to them on how to use and save them to know and be able to use after this instruction, they are happy to receive the solar, they have electricity at night without the need for lamps. BS-SR organized a reflection meeting and with 5 farming trainers (2 women) (2 from Puok, 2 from Angkor Thom and 1 from Prasat Bakorng district) in order to strengthen the capacity of agricultural skills to the beneficiaries of the income generation project, especially the farmers raising chickens and growing crops. Importantly, trainers paid home-visit to train 49 farmers (46 women), including 37 chicken raising farmers (35 women), 12 vegetable farmers (11 women) from Bakorng, Puok, and Angkor Thom district. All farmers received the training courses show understanding of chicken raising and crop production techniques that is appropriate to the practice following the climate change adaptation. BS and trainers counseled with the female farmers who face domestic violence and issues, agreeing to get out of the violence by strengthening the family economic capacity of men and women together, however, the trainers try to encourage farmers should not give up farming, promote the market linkage.

2.3.4. Support the farmer producer groups to increase partnerships with provincial and district government technical departments, NGOs, and private sectors to provide technical support and markets for their products.

In Battambang, 13 producer group leaders were supported to build partnership with 4 companies (KOC, La Ey Baitong, Click and EAC) to be better able to grow crops for the supply of vegetables to companies that improve household income for the producer groups in the communities. Farmers presented their problems encountered to the companies and seek for technical supports from them. As a result, the companies oriented them the technical skills in land using and seed selection. Moreover, the project has partnered with provincial and district technical departments, NGOs, and the private sectors to provide technical and marketing support for their products.

In July, in Angkor Thom, BS-SR organized a meeting between producer groups and local collectors to integrate the producers' products into the markets with 28 participants (25 women) including 17 female farmers, 10 local collectors in district, and 1 local collector in province aimed to increase connectivity between producers, collectors and all stakeholders, evaluate product supply chains,

quality and quantity of products, plan and challenge to connect their products to market. In this discussion, farmers presented their products and sold their products, in which the collectors presented their collection of farmers' products, the purchase price of the competitive market with good products, reasonable price, and acceptable service. Moreover, producer group also planned to reach Tnaot Khmer Banle Sovoththep company to buy their products as well.

In August, in Prasat Bakorng, BS facilitated meetings on the establishment of principle of producer groups in Prasat Bakorng district in 2 communes (Kandek and Balang communes) with a total of 32 participants (23 women) as they were vegetable farmers, chicken raising farmers, CFs, GPNs, Young Women and GMNs aimed for farmers and members to discuss to develop group policies and for team members to have the opportunity to express their opinions and accept the principles that have been developed and implemented. Farmers have formed 3 producer groups of 32 members (23 women), to have a policy structure, to lead the producer groups, to follow technical standards, to link the products between producers, traders and buyers.

2.3.5. *Climate risk assessment should be integrated into the livelihood program assessment, in which the climate-smart agriculture interventions should be prioritized for the project implementation.*

In March, in Prasat Bakorng and Angkor Chum, BS-SR organized a support meeting with a total of 18 participants (8 females) including 7 district council members (1 woman), 8 commune council members (3 women), and 3 community facilitators to support families affected by the second flood in 2 districts. After the committee visited and interviewed with 200 families affected by flood, we found out that they needed first on medicine and seeds.

In September, BS-BB provided training on Crop Cultivation and Animal Raising through climate change adaptation techniques to the beneficiaries in 6 villages in the target areas of BS in Bavel and Thmor Koul districts with a total of 41 beneficiaries (27 women). Of these, 27 farmers learned to raise chickens (21 women) who came from Kampong Chhnang 1 village, Kampong Chhnang 2 village, Kork village, and Slo Khlanh village while other 14 farmers (6 women) who came from Svay Chrum village, Bavel commune, Bavel district and Thmey village, Bansay Treng commune, Thmor Koul district learned growing crops. As a result, trainers from the District Agriculture Office strengthened the basic skills and knowledge of BS's beneficiaries on adaptation and animal raising that can adapt to climate change and be networked in finding markets to sell their products in order to increase the family economy. After the training, all participants claimed that for vegetable farmers know seed selection, selection of planting location, land preparation, how to raise a child seed, cultivation, maintenance, good agricultural cultivation, and harvest, while for animal raising farmers know baby animal selection, cage construction, animal care and hygiene, vaccination, and treatment.

In this reporting period, in both provinces, the process of doing CIP has changed as the commune council invited each village focal person and community representatives to the commune office for discussing the development of CIP due to the serious situation of COVID-19 in 2021 is becoming worse than 2020. However, according to the information from the commune office, the disaster risk reduction (DRR) plan was integrated in CIP for 2021. More than that, BS-SR provided the capacity building to 43 female farmer trainers and CFs on VDP and CIP process. As a result, trained CFs and FT come up with a clear plan to share about disaster risk reduction (DRR) and climate change in which they include DRR plan in VDP.

2.3.6. *Emergency responses (COVID, diseases outbreak, etc.)*

N/A

During the outbreaking of Covid-19 pandemic in this reporting period, BS contributed to reduce and prevent the spreading the Covid-19 through keeping mainstreaming on MoH/government's instruction (three DON'Ts and Three Protections), provided face-masks and alcohol to program beneficiaries and local authorities when joined the program activities. BS also provided face-masks and alcohol to 02 target administrative district office and 05 Sangkat/commune offices.

2.3.7. Well-functioning of Women Development Center

Women Development Centre is now not well-functioned within this reporting period because of COVID-19 and limited amount of budget from LEAP-project and the tailoring skill and salon skill do not meet with the situation of COVID-19. However, BS-SR decided to temporarily close this centre during this widespread outbreak of COVID-19. After the COVID-19 situation becoming better in the early November, 15 trainees were recruited to join the vocational training program.

2.3.8. Develop the capacity of poor women experienced migration at the rural areas

BS-SR provided coaching support to 40 CBO leaders from Chub Tatrao, Peaksneng Leang Dei and Reul to work with the saving group, and on April 2021, BS-SR provided coaching support to 18 CFs (all women). All of these trained participants work with 300 beneficiaries on agricultural skills such as vocational skills such as tailor and cooking (12 people), chicken raising skill (109 people in Angkor Thom, 63 people in Pouk, 15 people Bakorn), home gardening (55 people in Angkor Thom and 12 people in Pouk) and discusses on market linkage. BS-SR found that 265 beneficiaries are still on the process. 65 of 187 chicken raising people and 35 of 67 vegetable people need more technical coaching or training. Therefore, BS-SR will provide training to these 100 beneficiaries. 35 participants of the farmer producer group are not in the process because they migrate to Phnom Penh to be factory workers and to other provinces. During the monitor visit, BS team found out that 30 beneficiaries provided coaching support on chicken raising to 20 beneficiaries and growing vegetable to 10 beneficiaries. BS provided capacity building to 34 beneficiaries (32 females) on nutrition aimed to increase their understanding on basic nutrition. As a result, 80% of participants understand more about the topic and they can use the vegetable that grows by themselves and exchange with others.

