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BANTEAY SREI

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positive change & empowerment for women

Six Month Report 1 January – 30 June 2016



Phnom Penh, 31 July 2016

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ACRONYMS

BB	-	Battambang
BTS	-	Banteay Srei
CAFOD	-	Catholic Agency For Overseas Development
CBO	-	Community Based Organisation
CCWC	-	Commune Committee for Women and Children
CC	-	Commune Council
CLTS	-	Community-Led Total Sanitation
CNRP	-	Cambodia National Rescue Party
CO	-	Community Organiser
CPP	-	Cambodian People's Party
CEDAW	-	Convention on the Elimination of all Forms of Discrimination against Women
CF	-	Community Facilitator
CIP	-	Commune Investment Plan
CPU	-	Child Protection Unit
CWCC	-	Cambodian Women's Crisis Centre
DCA/CA	-	DanChurchAid/Christian Aid
DDC	-	Donor Development Committee
D&P	-	Development and Peace
EPRP	-	Early Preparedness Response Plan
FCC	-	Female Commune Councillor
FFS	-	Farmer Field School
GBV	-	Gender Based Violence
GIZ	-	Deutsche Gesellschaft für Internationale Zusammenarbeit
GPN	-	Gender Peace Network
HVCA	-	Hazard, Vulnerability and Capacity Assessment
HR	-	Human Resource
IWDA	-	International Women's Development Agency
LAC	-	Legal Aid of Cambodia
LANGO	-	Law on Associations and Non-Governmental Organisations
MC	-	Management Committee
M&E	-	Monitoring and Evaluation
MoWA	-	Ministry of Women's Affairs
NAPVAW	-	National Action Plan to Eliminate Violence Against Women
NGO	-	Non-Governmental Organisation
NGO GPP	-	NGO Governance and Professional Practice
NPA	-	Norwegian People's Aid
PDWA	-	Provincial Department of Women's Affairs
PDRD	-	Provincial Department of Rural Development
PRA	-	Participatory Rural Appraisal
RHAC	-	Reproductive Health Association of Cambodia
SEEC	-	Sustainable Economic Empowerment of Cambodian Rural Women (SEEC)
SNA	-	Sub National Authority
SR	-	Siem Reap
TL	-	Team Leader
TPO	-	Transcultural Psychosocial Organisation
VAW	-	Violence Against Women
VDP	-	Village Development Plan
WASH	-	Water, Sanitation and Hygiene
WCCC	-	Women and Children Consultative Committee
WRM	-	Water Resources Management

GENERAL INFORMATION

Name of Programme: Empowering Women and Communities for Gender Justice in Cambodia
Programme Period (5 years): 1 January 2014 – 31 December 2018
Programme Budget (5 years): USD 2,460,041.00
Programme Location (5 years): Phnom Penh, Siem Reap, Battambang and newly identified provinces (Oddar Meanchey and Preah Vihear), Cambodia

Vision

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

Mission

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

Goal

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

Background Information

Banteay Srei (Citadel of Women) is a local NGO, named after a tenth-century Cambodian temple which is dedicated to the Hindu God Shiva. Banteay Srei registered as a local non-governmental organisation (NGO) with the Cambodian Ministry of Interior in June 2000 and passed to full local management on 1 July 2000. Banteay Srei evolved from an Australian NGO, the International Women's Development Agency (IWDA) that had been working in Cambodia since 1985. With over twenty years of experience working with poor vulnerable Cambodian women and communities in rural areas to bring about political, economic and social change, Banteay Srei has become a leading Cambodian NGO in the areas of building women's leadership in rural areas, strengthening women's participation in local community development processes, promoting gender equality and women's rights, and increasing community action on positive gender relations and against gender based violence.

Banteay Srei Strategic Plan 2014-2018 effectively builds on our achievements and lessons learned of working with women and men in Battambang and Siem Reap provinces over the past 2 decades to improve their political, economic and social situation, including addressing gender based violence. Banteay Srei believes that by supporting women in all three empowerment aspects of political participation, economic opportunities and equitable gender relations, women can fulfil their potential and realise their fundamental rights to live fuller and more meaningful lives, free from fear and violence. By working in concert across the combination of the different women's empowerment themes, women's advancements in one area serve to reinforce and lead to progress in other areas.

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

Banteay Srei programme approach incorporates five key elements in the development and implementation of all our work. We believe that the combination of these approaches reinforces ownership of women and

community issues and actions and leads to sustainable and positive impacts for women, their families and their communities.

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

We will work in 53 villages in 14 communes in 7 districts in Battambang and Siem Reap provinces over the next five 5 years, phasing out of 30 existing villages as community structures are strengthened and community development priorities are achieved, strengthening 10 Commune CBO Networks, expanding into 23 new villages, and exploring expansion and/or partnerships with NGOs in either Oddar Meanchey or Preah Vihear province in 2016.

Our primary target groups include an estimated 5908 poor and vulnerable women and their families, including 1716 poor female headed households, an estimated 265 women with disabilities and at least 1500 women experiencing violence. Our secondary direct target groups involve key stakeholders critical to advancing gender equality and include over 600 (400 Female) Community Facilitators, Gender Peace Networks, community men, young women and young men, over 450 (at least 100 Female) Sub-National Authorities while the District and Provincial Department of Women's Affairs remain key partners. We will continue to deepen our partnerships with other key organisations to strengthen our work and responses to GBV/VAW and develop new partnerships to increase economic opportunities and expand livelihoods for poor women and their families.

Banteay Srei currently employs 34 Cambodian staff (26 females) working in three locations: 6 staff (4 females) in the Phnom Penh office, 10 staff (8 females) in the Battambang office and 18 staff (14 females) in the Siem Reap office. It is envisioned that the organisation will require a similar number of staff to implement the new strategic plan as we phase out of some villages, expand into new villages and take on new projects and activities, with some revised job descriptions and new positions necessary. Starting in 2014, Banteay Srei commenced a restructure of the organisation in order to realign some senior level responsibilities under the positions of both the Operations Director and the Programme Director. Further changes in responsibilities and the overall structure continued during 2014 and into the first half of 2015. The move from the old structure to the new structure was completed in the first half of 2015.