2.3.9. Economics of poor women experienced migration at the rural areas is improved through materials support and engaging them in CBOs and producer groups.

BS-SR staff held a support meeting of the farming community in Angkor Thom district with 23 participants (6 women and 10 Young Women) from 8 farmers (6 women) and 15 leaders of farming community (10 women) aimed to shared learning, shared success, problems and challenges and ongoing plans of the farming community and points to be strengthened, and emphasize the role of gender in the community. As a result, BS observed that they have more products (chicken and vegetables) than before, eat as a family, eat two to three meals a day; family income has increased that gives them money to save, buy materials, expand their careers, have a decent house and have money for their children to continue their education. All family members are aware of gender roles and value work. All participants expressed their pleasure at attending this meeting, as it is important that farmers reminded their members to be especially confident, know the market information and experience each other, know the situation of each community, promote the production of more farmers in the current needs of the people.

2.4. Outcome 2.4. Community-Based Organizations (CBOs) in BS's target areas are organized and be able to facilitate/lead community activities to advance gender equality and improve women's economic empowerment situation.

Progress towards Outcome:

Based on Outcome Survey result, in 2021, there are 23 single-structure CBOs (BB:7; SR:16) in BS targeting area. All 23 CBO leaders claimed that their CBOs registered with the governments with clear structure and mandates.

When we asked that, “Based on your own observations and assessments, do you feel that your CBO team's activities have contributed to the community?” 7 out of 23 CBO leaders mentioned that their CBOs have been strongly support their community while 8 and 8 out of 23 CBO leaders mentioned that their CBOs have been participated quite a lot and moderately their community, respectively. Interestingly, 20 out of 23 CBO leaders mentioned that they have experienced in leading community collective activities including lead an internal meeting of with members, lead a village development planning meeting, lead a community dialogue, mobilize authorities to intervene

on women's and children's issues, lead community mobilization activities to help communities, especially poor women and children.

“As a CBO leader, I am very happy that I can help my community and my people a lot especially, I can raise the issues and needs to the local authorities and mobilize resources from relevant stakeholders to support my community. For example, I have experiences in participating sub-national level meetings to raise the issues and needs to sub-national authorities, and most importantly, I have led the collective activities to gather issues from community people.”, Ms. Tep Mey, 39-year-old lady living in Doun Oun village, Doun Keo commune, Pouk district, Siem Reap province.

When we asked that, *“From your own point of view, do you think your CBOs are capable of managing and raising funds and resources on their own?”* Only 9 CBO leaders (BB:1; SR:8) claimed that CBOs are capable of managing and raising funds and resources on their own through mobilizing community resource, community support, internal fund, fund from NGOs. Importantly, all 23 CBOs have 5 income generation activities in average and other most popular activity is group saving. All 23 CBO leaders claimed that they need more capacity strengthening on technical ability to support the organization itself (list management, CBO planning, entrepreneurship ...), ability to expand the income generation program, strategic vision and engagement with development partners, NGOs or other communities, ability to manage and organize programs/organizations, and ability to connect with other business markets.

In 2021, 79% of CBO leaders in all 23 CBOs (107 committee members, 85 females) are women while 77% of CBO members (570 CBO members, 441 females) are women. 22 CBO's businesses include vegetable growing group, chicken raising group, credit and savings group, bank, rice, grilled chicken, buying and selling business, selling food, selling fertilizer, selling chickens and selling ducklings.

BS team has 2 plans including 1. Strengthen the current structure of the existing CBOs of BS and 2. Combine existing groups such as YWN, HWN, GPN, and GMN into one single-structure under CBOs. BS conducted need assessments (BB:5; SR:2) for 7 CBOs in Battambang with 66 CBO committees and members (42 women) and 4 CBOs in Siem Reap with 11 CBO committees (10 women). Based on the need assessment result, BS found out that creation of CBOs (registration of local and policies, understanding, implementation, CBO leaders, CBO members, and monitoring system) is better. Resource management is in place (responsibility for resources, meetings and minute taking, procedures of resource use, transparency of resource use). In this reporting period, BS-BB has not yet combined them into one-single structure yet but we just introduced each group about this plan and informed them to be well-prepared for the next coming period. More than that, in this reporting period, due to serious COVID-19 outbreak in the provinces, CBOs were not able to organize any internal workshop within team members so they were not able to discuss about the structure plan.

Progress towards Outputs:

2.4.1. Facilitate to form/consolidate all CBOs/CFs/Networks/Groups into one single structure of CBO with clear roles, responsibilities, and mandates at the commune level.

Currently there are 23 single-structure CBOs (BB:7, SR:16) with total 107 leading members (85females) and with totally 570 CBO members (441 females) in BS targeting area. 23 CBO's businesses include vegetable growing group, chicken raising group, credit and savings group, bank, rice, grilled chicken, buying and selling business, selling food, selling fertilizer, selling chickens and selling ducklings. 7 CBOs in BB province (4 at BB city, 2 at Borvel and 1 Thmorkul) received CBOs need assessment and training/coaching based on the result from the assessment from BS team in early of June 2021 in order to evaluate their capacity and how to respond to their need both in livelihood skills and soft skills.

BS planned to strengthen the current structure of the existing CBOs and also to merge all the existing groups such as YWN, HWN, GPN, and GMN into one single-structure under CBOs. In this reporting period, BS-BB has not yet combined them into one-single structure yet but we just introduced each

group about this plan and informed them to be well-prepared for the next coming period. More than that, in this reporting period, due to serious COVID-19 outbreak in the provinces, CBOs were not able to organize any internal workshop within team members so they were not able to discuss about the structure plan.

2.4.2. *Strengthen the organizational capacity of CBOs, including conducting CBOs capacity need assessments, developing the five years development plan with a clear phase-out strategy, providing training and coaching on leadership, effective communication, influencing, and enterprise development.*

BS conducted need assessments (BB:5; SR:2) for 7 CBOs in Battambang with 66 CBO committees and members (42 women) and 4 CBOs in Siem Reap with 11 CBO committees (10 women). Based on the need assessment result, BS found out that creation of CBOs (registration of local and policies, understanding, implementation, CBO leaders, CBO members, and monitoring system) is better. Resource management is in place (responsibility for resources, meetings and minute taking, procedures of resource use, transparency of resource use).