Banteay Srei has full bylaws, administration, personnel, financial, gender and child and vulnerable woman protection policies. Day to day operational decisions were made by the Management Committee (MC) comprised of the Executive Director, Programme Director and Operations Director, working closely with the Monitoring and Evaluation Coordinator and two programme managers. This body reports to the Governance Board that is composed of six external advisors from a variety of development agencies and organisations; they meet four times per year or more frequently according to the need.

In 2016 Banteay Srei programmes are supported by UN Women, CAFOD, DCA/CA, Development and Peace, DIAKONIA, Deutsche Welle and European Union, GIZ, IWDA and NPA.

EXECUTIVE SUMMARY

This is the six month report covering January to June 2016 in the third year implementation of Banteay Srei Strategic Plan 2014-2018. A number of achievements were made during this period through the efforts of the staff at all levels, guided by the Management Committee and Governance Board. These achievements could not have been realised without the support, both financial and technical, from donors, partners and all relevant stakeholders. Banteay Srei work reached 9127 people in Battambang and Siem Reap provinces, 25% of whom are direct beneficiaries and 75% indirect, meaning that a direct beneficiary influenced at least three other people. All beneficiaries were positively influenced by one to five of our main programmes.

70% of female commune councillors and community facilitators (CFs) demonstrated increased capacity to lead women leader forums. 70% of community people and 50% of local authorities recognised the important role of women in leadership and could explain the benefits of women working in leadership and public decision making positions. 65% of CFs demonstrated increased capacity to mobilise more community people and local authority to participate in small group meetings and workshops to develop Village Development Plans (VDPs). 36 VDPs were created and included issues raised by community people, 70% of which were issues affecting women and children. 7 target communes in Battambang reported an increase in gender responsive budget, while 90% of target communes in Siem Reap tailored 20% of their budget to the promotion of gender equality. 35% of communities reported increased access to public services as a result of more responsive district and commune councils.

55% of vulnerable women trained in agricultural and vocational skills applied their acquired skills and generated income from KHR 15,000 (USD 3.75) to KHR 30,000 (USD 7.5) per day for supporting their families. A community grocery shop in Bampenh Reach village generated a net profit of KHR 896,900 (USD 224.23) divided among 52 shareholders who owned a total of 85 shares in the shop. 45% of target vulnerable women increased household resilience, as measured by household asset growth, and had enough money to accommodate basic needs and medical expenses and pay off credit. 46% of the target vulnerable women reported and demonstrated improved family health and nutrition practices. All VDPs and CIPs in the target communes included gender responsive disaster risk reduction (DRR), with budget allocations to increase access to water sources for both drinking and irrigating farms and access to latrines. 45% of target vulnerable women and their families demonstrated increased understanding about the sustainable natural resource management practices, including water resources and land use and ownership. 50% of vulnerable women reported and demonstrated improved family hygiene and sanitation practices.

55% of vulnerable women and men changed their behaviour and attitude towards social and cultural norms. Both boys and girls were given equal opportunity to go to school, and men shared household chores such as cooking and washing clothes. 55% of young people and youth demonstrated increased awareness of gender equality, women's rights and GBV. 55% of Gender Peace Networks (GPNs) and 52% of subnational authorities (SNAs) reported increased confidence and capacity to provide appropriate interventions to GBV cases. 67% of GBV cases were reported and appropriate actions taken to reduce the number of serious GBV incidents in the target communities. 70% of vulnerable women who experienced violence were well protected and their well-being improved through the services provided by the Safe House, Peace Centre and relevant stakeholders. 67% of men who committed violence in the target villages took responsibility for their actions and behaviour, and transformed themselves.

Banteay Srei are waiting for the results of whether the NGO GPP Certificate is renewed. The governance board have diverse skills and have been actively fulfilling their roles and responsibilities. The human resource management system is effective and underpins appropriate staff management. Banteay Srei has a monitoring system in place and it has been used effectively by relevant staff. Programme staff had competency in data collection and analysis, were able to produce reports and had ability to use the information to improve the programme implementation. 50% of CBOs and CBO networks in the phased out villages continue operating and are actively supporting their members.

Booming growth has pushed Cambodia from the status of a low income to a lower middle income nation last year. The Gross Domestic Product (GDP) per capita in Cambodia had reached USD 1,225 in 2015, up from USD 760 in 2008 (Xinhua, 2016). Lower middle income countries are defined by the GDP per capita between USD 1,045 and USD 12,736, according to the World Bank's classification. The upgrade is good news for the Cambodian government and its ongoing attempts to battle poverty and improve income levels as the country's economy races along at an average growth rate over the past five years of 7.16 per cent, and an impressive 8.1 per cent per annum average over the last 20 years (ACENews, 2016). The country's poverty rate has remarkably declined to about 14 per cent in 2014 from over 53 per cent in 2004. Cambodia has a population of nearly 15 million. People living below the poverty line are defined by an income of less than USD 1.25 a day. The upgrade to a lower middle income economy, however, means that Cambodia will no longer be eligible for a range of soft loans, grants and development packages, as well as highly favourable trade privileges, putting increased pressure on the government to support the country's continued social development through trade and investment (ACENews, 2016).

This year Cambodia experienced the worst drought in decades, when monsoon rains did not fall until July 2016. This, coupled with a poor wet season last year, has put farmers in a difficult bind. Both the Mekong River Commission and the Ministry of Water Resources and Meteorology agreed that this year's drought is a product of a strong El Niño – a cycle of extreme weather conditions caused by warmer than average sea temperatures in the Pacific (Besant, 2016). Nineteen provinces have been classified as in a serious condition requiring immediate intervention from the government (The Guardian, 2016). People were more exposed to illnesses such as cholera. The toll on animal life has been significant. First, in Siem Reap province, came the death of a female elephant, which collapsed from heatstroke after years of carrying tourists around Angkor Wat (The Guardian, 2016). In Battambang province in the northwest – one of the hardest-hit regions in the country – Radio Free Asia reported that at least 30 monkeys died after the heat claimed the last tracts of water in their flooded forest habitat. RFA also said at least 200 water buffalo and cows have perished in the northern province of Stung Treng. Back in Kampong Thom, the loss of 70 tonnes of fish in the Boeung Tonle Chhmar lake, about 40 kilometres west of Stung town, was a great upset (The Guardian, 2016).