BS facilitated 22 CBO leaders to develop the CBOs' strategic plan and 1-year plan and clear guidelines for CBOs (BB:2; SR:1) to address the potential conflict of interest and communicate decisions clearly to the community and other stakeholders, including donors with a total of 47 participants (BB:9 participants (4 women) from Bavel district, and Thmor Kol districts; SR:38 participants (33 women)). As a result of this, all participants learned: 1. new structure: knows which group is under which group: the Male Gender Peace Network must include Good Men Network in and the Female Gender Peace Network must include Happy Women Group and Young Women Group and Income Generation Group is under the Agriculture Group (chicken, vegetables, mushrooms, etc); 2. Understand the definition of fraud that leads to or can lead to a conflict of interest and how to file a complaint to BS; 3. Recall the important roles and responsibilities of CFs/COBs; and 4. Increase knowledge and leadership of independent communities and recalled community policies in the Community Policy Handbook. Through discussions on the strategic planning process, participants expressed their perceptions of each of the components that make up a strategic plan for local community organizations: vision, mission, direction, objectives, expectations and target groups that we need to do with the annual action plan to be implemented.

BS-BB team organized a reflection meeting with 51 CBOs leaders (39 women) from 4 CBOs in 4 villages aimed to reflecting the policies of CBOs in each village for strong organizational building purposes. After this meeting, BS provided some recommendations and plans to the CBO leaders to improve their current organizational building for sustainability. CBO must have a monthly action plan, quarterly plan, semester plan, and annual plan and organizational strategy to achieve the community vision. More than that, CBO, especially the CBO leader, should write as many proposals as possible for donors and include them in the commune development plan to support the program and raise funds for community business. Moreover, BS also set plan with CBO leaders to provide capacity strengthening on leadership, inventory management, program review, planning, minute writing, report writing, proposal writing, advocacy, marketing, documentation, problem solving and community needs assessment to Include commune investment plan.

BS-SR provided the coaching to 30 CBOs (26 women) members, who served as savings group committee members in Paksneng Thmey village (Paksneng commune), Prasat and Pong Teuk village (Chub Ta Trav commune), Ta Prok village (Leang Dai commune), Angkor Thom district and Trapeang Thom village (Reul commune), Kork Pnov, An Kot, Trapeang Thom, and Kork Thmey village (Daun Keo commune), Puok district. This coaching aimed to strengthen the capacity of the savings group/rice group committee members to have clear skills on list management and team leadership to work well and have the trust of team members to achieve growth in the community. As a result, those received training on list checks this by checking monthly savings list, monthly loans, monthly repayments, and monthly report.

2.4.3. *Strengthen the technical capacity of CBOs on women's leadership, and how to prevent violence through changing the social norms and improving the economic status.*

BS-SR provided training on Leadership Skills, Community Resources Mobilization, Advocacy, Women and Child Protection and Rights, Gender and Disability Inclusion and Facilitation Skills to 61 Young Women (BB:0; SR:16 Young Women (2 from Leang Dai commune, 3 from Pak Sneng commune and 11 from Chub Ta Trav commune) in Angkor Thom district; and 45 Young Women and 3 female CBOs from Daun Keo commune in Pouk district) aimed to make women leaders raised issues and needs of women and children at monthly meetings at the district and district councils to seek support and feedback from authorities and stakeholders. Based on pre-test result, 20 were poor, 17 average, and 27 were good while based on post-test result, 4 were poor, 6 were average, and 54 were good. Through the use of inspirational questions, participation, suggestions and sharing, the participants were very interested in the topics or lessons, showing that all of these lessons helped them, knowing the key points to use for communication in family, community and society as a whole. Participants have a greater understanding of gender and sex because it is an important part of society that defines inequality between women and men, the division of roles and the division of labor and unpaid work between men and women.

BS-SR organized supporting discussion meetings with 22 GPNs (13 woman) and 8 male CBO leaders from Doun Keo and Reul commune to strengthen capacity and ability to provide community education on GBV and case management, interventions, and planning in the implementation of programs to improve the village, and especially, to raise the need for local authorities and relevant organizations to intervene to help vulnerable women.

2.4.4. *Build or strengthen the capacity of CBO's leader and producer group leaders on social enterprise and entrepreneurship, which they can facilitate the market linkage to improve their business relations and profitability.*

BS-SR organized a start-up business training on product quality, marketing service, location, market strategy, and price to 41 participants (40 women) from Pouk, Angkor Thom, and Prasat Bakorng district including 25 Young Women and 15 CBO members. This aims to increase the knowledge of the business group, producer group, and savings group so that they can use the knowledge to help their own business implementation, target group and strengthen their business better. Based on pre-test, 20 were average and 41 were good while based on post-test, 10 were average and 31 were good.

2.4.5. *Promote women's leadership concept to the CBOs to build the capacity of new generation leaders in particular Young Women.*

BS-BB provided training on Gender Response Plan and Budget for Women's Empowerment and Gender and Disability Inclusion to 23 participants including 9 female CBO committee leaders, 6 GPNs (4 women), and 8 Young Women. Based on pre-test result, 3 were weak, 11 were average and 9 were good, while based on post-test result, 5 were average and 18 were good. As observation, participants are more knowledgeable about the topics and have a lot of ideas to share during the discussion.

2.4.6. *Promote women's leadership concept to the CBOs to build the capacity of new generation leaders in particular young women.*

79% of CBO leaders in all 23 CBOs (107 committee members, 85 females) are women while 77% of CBO members (570 CBO members, 441 females) are women. 22 CBO's businesses include vegetable growing group, chicken raising group, credit and savings group, bank, rice, grilled chicken, buying and selling business, selling food, selling fertilizer, selling chickens and selling ducklings.

2.4.7. *Support CBOs to build networks at the district and provincial levels through working with other like-minded organizations.*

In November 2021, BS organized a farmer forum in Ang Thom district with the participation from village, commune, and district authorities and agriculture office and commune support planning office staffs from Angkor Thom, Pouk, Prasat Bakorng district, with a total of 41 participants (30 females) with 1 female with disability (12 from Puok district with 11 females, 5 females from Prasat

Bakorng, and 24 from Angkor Thom with 14 females) with topic, “Success, Challenges of Local Farmers in Target Areas and Response Mechanisms from Local Authorities on Agricultural Work in the COVID-19 Context.” This forum aims to create the opportunities for farmers to gather together, present their products to stakeholders, and share agricultural experiences and challenges to stakeholders, especially farmers, and gain new technical experience from supportive agricultural experts and importantly, the importance of production and proper planning and response to market needs and good interconnection.

In the report period, in Battambang, core members from 7 CBO have been engaged in other groups supported by other NGOs like ADOVIR and DPA at the district level. The purpose of the engagement, they are able to identify the issue and they can exchange their experience and mapping the market for selling their team produces. Moreover, in SR, the meeting between CSOs, CBOs, GPNs and YWs from 3 districts with the 32 people/25 females were conducted aimed to identify key relevant stakeholders to respond the issues that happen in the communities. As the result the participants can identify of relevant stakeholder can provide support in the area such as the networks of PLAN international, HURIDO, CCASVA, CHENDA MONY, LEAP, RHAC, LOSENA, HEVEN, LOTUS world, World Vison.

Challenges and Solutions

Challenges	Solutions
Due to Covid-19 outbreak, the community meeting at the first stage of the CBO formation was not happened because of the restriction of the gathering.	in the next quarter, the project team will talk on finding a new approach to adapt on the COVID-19 pandemic. BS plan to continue the practice of CBO formation in the new program areas in the next implementation year of 2022.
Conducting community meeting online was not possible under some reasons such as lack of technology equipment, tools, internet, and community capacity on new technology is limited.	BS kept teach and encourage them to use and try to adapt the new technology use for their daily lives, and expected that after they attended a few times, they will familiar on using online platform.
Farmers on chicken raising faced the challenges of chicken dead due to cholera.	collaborate with agriculture at the district level for providing technical capacity building on tackling specific issues.

Priorities for Next Semester

- BS expected to start to form new CBO in the next reporting period 2022
- BS continues to mobilize and form good men in all the target villages as much as we can
- BS considers to reach out to new villages by looking for the existing ones to exit.
- BS continues to conduct capacity need assessment to CBOs in order to respond to their needs especially on the capacity building.

III. Strategic Objective 3: BS Organization developed its capacity to deliver better programs for gender quality and sustainable development of vulnerable women.

3.1. Outcome 3.1. BS Organization improved the M&E system and technical capacity on prioritized programs, including Women in GBV and Economic Empowerment, feminist leadership programming, and CBOs' strengthening.

Progress towards Outcome:

In February, 17 BS staff (3 males and 14 females), who attended the training on Gender Analysis and Gender Advocacy, demonstrated their interest in the training topics. Some of the participants were familiar with some tools. So far, they have applied gender analysis tools in many trainings, even though they could not identify where these tools come from and how to use them properly since they have never attended such kind of gender analysis training. Furthermore, this training can broaden more views on applying gender analytical framework. They feel more confident with the use of advocacy tools after practicing and exploring the exercise and gained deeply understand on how societies perpetuate values, attitudes, and practices leading to gender discrimination, and identify ways in which organizations can effectively support gender equality during the program implementation.

Full-time M&E Coordinator was onboarded in June 2021 and the M&E consultants were recruited to support BS in developing the M&E system (online data entry form and online database) along with the M&E system user guide book. More than that, the Planning, Monitoring, Evaluation and Learning (PMEL) guideline handbook were also developed by the M&E consultant to strengthen BS staff capacity to improve the quality of the program implementation.

In December, all BS staff received the training on Report Writing, Most Significant Change Writing, Case Study/Story Writing, and Communication for Development to improve their capacity on harvest the impacts from the program to put in the key documents.

Progress towards Outputs:

3.1.1. Build capacity of BS staff on the program priorities such as Gender-Based Violence, Economic Empowerment, Feminist Leadership, and CBOs strengthening through conducting the staff training need assessment, developing the technical program guides, and conducting series of training.

On 18-20 January 2021, 17 BS staff (3 males and 14 females) from BB, SR and Phnom Penh attended the training on Gender Analysis and Gender Advocacy. BS is considering to equip staff capacity on gender analysis and gender advocacy; thus, BS invited gender specialists to support BS team with the purpose of the capacity building aim at promoting discussion on gender equality and build engagement to influence policy change toward respect women rights and women participations. As a result, BS team gained a deeper understanding and knowledge of gender analysis and advocacy which create interventions to address gender inequality and respond to the need of female and male in the project and program implementation. They enable to utilize the skill and techniques in lobbying, preparing and presenting speeches, and advocate gender issues in meeting, forums or conferences. Interestingly, this topic was also provided to the community networks, groups and people, and local authorities.

In 27 and 28 June 2021, 17 BS staff (13 females) received the training on the use of data collection tools, online data entry forms and online database from external M&E consultant to strengthen BS staff capacity. As a result, staff have improved their knowledge and understanding from these trainings and are confident in transfer their knowledge and skills into practices.

BS Program Manager, Provincial Coordinators, and Project Coordinators have always joined Gender Transformative Markers training provided by PLAN International in Thailand through online platform from early of June 2021 until the end of September 2021. The team has applied the tools to reflect in the project implementation, especially in SEASII project targeted areas.

12 BS team (10 female) received capacity-building training on Gender and Advocacy, Power Analysis, Safety Knot at home and work place, and counseling skill. As result, they all have more understanding and be confident to implement the program in the community.

3.1.2. Strengthen the gender and feminist leadership principles across the organization by including it into the induction program of the organization.

Not happened in this reporting period

3.1.3. Provide job training and coaching to the front-line staff to support CBOs for program quality and long-term sustainability.

BS's new program management has provided orientation and coaching on CBO concepts in terms of forming and merging to all BS's program staff. Due to Covid-19 outbreak, the community meeting at the first stage of the CBO formation was not happened because of the restriction of the gathering. BS plan to continue the practice of CBO formation in the new program areas in the next implementation year of 2022.

3.1.4. Develop M&E Framework to improve data collection, analysis, and reporting, including the internal monitoring tools and formats.

From May to June 2021, two short-term M&E consultants were recruited to support BS on PMEL handbook, M&E system (online data entry form and online database) along with M&E system user guide book. Orientation on BS on PMEL handbook was provided to new M&E Coordinator while consultative discussion on M&E system (online data entry form and online database) along with M&E system user guide book was conducted between M&E consultant and BS staff aimed for reviewing and providing comments and feedbacks.

3.1.5. Develop M&E Framework to improve data collection, analysis, and reporting, including the internal monitoring tools and formats.