Opposition lawmaker Um Sam An was arrested at about midnight on 10 April 2016 in Siem Reap province for a crime related to his advocacy against Vietnamese border encroachments last year (The Cambodia Daily, 2016). The political firebrand faces incitement offences for comments posted on Facebook suggesting the government has ceded land to Vietnam by using the wrong map to demarcate the country's eastern boundary (The Phnom Penh Post, 2016). He faces up to five years in prison under the two charges of incitement to commit a felony and cause discrimination, attorney Chhoung Chou Ngy said (Radio Free Asia, 2016). In response to the court's action against Um Sam An, a group of 13 civil society organisations said on 11 May 2016 that his arrest flouts the constitutional guarantee of parliamentary immunity. "Not only does the arrest plainly undermine the constitutional guarantee of immunity for members of the National Assembly, but it also signifies the shrinking democratic space and intolerance of political pluralism in Cambodia," the groups said in a statement (Radio Free Asia, 2016).

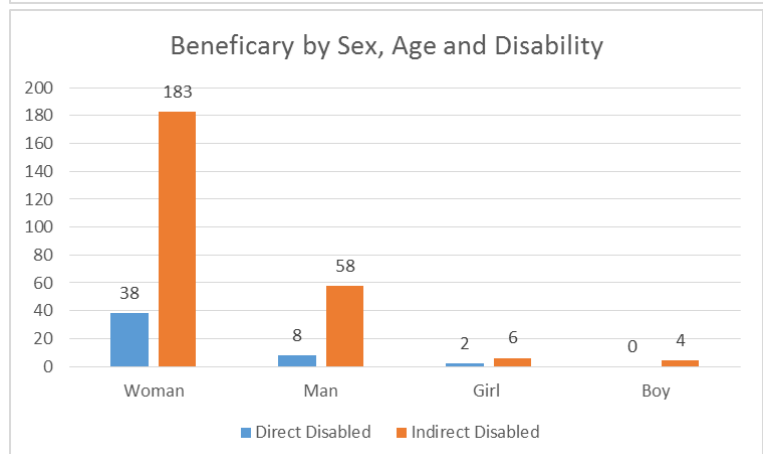
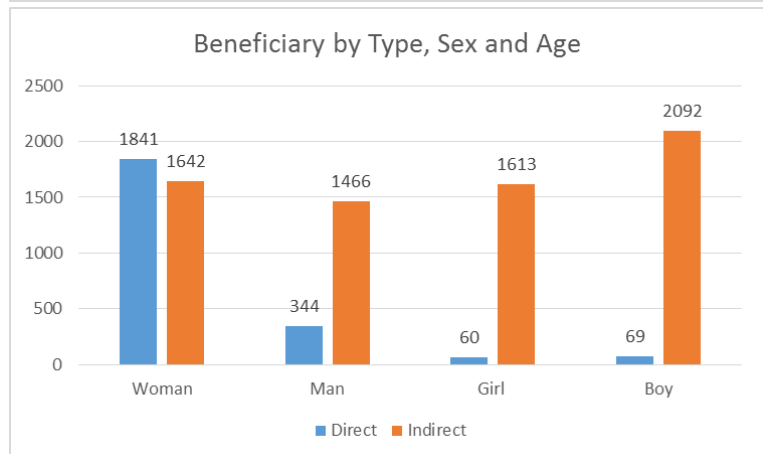
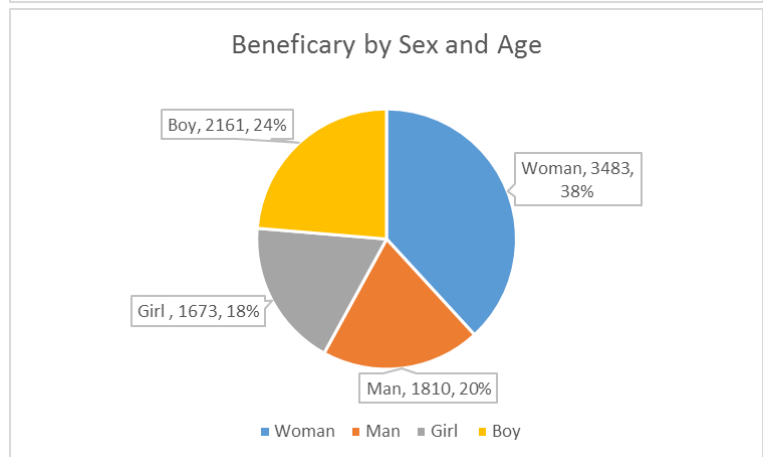
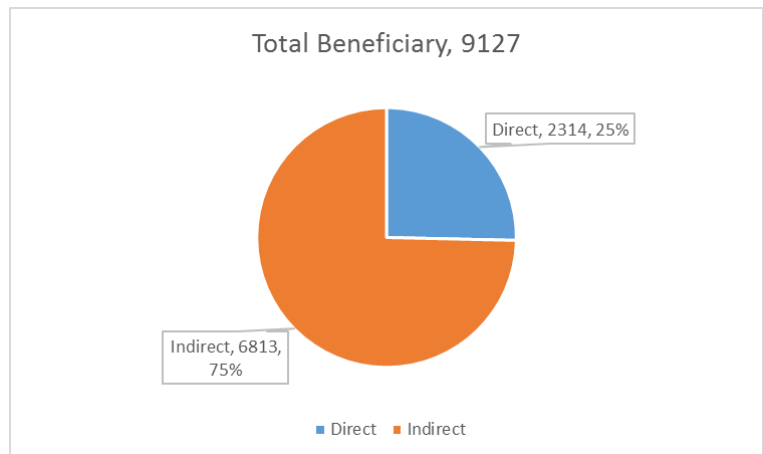
Four senior officers from local rights group ADHOC and a former officer who now works for the National Election Committee (NEC) were imprisoned on 2 May 2016 on bribery charges over a sex scandal involving deputy opposition leader Kem Sokha. U.N. official Sally Soen was charged in absentia as an accomplice after failing to present himself for questioning. Kea Sopha, a defense lawyer for ADHOC, said the organisation's four officers were charged on Monday with bribery of a witness, the same charge laid against opposition commune chief Seang Chet last week for promising USD 500 to the alleged mistress after the scandal broke. Mr. Soen and the five detained face between five and ten years in prison if found guilty (The Cambodia Daily, 2016). A statement released on 2 May 2016 by 59 NGOs said, "The targeting of these individuals is the latest escalation in a far-reaching government assault on civil society ahead of upcoming local and national elections, and is a clear reprisal for support provided by rights workers in a politically-sensitive case" (The Cambodia Daily, 2016).