From August to September 2021, BS Program Manager, M&E Coordinator, and 2 Provincial Coordinators have reviewed and improved the M&E Framework aimed to go in details about each component of the outcome, output, and activities.

3.1.6. Strengthen the monitoring of program outcomes

The baseline survey was conducted from August to September 2020 to find out the exact source data of the target group before the project was launched. The 25 outcome indicators in the Five-Year Strategic Plan 2020-2024 were used for this survey. However, it has not been finalized yet due to the turnover of Management Committees and a third draft of this report was presented to the BS Management Committee for comments and input. BS plans to finish it in early of 2022.

3.1.7. Establish M&E Sub-Committee to keep track on the progress of the program implementation and to build capacity of field staff

In this reporting period, M&E Sub-Committee was not established yet, but Program Manager, M&E Coordinator, and 2 Provincial Coordinators have been working together in order to ensure and track the progress of the program implementation and to build the capacity of field staff. Sub-Committee will be formed in the next semester to show the commitment of the BS in ensuring the quality of data and reporting, and especially keep track of the progress of the program implementation and to build the capacity of staff.

There were totally 29 monitoring field visits conducted from ED, PM, PVCs and M&E Coordinator to both BS's program areas in Siem Reap and Battambang province. Those monitoring field visits conducted to program activities such as; community reflection meeting, DP project launching, annual workshop of women network and women leaders, CCWC and CBCPM outreach activities on child rights, village CBCPM, women development center (WDC), Farmer Forum, CBO Meetings, child and youth meetings, savings groups meetings, social work training, outcome level study, data harvesting for BS's report to donor and BS's coordination works with sub-national authorities.

3.2. Outcome 3.2. BS organization recognized as an agent of change who can jointly advocate for gender equality and feminist leadership at the sub-national and national levels.

Progress towards Outcome:

BS has worked in good cooperation with NGO partners: GADNet, NGO CEDAW, CCHR, and advocacy networks to advocate for the collective voices in improving gender policy implementation and practice. BS and NGO networks have provided technical support to the government counterpart in the development of draft national policies such as NAPWAVE-III, Nearly Ratanak-5, and gender policy. As a result, women's issues at the grassroots level have been included in national policy.

Sub-national authorities have also recognized the feminist concept and applied it into their works by advocating for more women in leadership positions starting from the community to the provincial level. Consequently, 90% of 426 male districts and CCs have recognized women in leadership roles and value the work of women leaders. Moreover, five Young Women leaders have been promoted as female village authorities.

BS has built close collaboration with local community partners such as the child club, CBCPMs, VCBCPMs, Parent Support Groups, and CSO networks. To ensure sustainability, BS has strengthened its capacity on topics including child rights, child protection, gender equality, and safe migration, so that the mechanisms will be still well-operated even though the project ended. Child clubs play an important role in changing the way services are provided, while CBCPM ensures that child protection mechanisms are in place and that parent support groups serve as role models for parents in the community, especially those who have left their children. Furthermore, BS built the networks and collaboration with both national and cross-border partnerships with Cambodia Acts, PLAN Cambodia, PLAN Thailand, CRC, KYA, AYRG, CAN, and FRY to leverage their expertise and strengths to achieve the overall program's impact as well as BS's strategic objectives.

Progress towards Outputs:

- 3.2.1. *Develop communication and advocacy strategy and plan, including policy mapping and identifications of crucial research topics on women related issues for a useful contribution to the gender policy implementation at the national and sub-national level.***

N/A

- 3.2.2. *Implement the advocacy strategy and plans through joint monitoring of CEDAW and other international standards with networks and alliances at the national and sub-national levels, including advocating for fair representation of women in leadership, enhanced economic opportunities for women, and reducing violence against women.***

BS attended regular meetings with NGO-CEDAW and NGO networks to monitor the implementation and development of national policy on Gender Equality. Summary of CEDAW recommendation of 2019 was translated in Khmer and printed to share to local authorities and beneficiaries in BS target areas. NGO CEDAW also provided training on CEDAW and gender analysis to all BS staff (17, 13 females).

Furthermore, monitoring tools were shared during the training to BS staff to capture data on gender issues and to monitor the government counterpart in the implementation of CEDAW recommendations which will contribute to the shadow report.

- 3.2.3. *Establish an advocacy working group, including communication and advocacy coordinator, to provide management and build the capacity of Banteay Srei staff on communication and advocacy tactics.***

N/A

BS has reactivated its social media including Facebook page and website to increase BS's visibility. In this reporting period, BS has posted 121 posts and through all these posts, and all these posts reached more than 17K (17,281) of audiences, with 1,3k (1,343) viewers and 3.7 likes (male:63% and female: 36.4%).

- 3.3. Outcome 3.3. Human Resource System of BS strengthened with clear job descriptions, performance review, and staff capacity development plans.

Progress towards Outcome:

In this reporting period, Human Resource System has been implemented well. As a result, the performance appraisal form was developed and implemented to all staff; Human Resource policy was oriented to new staff including Executive Director, Program Manager, M&E Coordinator, Program Officers, Interns; each staff having clear job descriptions with roles and responsibilities; performance development assessment form has also been developed and implemented to all BS staff aimed to improve their capacity to implement the program effectively.

Progress towards Outputs:

- 3.3.1. Build capacity of BS staff on how to conduct performance appraisal per quarterly and do it accordingly.**

To improve the performance management, the performance appraisal form was developed and practised, Human Resource policy, including job descriptions for each position, were also updated.

The updated Human Resource (HR) policy was oriented two times for all staff (24, 16 females) to improve their understanding and practice of HR policy. Importantly, HR policy is always oriented to new staff. BS conducted staff performance appraisals to all staff (16, 12 females) 1 time per year (in June and in December) to evaluate their performance. Interestingly, a performance development assessment form has also been developed and implemented for all BS staff aimed to improve their capacity to implement the program effectively.

- 3.3.2. Build capacity of the management committee of BS on leadership principles and professional coaching techniques to promote a friendly working environment and build a strong team for the organization.**

4 quarterly meetings were conducted in 2021 with the participation of 7 Management Committee members, Executive Director, the Program Capacity Building Advisor, Program Manager, Finance and Admin Manager, 2 provincial coordinators, and the M&E coordinator to update about the progress and challenges of the program implementation, and to prepare plans for the next quarter. Monthly progress meeting on program progress was also conducted among BS program staff in 2 provinces in order to figure out the progress, challenges/concern, support needs, and action forward/action plan. Following that, coaching and mentoring are always provided to junior program staff. The weekly meeting was also organized by Management Committees to monitor and keep track of the program implementation

- 3.4. BS organization had a sufficient budget to implement the program and organization strategy 2020-2024 with a high standard of financial management system in place.

Progress towards Outcome:

Financial management system: Extensive achievement of BS during the year 2021 in term of financial management and system included budget development and monitoring, BS has a very good achievement if comparison with years before. BS has implemented the accounting transaction through the most update of QuickBooks accounting system (Intuit QuickBooks Premier 2021-nonprofit version). Its system be able to export financial information QuickBooks to Excel, export report by class, by donors, by account, income Statement, Balance Sheet BS monthly financial report financial management system.

There are at least 3 external audits from each donor, and global auditing.

In the 1st semi-annual report (January through June 2021) PLAN International has hired outside auditor to perform auditing with BS with a good result, there was no finding during six-month. The

second global audit is on the process to conduct the auditing, expected audit report will receive by end of Mar 2022.

As a result, based on the global audit, BS was rating as Good Performance from these financial audits. BS reduced from three funding to one finding with the low list of finding are related exchange that BS not compline to Accounting standard. Based on the result of Mango's financial health check methodology, BS total score is moved from 265 in 2020 to 281 in 2021. The financial management of BS is good and in the low-risk range.

Organizational budget: during year 2021 BS has received fund form several donors such as: Diakonia, DCA CO, DCA Flood, DCA 6v, DP, LEAP, ASF, the total global budget during year 2021 is USD429,502.40, burned rate USD372,949.94. Due to Covid-19 situation there are some activities is requested to be carried over to use the remained usd56,552.41. Year 2022 BS has projected a global budget around USD533,334.31 under major donor such DCA and Diakonia, UN-Women, and Oxfam, DP so far.

Fundraising: during year Jun-December 2021, BS has submitted 10 proposal applications to 2 to UN-Trust Fund, Oxfam, WaterAid, FHI360, UN Women, 4 have been shortlisted, and FHI360 has been 2 (Oxfam & WaterAid) have been confirmed, and yet wait for agreement to sign.

Progress towards Outputs:

3.4.1. Develop Resource Mobilization strategy and plan, including donor relations and reserve fund mechanisms for self-sustain.

BS maintained and built close relationship amongst its donors such as Daikonia (DKN), DanChurchAids (DCA), PLAN International Cambodia, IWDA through dialogue, workshops and meetings aiming to seek technical supports in terms of program implementation, reporting (catch-up, monthly and quarterly), budgeting, staff capacity building especially during the movement of the program manager and executive director.

3.4.2. Implement the Resource Mobilization and fundraising strategy and plan through an expansion of potential donors and providing technical services to earn income locally.

BS ED conducts regular catch up and meeting with potential donor and network to mobilize the source of funding and seek for support. There were at least 10 meetings with BS existing networks and potential donors have been conducted between October -December 2021.

3.1.1. Promote the responsibilities of resource mobilization and fundraising team across the organization to get supports from the different functions through transparent funding targets, capacity building to Banteay Srei staff in proposal development, and fundraising.

To ensure sustained funding for its longterm strategy, BS continued to strengthen its performance and promote the organization's profile through social medias, website, facebook page from time to time. As the result, BS has developed and submitted at least 6 proposals in Jun – December 2021. As the result, 4 in 10 proposals have been shortlisted and 2 have been confirmed the partnership.

3.1.2. Build and secure networks and connections with existing and potential donors and other key stakeholders to showcases of quality programming implementation through networking, communication, visibility, and publications.

BS has continued to strengthen its partnership with PLAN International Cambodia, Diakonia, DCA, and IWDA. BS has also built and strengthened networking with the CSO network, Cambodia ACT Network, Cambodia Child Right Coalition, Advocacy Networks, Cooperation Committee for Cambodia (CCC), GADC, NGO-CEDAW, SILAKA, Confrel, and NGO Forum. In this reporting period, BS has also built new networking and connection with Issara Institute, Oxfam-Cambodia, Helen Keller International, Child Fund, and UN Women.

Through these existing networks, the capacity of BS staff are built on various areas, ranking from policy level and program activity implementation, which included child migration protection, human

resources and financial policies, M&E learning, advocacy for women rights and child protection, update on Cambodian government law and regulations, and especially BS can connect with the existing network to seek for the new funding opportunity.

BS is in the process to develop videos to promote BS visibility, programs and its best practices to potential donors and the public through different media. Moreover, BS plan to develop the video on the impact of illegal migration in the next period as well.

3.1.3. Maintain high standards of financial management systems and reporting through on-going capacity building, coaching, and internal and external audits, including strengthening oversight and links between Governance Board and financial management.

On 1st week of February 2021, BS received QuickBooks System training by the consultant from Casbiz Company with the participants from 2 program staff (1women) and 4 service support staff (all women). This training has been providing the basic checking finance spending report to program staff with T-s pluse remote.

Challenges and Solutions

Challenges	Solutions
Lack of full-time M&E staff to provide staff capacity building, develop and strengthen M&E system and tools.	Consultant for M&E was recruited to develop M&E framework, and M&E handbook and tools. Training will also be provided to BS staff.
Re-structure of the organization led to unsecure staff feeling and work load for the support team.	Management team conducted field visits to orient staff on the organizational process and procedure in organizational re-structure to ensure staff has the clear understanding. BS has recruited interns to support the program team in each office and hired part-time consultants for documentation arrangement, HR files, legal documentation processes.

Priorities for Next Semester

- Participate in the technical training on communication and advocacy, gender analysis tools and empowerment framework, M&E, report writing, strategic and program planning provided by relevant donors.
- Finalise BS baseline survey for publishing and sharing to donors
- Provide capacity building to staff based on the staff development plan 2022
- Strengthen and build networking with potential donors to seek more funding for the sustainability of funding to implement BS Global Plan 2021
- Assess staff capacity and provide capacity-building-need training

IV. Cross-cutting Issues

Gender Equality: Gender-related social norms have a profound effect on women, especially girls' lives. Girls are more likely to drop out of school to work for generating the income to support their families, get early marriage and most often lack support from men and boys. BS continued its main role to promote gender equality and equity through providing trainings and awareness raising in the communities. For example, BS provided training on Gender, Reproductive Rights, and Power Analysis to 52 people (16 women) both in BB and SR aimed to further support the capacity building of local authorities at the sub-national level on knowledge, power analysis, and gender, so that they can use their knowledge and become more competent in their role and willingness to address women and children's issues, and ensure that there is gender equity in the target areas and also included in the democratic development process at the sub-national level. BS provided totally 07

training on Positive Masculinity, Gender and Disability Inclusion, and Child Protection to 237 participants (137 females) who are from GMN, GPN, local authorities, CFs, and beneficiaries. This training aimed to improve the atmosphere in the family and contribute to supporting women and children to change positive attitudes and responsibilities in the family. BS mobilized men and boys to support women and girls to promote gender in their communities. For instance, to promote gender equality - BS tried to establish the child club committee co-led by both boys and girls in each club, one boy and one girl club leader. BS also promoted the champion of girls' ideas in the implementation of our project too.