PROGRAMME REACH AND IMPACTS

From January to June 2016 Banteay Srei work had a positive impact on 9127 people in Battambang and Siem Reap provinces, 25% of whom are direct beneficiaries and 75% indirect, meaning that a direct beneficiary influenced at least three other people. 38% of beneficiaries are women, 20% men, 24% boys and 18% girls. 2314 direct beneficiaries included 1841 women (38 with disabilities), 344 men (8 with disabilities), 60 girls (2 with disabilities) and 69 boys. 6813 indirect beneficiaries included 1642 women (183 with disabilities), 1466 men (58 with disabilities), 1613 girls (6 with disabilities) and 2092 boys (4 with disabilities). All beneficiaries were positively influenced by one to five of our main programmes, namely women's leadership and participation in politics and public decision-making; women's economic empowerment, sustainable livelihoods, disaster preparedness and natural resource management; gender justice, human rights and community action against gender based violence; evidence based advocacy; and organisational capacity development. (Please see the graphs on this page and Table 1 in Appendices.)

145 CFs (102 females), including 4 (1 female) with disabilities, who have received mentoring and coaching support from Banteay Srei, demonstrated increased capacity in managing different income generation groups, such as rice cooperative, microcredit and savings, animal raising, home gardening and vegetable production. These CFs, especially the female ones, demonstrated improved capability to mobilise community resources to develop VDPs and CIPs and participate in various events. (Please see Table 2 in Appendices.)

110 village authorities (37 females), 100 commune councillors (19 females), 76 commune police (1 female), 64 staff (18 females) of Commune Committee for Women and Children and 318 district authorities (94 females) provided good cooperation for Banteay Srei to implement programmes in their responsible areas. Female commune and district councillors



were empowered to lead women leader forums and raise women and children concerns to be included in VDPs and CIPs, allowing for an increase in gender responsive budget in the target communes of Banteay Srei. (Please see Table 3 and 4 in Appendices.)

1210 beneficiaries (772 females), including 13 (8 females) with disabilities, were members of one or more food security groups: 804 (505 females) of home gardening groups, 208 (136 females) of chicken raising groups, 3 women raising ducks, 14 (8 females) raising pigs, 31 (27 females) farming fish, 51 (36 females) growing mushroom and 99 (57 females) of dry season rice farming groups (Please see Table 5 in Appendices). 1710 beneficiaries (1446 females) were members of one or more income generation groups: 364 (227 females) of pond and canal groups, 37 (33 females) of cow banks, 155 (143 females) of credit groups, 3 women of credit without interest group, 663 (570 females) of rice cooperatives, 28 (27 females) of rice banks, 333 (321 females) of self-help and saving groups, and 127 (122 females) of retail cooperatives (Please see Table 6 in Appendices). These groups have allowed for synergy, enabling all members to share success stories and lessons learned with one another and at least produce enough food to accommodate the demand in their families. The programmes implemented by Banteay Srei improved food security for 653 beneficiaries (632 females) and improved income for 276 beneficiaries (252 females) (Please see Table 7 in Appendices). 847 beneficiaries (608 females) had access to WASH facilities: 43 (31 females) to clean water wells, 474 (327 females) to water filters and jars, and 330 (250 females) to latrines (Please see Table 8 in Appendices).

79 GPNs (45 females), including 3 (1 female) with disabilities, provided primary interventions to GBV cases that happened in their responsible villages. Banteay Srei Safe House in Battambang province provided holistic recovery services such as counselling, social and legal assistance and reintegration for 94 female survivors (29 new) of GBV comprised of 65 survivors (24 new) of rape and 29 (5 new) of domestic violence. The Safe House accommodated 138 relatives and witnesses composed of 69 women, 44 men, 15 girls and 10 boys. The Peace Centre provided interventions to 78 GBV cases (7 cases continuing from 2015 and 71 new cases) comprised of 75 (68 new) domestic violence cases and 3 new attempted rape cases. The Peace Centre provided counselling to a total of 137 clients (126 new), comprised of 78 woman survivors (71 new), 35 male perpetrators (31 new) who are their husbands, and 8 new family members (3 fathers) and 16 new children (7 girls). 14 woman survivors of domestic violence reconciled with their husbands who changed attitudes. 18 male perpetrators after receiving services from the Peace Centre have changed their attitudes and 9 stop committing violence but still complain a lot and drink regularly.

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

RESULTS OF PROGRAMME IMPLEMENTATION

1. WOMEN'S LEADERSHIP AND PARTICIPATION IN POLITICS AND PUBLIC DECISION MAKING

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

70% of female commune councillors and community facilitators (CFs) demonstrated increased capacity to lead women leader forums, being able to develop the plan and budget for the forums, mobilise women leaders to attend the forums, raise questions for discussion, facilitate the forums well and analyse and address women issues. 40% of CFs in the target villages participated and raised women and children issues for discussion in the commune and district meetings and forums. Female commune councillors are currently representing 19% of 100 commune councillors in 12 target communes of Banteay Srei. 90% of 17 young women in Siem Reap demonstrated special commitment to participating in politics because they wanted to help women in their communities, so they will communicate with their favourite political parties to register as candidates to stand for the Commune Election 2017. Based on field monitoring and asking them during workshops and community dialogues, 70% of community people and 50% of local authorities recognised the important role of women in leadership and could explain the benefits of women working in leadership and public decision making positions.