Internally, BS staff were trained in gender advocacy techniques which could help them for better understanding the different tools and techniques that can be used to advocate the key stakeholders to promote gender equality within their community and organization. BS has also integrated gender equality into the training materials and provided capacity building to staff, the target beneficiaries, and relevant stakeholders in order to improve their understanding on gender equality and applied it into their practices. BS has engaged men in the reduction of violence against women through the Men's Network. Masculinity training and GVB and women's rights trainings were provided to the local authorities, men perpetrators, and gender peace networks and good men networks to increase their understanding on gender roles and relations. Safe House and Peace Center is another approach to promote gender equality in BS target areas. BS has provided counseling services to women and children experiencing violence and supported the survivors of gender-based-violence families with psychological counseling and therapy, accommodation, food, health, transportation, and facilitated access to legal services and courts processes.

Inclusion and Non-Discrimination: All BS policies and programs always ensure the non-discrimination, right-based approach, and inclusiveness of children and women with disabilities, migrant children and youth, and the LGBT group in all program interventions. Disability inclusion has also been integrated in BS training manuals for providing training to staff and the target communities and involved them in the community development activities. This training led to improved knowledge and behavior of the community and key partners towards people with disabilities. The government counterparts at the local level, CFs, and CCWC have also increased their understanding of disability inclusion because of the effort from the BS engagement in terms of participation and inclusion. The training report showed the level of participation of persons with disabilities in BS community-level activities is improved. This is due to the increased awareness of community and local authorities on the need to include persons with disabilities in the community groups. Moreover, BS had made children, especially girls, play an active role as key actors of changes by engaging them from the sub-national to the national and international levels to raise their concerns so that relevant government agencies can provide response and support to their concerns. For example, there is 1 disable male in Parent Groups and 1 disable male and 1 disable female in VCBCPMs. Interestingly, orphanage children were also included in the BS program. BS is committed to participation and inclusion for all people regardless of their gender, ethnicity, economic status, age, color, or so on to participate in its program.

Conflict Sensitivity: BS has several policies to prevent conflict and harm originating from our program. These work in conjunction but are not consolidated in one unified "conflict sensitivity" or "conflict mainstreaming" policy, as parts of these policies also pertain to broader organizational principles and conduct at the workplace. The combined objective of these policies and procedures are to safeguard the reputation and human resource viability of BS by applying best practice and good governance as part of improved organizational management.

BS collaborated with Cooperation Committee for Cambodia-CCC to provide a course of training on "DO No Harm" to all staff – the course aimed to minimize negative impact and promote positive impact to the project's beneficiaries, contribute to peacebuilding and strengthen the existing connections amongst communities in the program areas. Project staff has been sensitized to identify any factors that cause conflict and find ways to mitigate and/or to address those issues. For instance, project activities such as meetings and training are mostly organized at the location of government authorities such as district hall, commune office, and the house of the village chief. But some participants are not happy to attend any events at those locations due to political opinions, and those participants do not feel comfortable expressing their ideas in the discussion session of events. In

realizing this concern, the project team tried to be flexible by looking for other appropriate places to organize its events to avoid misunderstanding among the community people.

BS promoted community participation in all activities through forming groups and networks such as such as child/youth club, good men network, gender peace network, happy women network, VCBCPM, CBCPM, CBOs and continued to equip capacity of the groups through training sessions on domestic violence, gender equality & equity, positive parenting, champion of change, and masculinity, etc. so that they are able to provide disseminate all these topics to community people in their respected areas. Through observation and impression of the project beneficiaries especially CAY and local authorities of the decreased rate of the violence case in the community since BS started its program activities if compared to before. Furthermore, BS's staff has the ability to identify any factors that cause conflict and find ways to mitigate and/or resolve those issues that arise. For example, project activities, such as meetings and training sessions, are mostly held at government authorities such as district halls, commune halls, and village chiefs' homes. Some participants are not happy to attend any events in those places due to political tendencies, the participants did not dare to express their ideas in discussion meetings at events. Being aware of this concern, the project team has tried to be flexible by finding other suitable venues to organize their events to avoid confusion among the community.

Environment: During community meetings/dialogues, the BS project team mainstreams environment conservation in all the livelihood project activities with communities, and the project team conducts any activities which consider to the environment by reducing plastic, papers and we provide around 200 bottle waters to BS facilitators. Furthermore, during the village's development plan, communities have raised their concerns related to the environment and they have planned to plant trees along the road in the community.

BS never forgot to mainstream about keeping environment clean and the concern of the climate change which caused the earth increase hotter and hotter from year to year. The project team kept mainstreaming and reminding the beneficiaries and local authorities about keeping environment clean, avoid using chemical substances or fertilizers, reduce using plastic, avoid burning trash in the commune and to have dump-site for the rubbish/waste. The project team promoted cleaning environment by showing model collecting trash, cleaning the place after the events, using local products as the refreshment which packaging with lotus/banana leaves, and encourages child/youth to join with local authorities to conduct village cleaning and tree-planting.

Furthermore, BS provided training on Crop Cultivation and Animal Raising through climate change adaptation techniques to the beneficiaries in 6 villages in the target areas with total of 41 beneficiaries. As a result, trainers from the District Agriculture Office strengthened the basic skills and knowledge of Banteay Srei's beneficiaries on adaptation and animal raising that can adapt to climate change and be networked in finding markets to sell their products in order to increase the family economy. After the training, all participants claimed that for vegetable farmers know seed selection, selection of planting location, land preparation, how to raise a child seed, cultivation, maintenance, good agricultural cultivation, and harvest, while for animal raising farmers know baby animal selection, cage construction, animal care and hygiene, vaccination, and treatment. Furthermore, BS always explained all partners and beneficiaries on how to manage their waste in the community and to reduce the plastic use in their daily life and the importance of the environment to their community.

Child Protection: BS coordinated with Community for Child Protection Mechanisms (CBCPMs) which is the existing structure at the commune level, consisted of children, parents/caregivers, school cluster director, communal police, CCWC, commune's clerk, and commune chief in order they play their key roles to promote child rights, children protection, and well-being of children and youths effected by migration.