65% of CFs demonstrated increased capacity to mobilise more community people and local authority to participate in small group meetings and workshops to develop Village Development Plans (VDPs). 7 VDPs in Battambang and 29 VDPs in Siem Reap were created and included issues raised by community people, 70% of which were issues affecting women and children, for example health, water and sanitation, vocational skills, gender based violence (GBV) and small business management. 30% of issues raised by vulnerable women and their communities were considered priority. These VDPs will be integrated into Commune Investment Plans (CIPs) 2016-2017. 60% of 277 vulnerable women in Battambang and 80% of 419 vulnerable women in Siem Reap demonstrated increased confidence to raise concerns in the community meetings and VDP development process.

7 target communes in Battambang reported an increase in gender responsive budget, for example from USD 1,000 in 2015 to USD 1,500 in 2016 in Wat Kor commune, while 90% of target communes in Siem Reap tailored 20% of their budget to the promotion of gender equality. The budget was used to address women and children issues, including providing study materials and issuing birth certificates for poor children, paying for medical treatment for survivors of GBV, paying for the delivery of babies for vulnerable women and promoting health care in the communities. Based on gender analysis, 50% of male commune councillors and village authorities increased their recognition of and support for the role of female commune councillors. 35% of communities reported increased access to public services as a result of more responsive district and commune councils.

ACTIVITIES IMPLEMENTED AND OUTPUTS ACHIEVED

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

1.1.1.1 Provide technical and financial supports to female commune councils in organising women leader forums.

3 women leader forums were conducted in late April 2016 with the participation of 139 women leaders from 5 communes in Battambang province, including 2 women with disabilities and 2 children (1 girl). The forums provided an opportunity for women leaders to discuss women's role in leadership, challenges and barriers and capacity building to be good women leaders by learning and participating in community development work. The women and children issues such as pregnant women, child dropout, general healthcare, food

security and vulnerable people were raised to discuss and find solutions together. Some suggestions were passed on to discuss at commune and district levels such as providing birth certificate and other public services for poor people free of charge.

4 women leader forums were conducted with the participation of 104 women leaders from 4 communes in Siem Reap province, comprised of community facilitators (CFs), school principal and deputy principal, female village members and young women. The forums were facilitated by 8 commune councillors, CFs and officers from the District Office of Women's Affairs. 6 of 8 facilitators were creative in facilitating the forums, enabling the participants to express their opinions on the challenges they have faced. 15 participants actively raised personal and family problems and issues with local authority. They raised a lot of success, for example contacting local authority and non-governmental organisations to help women survivors of gender based violence. The participants raised many factors that prevented women from becoming a leader, including low capacity, no sharing of domestic chores, no motivation from the family and community, and lack of confidence. 90% of the participants were very happy to attend the forums because they could meet and exchange ideas and experience and raise problems they have faced.



Group discussion during a women leader forum in Plong village

1.1.3.1 Provide follow up and coaching support to CFs and female candidates on leadership role.

On 19 April 2016 Banteay Srei provided capacity building training for 5 CCWC members from 5 communes at Battambang Provincial Office. The training is intended to build their capacity on how to organise a women leader forum: Preparation; process to conduct the forum; determining objectives; identifying participants; documentation; assigning facilitators, speakers and minute taker; and setting dates for conducting the forums. From 11 to 12 May 2016, Banteay Srei provided coaching support for 4 commune councillors and 4 CFs to organise women leader forums in Siem Reap. The coaching topics included leadership, objectives and

expected results, facilitation method and assignment of roles. 4 commune councillors and CFs demonstrated understanding about the topics and had confidence to facilitate the women leader forums.

1.1.4.2 Provide training, coaching and mentoring support to the selected young women on women leadership building which includes self-awareness and transformation, human women rights, gender, politics, leadership, community mobilisation and organisation, facilitation, public forum, public speaking, lobbying/advocacy and resource mobilisation.

In May and June 2016, Banteay Srei conducted 3 meetings with 17 young women in Siem Reap to share experience of the past implementation, gender roles, gender equality and human rights. These young women also shared experience in such issues as human and child trafficking, child rape, psychological health, domestic violence, sexual health, English language knowledge, marriage law and healthcare before and after the delivery of babies. They shared experience of forming self-help groups to address violence, saving groups, vegetables growing groups and educational message performing groups. They discussed women issues, including women busy taking care of children, drunk husbands committing domestic violence, sick children and having no money to go to hospitals, having no jobs and skills because of having no education, no power to make decisions in the family, husbands getting jealous, not seeking help when experiencing violence, fear, not being brave and lack of understanding about sanitation and healthcare. They discussed teamwork and its definitions, reasons of forming team or network, benefits of forming team and ways to help team and network succeed. Based on testing questions and answers, 80% of the participants demonstrated increased understanding about gender roles, gender equality and human rights. All participants are committed to sharing knowledge acquired from the meetings with other young women in their respective communities. They requested to have a meeting like this once every one or two months in order to strengthen teamwork.

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

1.2.1.1 Community dialogue about public services and VDP between vulnerable women and service providers facilitated by CFs.

In May 2016 Banteay Srei provided financial support for CFs to conduct community dialogues about public services and VDP between vulnerable women and service providers in 7 target villages in Battambang. There were a total of 361 participants (282 females), comprised of 6 commune councillors (1 female), 2 police (1 female), 6 health centre staff (2 females), 7 village leaders (1 female), 5 school principals, 29 CFs (20 females), 2 Banteay Srei female staff, 259 villagers (232 females) and 45 children (23 females). Based on the report of CFs and observation of community organisers, we noticed that villagers, especially vulnerable groups, raised main problems and concerns for services providers from health centres, police stations, schools and commune office to address. Some suggestions were implemented by local authorities and other service providers depending on their relevance and duties. Villagers were happy when their problems and concerns were addressed. In addition, the dialogue made them braver to ask questions and raise their problems and concerns to their authorities as well as other service providers.

Banteay Srei organised 7 community dialogues in 5 communes in Siem Reap province with 470 participants (419 females) comprised of school principals, police, health centres and villagers, especially vulnerable women. The dialogues are intended for villagers, especially vulnerable women and children, to raise challenges they faced in the community and their basic needs for public service providers to address. Based on observations, 80% of participants actively raised their problems and concerns, especially those of women, and the service providers shared the activities of their institutions to help the villagers and responded to the questions raised by the participants. Based on observations, the participants demonstrated confidence and built close relationship among one another and with speakers and facilitators.

1.2.1.2 Community Outreach about the important role of women's participation in leadership and decision making.

On 12 May 2016, Banteay Srei supported CFs in 7 target villages in Battambang to conduct community outreach about the important role of women’s participation in leadership and decision making. The outreach was attended by 245 participants (191 females), comprised of 29 CFs (17 females), 167 villagers (152 females), 4 women with disabilities and 45 children (18 girls). The CFs raised participants’ awareness about human rights, women’s rights, child rights and gender. Questions and suggestions raised by the participants were responded by the CFs and village chiefs.

In May and June 2016, Banteay Srei conducted community outreach in 5 villages in Siem Reap province with 412 participants (328 females) through educational video about gender, child rights, women’s rights and role in leadership, and challenges facing communities. 70% of the participants raised issues about women’s role in development work. They said that women can do many things that men can do, other than household chores and care for children. The male participants wanted women to have a role in the commune councils, but the obstacles that prevented women to do so included their illiteracy, lack of confidence and bravery and domestic violence. Based on observation, 70% of the participants actively raised questions about the work of women. The male participants demanded gender justice for women, demonstrated commitment to change their attitude and said that women should strengthen their capacity. Both male and female participants were interested in a video entitled “Grass Flower” because its contents showed the importance of women’s participant in society development. One man said, “It would be good if there had a lot of women working in the commune office, and I would be very happy if my wife played an important role in the village.



Video education in Taprok village

1.2.2.1 VDP Meeting with vulnerable women to strengthen their capacity to participate and voice opinions in VDP process.

On 13 June 2016, a community organiser (CO) offered full day capacity building training on Village Development Plan (VDP) to 21 CFs (14 females) from 7 target villages, including Prey Roka, Dak Sorsor, Chrab Krasaing, Kampong Seima, Thmey, Svay Chrum and Kampong Chhnang 1 villages. The training equipped CFs

with skills, theories and practice required to help the poor and vulnerable groups to participate in VDP by raising their problems and suggesting appropriate solutions for them. Those skills are problem and solution tree analysis, prioritising the problems and encouraging vulnerable groups to participate in VDP by explaining them about the importance of their participation in decision making. By the end of the training, CFs together set the date and plan to conduct VDP in their village and deadline of submitting report to the CO. The CFs conducted 7 VDP meetings with a total of 288 participants (222 females) from 7 villages to raise such issues as traffic accidents, school dropouts, thief, drugs, lack of latrines and clean water, old schools, expired food sold to students, food insecurity, unemployment, flooding, rehabilitation of community pond and canal to irrigate water into the village, lack of water filters and wells, and bumpy road. These issues were sent to Commune Councillors for being integrated into Commune Investment Plan (CIP).

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

1.3.1.2 Facilitate a two day workshop (Gender Learning Workshop) with local/SNA on gender analysis, masculinity, feminism, gender responsive budget and women in leadership.



Gender Learning Workshop at President Hotel in Battambang

From 17 to 18 February 2016, Banteay Srei in Siem Reap conducted a reflection workshop on gender analysis, masculinity, feminism, social services and women in leadership at Angkor Mondial Restaurant with 31 participants (22 females). Mr Chan Sokha, National Programme Management Advisor based in Pourk district, did a presentation on gender mainstreaming and social services budget for gender work. He identified five main sectors in the commune, including economy, social affairs, natural resources management and environment, administrative security and order, and gender. The sources of fund come from the government, capital contributed by citizens, generous support from philanthropists, development partners through the Ministry of Interior, and national and international organisations. The advisor raised the value of household chores done by women which is more of burden if compared to income generating activities done outside, and the participants were very interested in that. Women leaders played a video entitled “Grass Flower” for the participants to reflect on the role of commune councillor and characteristics of a leader they like (leader who thinks of common interest and is flexible, motivating and creative). Based on observations, the participants were very actively involved in the group discussion and they were impressed by the presentation of the advisor on social services budget and the allocations of budget from development projects for expense on social services.

From 16 to 17 June 2016 Banteay Srei in Battambang conducted Gender Learning Workshop at President Hotel with the attendance of 44 participants (31 females) from 4 districts (Bavel, Thmor Koul, Battambang City and Banon). Based on the pre-test, only 5 participants answered the questions correctly but the post-test showed that only 3 of 44 participants answered the questions incorrectly. 80% of the participants were very interested in the training topic and 20% did not participate fully in the training process because they were busy meeting with the Provincial Department of Women's Affairs. Finally, the participants suggested building the capacity of CCWC and commune councillors on the request for and utilisation of gender responsive budget.

1.3.2.1 Participate in CCWC meeting.

Banteay Srei in Battambang met with the District Office of Women's Affairs and made contract for supporting fund on snack for their monthly meeting. In the contract, Banteay Srei agreed to support USD 50 for snack in 3 months per each district and this fund will be paid from July to September 2016.

On 17 June 2016, 2 female CFs in Doun Kaev commune attended Consultative Committee for Women and Children (CCWC) monthly meeting in Pourk district. On 21 June 2016, 5 female CFs from Peark Snaeng and Choub Tatrav communes were supported to participate in the CCWC meeting in Angkor Thom district. The achievements and challenges faced in the first semester of 2016 were discussed in the meetings. The District Office of Education reported school dropouts. The Commune Office of Women's Affairs reported a six-year-old girl drown in a pond dug for a climate change project. CFs raised domestic violence cases and other women issues happening in the communities.