Within this year BS provided 15 separated trainings on the four basic of child rights (1-The rights to survival, 2-The rights to protection, 3-The rights to development, 4-The rights to participation), child protection (mechanism of child protection in the community, who to report to and how to report related child protection issues), safe migration (advantage, disadvantage, risk and impact of doing legal and illegal migration), gender equality and equity (opportunity between boys and girls, inequality between men and women) and gender equity (gender mainstreaming on ability, capacity

and opportunity of gender), psychological first aid (counselling on mental health to children and youth during the COVID-19 pandemic) and data record to 476 (BB: 306/146 girls, SR: 170/140 girls) CBCPM in both target provinces. Resulted, CBCPMs have increased their knowledge and understanding on child rights, child protection, safe migration, gender equality and equity, psychological first aid and data record –then they continued to provide to community people through mainstreaming in all the events, meetings they attended and they applied in their daily works in terms data recording. Through observation and attending meeting with CBCPMs, the CBCPM member always assured the role and responsibilities in ensuring child participations in all the meetings organized by CBCPMs as well as local authorities. In addition, the commune chief of the project target areas, provided supports in terms of snack and materials to every meeting of the CCWCs. CBCPMs supported learning materials to 06 poor children (4girls) included effected migration and encouraged parents/caregivers to send their children back to schools (the number is not accessed) –furthermore, CBCPMs led by the commune chief mobilized community resources to build a house for a family with girl disability too.

V. Risk Management

Risk Description	Treatment
Lack of staff to effectively function the organization which leads to high workload for staff. This may result in high staff turnover, especially the BS management team.	BS proposed the increase in the number of staff in budget plan 2021. BS will advocate for existing donors to allocate more budget to recruit staff and to seek more funding opportunities to sustain the organization.
The resignation of the existing Executive Director in January 2021, Program Manager from April to June 2021 and another ED from July to October 2021 resulted in a change of leadership and management.	BS staff needed time to learn and adapt to the new leadership and management style. The existing Executive Director was also contracted as a short-term consultant from February-March 2021, BS program quality advisor took over the role to oversight the program implementation while absent of the program manager, and BoD was also play active role in providing overall leadership and management as the role of Acting-ED to provide backup support to BS Executive Director in terms of technical advisory and fundraising opportunities.
BS has limited staff capacity to effectively implement the program.	BS capacity building plan 2021 has been developed based on staff capacity building need assessment and recommendations from OD report. BS kept ensuring its performance through staff motivation and provided trainings, coaching and reflection and learning meetings by monthly, quarterly and annually. BS maintained its partnership and collaboration with donors, NOG partners, and key stakeholders to provide technical support to BS's staff throughout the year.
During the COVID 19 outbreak, the local authorities and CCWCs give more priorities to this pandemic disease and lack of participation with BS program.	To cope with the situation, BS worked closely with local authorities especially commune councils, CCWC, CBOs, networks and CBCPMs to arrange the trainings and meetings with following strictly the recommendation of the Ministry of Health on 3 Dos and 3 Don'ts measures and used frequently protective equipment such as masks, sanitizer and others. BS worked with the local authorities especially commune councils to add key messages of domestic violence, gender-based violence, child rights, child protection and safe migration along with COVID-19 awareness raising because there were many people migrated from Thailand into Cambodia especially in these two provinces. Furthermore, BS also used online

	platform such as Skype as a platform to provide trainings when necessary.
School re-opening was also affected the delay and postpone the activities planned working with children and youths in the target areas.	BS tried to work with children who were available and for the others, we tried to use phone call to keep communication with them. Most importantly, we work flexibly with their schedule on holiday and weekend.
Local authorities were busy engaging with the process of commune council election works in terms of trainings, meeting, and registration, etc. which caused most of them (the local authorities) missed from the project activities.	BS kept good and close relationship with all program beneficiaries especially local authorities and also flexible with their available time. BS's team tried to adjust schedule based on the available time to join the program activities even virtual or online platform.
Harvest season from Nov 2- Dec 20, most children were helping their parents in doing farming and do not have time to support the child club activities.	BS tried to work with children who were available and for the others, we tried to use phone call to keep communication with them.
As the political situation in the country, most civil society organizations (CSOs) and NGOs included Banteay Srei (BS) is facing some concerns in terms of discrimination, under observation and thinking of BS in bad image.	BS kept ensuring its operations in both the two program areas of Siem Reap and Battambang province are non-political aspects, neutrality and always be alerted that they play their roles right and inline with the organization's philosophy, core value and policies, and especially follow the laws and regulations of the government on the NGO.

VI. Lessons Learnt

- Throughout the whole year of implementation, the project team has encountered some experiences and lessons learned which contributed to improving the effectiveness of the project performance. BS has been known and recognized by the government departments, local authorities, NGOs partners, and community people that BS is one of the humanitarian organizations that work to promote gender equality, women rights, child rights, child protection, safe migration in its target areas. The competence and commitment of BS's staff are the strengths that directly affect the program implementation. BS staff is the hardworking and self-motivated staff who are actively willing to empower their community to increase their awareness on gender equality and equity, women rights, child rights, child protection, and safe migration. Moreover, BS provincial staff have a clear guideline for implementing the activities, while also build good relationships and gain support from the local authorities. All of these can ensure that the performance of staff is recognized in their community.
- The outbreak of COVID-19 and the COVID-19 response from the government led to the delay of some program activities. To contribute to the government regulation on the reduction of the spread of the pandemic disease outbreak into the community, BS restricted staff traveling across provinces and within the target areas. Responding to the real situation, BS needed to be flexible and reconsider adjusting its approaches to ensure the ongoing program implementation such separated the participants/beneficiaries as small groups but followed the instruction of the ministry and government, through online (zoom, messenger, phone call,..)
- As a result of changing the process of the CIP, the BS team build the capacity of the focal person from each village to participate and raise their ideas during the meeting with commune staff on the development of CIP at the commune office.
- To change men perpetrators' behaviour, a new approach has been applied – peer-to-peer coaching. This coaching has been conducted by Good Men Network members to particularly men who experienced using violence against women. After receiving various coaching from BS, 24 of them have become Good Men Members.
- To deal with marketing and entrepreneurship limitations among farmers, farmers and producers/CBOs are linked to private sectors and farmer forums.

- During COVID 19, CBCPMs have been exercising their roles in supporting migrants during the quarantine. They collected migrants' information in their communes but the PCCT list did not include data on children's information.