1.3.3.1 Financial support for CFs to join the monthly commune meeting.

In June 2016 Banteay Srei in Battambang provided financial support for CFs to join the Commune Councillor monthly meeting in 4 communes. 2 communes, namely Wat Kor and O Mal, sent the monthly reports to BS. 38 participants (19 females) attended the monthly meeting in Wat Kor held on 30 June 2016 and 29 participants (2 females) attended the meeting in O Mal on 24 June 2016. The participants presented the achievements in the last month, cultivation work, security and activity plan for the coming month.

Banteay Srei provided financial support for CFs to attend the Commune Committee for Women and Children (CCWC) meeting held in Peark Snaeng on 18 March 2016 with 21 participants (4 females) and in Choub Tatrav on 22 March 2016 with 16 participants (7 females). On 22 and 24 June 2016, Banteay Srei staff facilitated a meeting with CFs in Choub Tatrav, Peark Snaeng and Leang Dai to discuss the preparation to attend a monthly meeting with commune councillors held in Prasat village with 29 participants (22 females). The participants discussed the objectives of attending the monthly meeting with the commune councillors and the division of responsibilities during the meeting so that they could be well prepared and determine the community issues, especially those of women and children. On 27 and 29 June 2016, Banteay Srei supported 9 CFs (6 females) to attend the meeting with Peark Snaeng commune councillors on women and children with disabilities. Female CFs and poor women raised women and children issues, such as dropouts at Pong Teuk Primary School, domestic violence and administrative documents, for finding solutions.

KEY CHALLENGES

- A facilitator was changed spontaneously due to personal matters and the new facilitator did not understand clearly about the objectives and could not facilitate the women leader forum well. Next time if the facilitator has urgent matters to address, Banteay Srei staff should facilitate the forum by themselves to avoid difficulty to explain the new facilitator.
- The forum in Khnach Romeas and Bavel worked well but some participants were absent, the minute from the previous forum was not available for sharing and the agenda was not followed because not all of CCWC members joint the capacity building and participants suggested to inform them about the forum at least 3 or 4 days in advance. Using pagoda as the meeting venue is not good because of stereo voice.

- Commune Women's Affairs Officer raised a challenge of unequal division of tasks between male and female commune councillors, so some councillors have much more workload than the others.
- The budget for conducting Gender Learning Workshop in Siem Reap was not spent as planned with the remaining balance of USD 380.20 from accommodation, meeting room rental and absence of some participants who attended the Commune Committee for Women and Children (CCWC) held in Peark Snaeng and Choub Tatrav communes on the same day. To deal with this challenge, we will request the remaining balance for supporting a judge to be the speaker in alternative dispute resolution training, supporting the Provincial Department of Women's Affairs to organise International Women's Day and organising the International Women's Day in target villages.

LESSONS LEARNT AND ADJUSTMENTS PLANNED

- Women who are not direct beneficiaries of the project did not dare to raise the problems and concerns during the women leader forums, so later the facilitators should make sure that every participant is valued and provide environment conducive for them to express their ideas during the forums.
- The invitation to attend the women leader forums from the district to commune office was late, so later Banteay Srei should send an invitation to both district and commune offices.
- Some commune chiefs were absent during the community dialogues, so women's affairs officers will share the issues raised by villagers with them during the monthly meeting of commune councillors. Issues raised during the community dialogues will be integrated into village development plans and commune investment plans.
- Banteay Srei should continue strengthening cooperation with commune authorities and relevant stakeholders in order to respond better to the needs of the communities, especially those of poor women and children.

2. WOMEN'S ECONOMIC EMPOWERMENT AND SUSTAINABLE LIVELIHOOD

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

55% of vulnerable women trained in agricultural and vocational skills applied their acquired skills and generated income from KHR 15,000 (USD 3.75) to KHR 30,000 (USD 7.5) per day for supporting their families. A community grocery shop in Bampenh Reach village generated a revenue of KHR 35,509,900 (USD 8,877.48) in 2015, an income of KHR 3,404,400 KHR (USD 851.10) and a net profit of KHR 896,900 (USD 224.23) divided among 52 shareholders who owned a total of 85 shares in the shop. The Women Development Centre generated a revenue of KHR 574,500 (USD 143.63) from selling 58 large-sized scarves, 29 medium-sized scarves and 2 small-sized scarves. 50% of income generating groups, namely vegetables and mushroom growing, chicken raising and credit, demonstrated improved livelihood, at least having enough vegetables and meat for consumption in their families. 50% of trained vulnerable women and CFs reported an increase in their household income and savings, being able to send more children to school, acquire new assets and repair houses. Saving groups saw an increase in interest by providing credit for members to buy and sell vegetables, do farming and grow crops.

45% of target vulnerable women increased household resilience, as measured by household asset growth, and had enough money to accommodate basic needs and medical expenses and pay off credit as a result of growing vegetables, raising animals, sewing clothes and husbands working outside. Their relationship with neighbours and within families was better, their opinions were well recognised by others and their behaviour and attitude changed. Husbands and wives helped each other do household chores, earned income to support the families and made decisions together. 46% of the target vulnerable women reported and demonstrated improved family health and nutrition practices, for example eating home grown vegetables and meat without chemical substances and doing exercise, as evidenced by reduced medical expenses.

All VDPs and CIPs in the target villages and communes included gender responsive disaster risk reduction (DRR), with budget allocations to increase access to water sources for both drinking and irrigating farms and

access to latrines. 45% of target vulnerable women and their families demonstrated increased understanding about the sustainable natural resource management practices, including water resources and land use and ownership, for example installing water well pumps to mitigate the impact of drought. 50% of vulnerable women reported and demonstrated improved family hygiene and sanitation practices.

ACTIVITIES IMPLEMENTED AND OUTPUTS ACHIEVED

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

2.1.2.1 Orientation Workshop.



Orientation Workshop of UN Women Fund for Gender Equality Programme “Sustainable Economic Empowerment of Cambodian Rural Women (SEEC)” in Battambang

On 23 May and 10 and 24 June 2016, Banteay Srei in Siem Reap conducted three orientation workshops on the UN Women Fund for Gender Equality Programme “Sustainable Economic Empowerment of Cambodian Rural Women (SEEC)” with 151 participants (143 females) comprised of female farmers, CFs, Banteay Srei staff, local authority and NGO partners. On 25 May 2016, Banteay Srei in Battambang conducted orientation workshop on SEEC at the Provincial Health Training Centre with 71 participants (68 females) comprised of 40 poor women, 10 female CFs, 2 female NGO partners, 10 public sector representatives (8 females) and 9 Banteay Srei staff (8 females). The workshop was intended to offer the potential direct beneficiaries an overview of the programme aimed at strengthening economic security and livelihoods of rural women in Battambang and Siem Reap provinces of Cambodia. The full day workshops provided an opportunity for poor women to raise their concerns, suggestions and questions for relevant stakeholders to address. Those questions were responded by Banteay Srei, public sector representatives and NGO partners who encouraged poor women to persevere during the training to get practical skills. By the end of workshop, relevant stakeholders recommended that the information about the training centres should be collected. Those poor women were encouraged to discuss about their issues and set up plan, by considering their preference and advantages of staying at the training centres. The training providers are advised to provide certificates for them after they successfully completed the course. All participants were interested in this programme, and 32% asked questions related to the overview and sustainability of the programme. One woman said, “When I completed the application form to participate in the programme, I did not understand clearly, but after I

attended the workshop, I knew a lot about the programme. I am physically and mentally prepared to make the programme a success and will encourage other poor families to participate in the programme.

2.1.2.5 Conduct dialogues/mini workshops with women who use the vocational training centres on self-development, how to manage household decision making on food production, food utilization and nutrition, human women rights, rights of women with disabilities, migration risks, challenges and legal rights and reproductive health.

On 26 February and 24 March 2016, Banteay Srei conducted two life skills workshops with 10 female alumni of Women Development Centre (7 from Doun Kaev commune and 3 from Leang Dai commune) at Doun Kaev commune to share experience of creating micro and small businesses, including the process, challenges and solutions, and achievements. As a result of the workshops, 5 alumni demonstrated commitment to applying their skills to generate income through working for others and running their own businesses.

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

2.2.1.1 Informal Peer Support Network: Banteay Srei will support the rural women in each district to meet and discuss about the importance of working in solidarity and networking. Then the network will develop the network guideline, structure and requirements, draft annual work plan, etc. All the 200 rural women are invited to become part of this network.

On 23 June 2016, Banteay Srei conducted the Informal Peer Support Network workshop at the Provincial Health Training Centre of Battambang with 63 participants (62 females) comprised of Banteay Srei staff and poor rural women selected as vocational trainees by CFs from Banteay Srei target villages. The workshop aimed to categorise the trainees into groups based on the skills they want to learn. The members in each group should share information, support each other and work in solidarity to generate income through their selected careers. After providing time for vocational trainees to draw or write their dream on the A4 paper, the trainers classified them into 5 groups as follows:

1. Agricultural trainees: 9 women
2. Saloon trainees: 24 women
3. Tailoring trainees: 12 women
4. Leadership trainees: 10 women
5. Small business trainees: 3 women

All members of each group presented themselves and shared information why they chose those careers. Then each group discussed about opportunities (resources, places, skills and capital) and challenges that they have to overcome for earning livelihoods through their chosen careers. Based on observations, most participants were brave to speak out about their problems and challenges and around 60% of them understood about the process of career improvement through group discussion and orientation of Banteay Srei staff.

On 22 and 27 June 2016, Banteay Srei conducted two Informal Peer Support Network meetings with 90 female participants comprised of CFs and poor women who were registered as trainees. The meetings were intended for the community women to understand about the importance of informal networks that allowed for voluntary participation and helped each other improve their livelihoods. All participants demonstrated understanding that the successful application of skills can improve their living conditions and enhance their confidence in solving problems.

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

On 20 June 2016, Banteay Srei conducted two separate reflection meetings in Taprok and Lbaeuk villages with 66 participants (36 females) comprised of Banteay Srei and Srer Khmer staff and agricultural members. The meetings are intended for farmers to (1) meet and share experience in land utilisation and natural and

modern farming techniques and (2) reflect on the results of their farming and learn techniques from experts. 70% of the members can earn an average income of KHR 10,000 to KHR 20,000 per day for buying assets and supporting their families. The agricultural members have faced some challenges including lack of technique to get rid of insects, no water to irrigate the farms between March and May, dead seeds and shortage of labour. Based on observations, 60% of the participants actively shared their experience in farming, taking care of crops and making pesticides and compost, and expressed their ideas on the importance of farming.



Reflection meeting about farm land practice in a rest house in Taprok village

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

2.3.1.1 Regular engagement once per 4 months with local authority and NGO partners as well as private sector.

On 24 June 2016, Banteay Srei in Battambang province conducted a workshop with local authority and NGO partners as well as private sector. There were 56 participants (46 females) comprised of 5 commune councillors (1 female), 9 village chiefs, 13 CFs, 3 District of Women's Affairs officers, Head of the Provincial Department of Women's Affairs, 9 female vocational trainees, 5 NGO partners (3 females) from Caritas, PNP, ARM, PTC and Don Bosco, 3 private sector representatives, 5 Banteay Srei staff and 3 CCWC members. During this half day workshop, Banteay Srei presented an overview of SEEC to NGO partners, private sector, public sector and relevant stakeholders. Then each sector presented their policies, criteria and support as well as training fees to target groups and their representatives including commune councillors, village chiefs and CFs. Don Bosco recommended that we have to build confidence among all sectors at the provincial level that work on SEEC. The participants suggested establishing a vocational training working group enhancing collaboration and set up office or website that is easy to contact.

On 23 June 2016, Banteay Srei conducted a meeting at a rest house at Plong village to build relationship between poor women and local authorities. There were 61 participants (57 females) from Choub Tatrav, Peark Snaeng and Leang Dai communes. On 24 June 2016, Banteay Srei conducted a meeting with poor women, who registered for skills training, at a rest house in Lbaeuk village. There were 72 participants (66 females) including 1 representative from District Office of Agriculture, 1 female commune councillor and 4 village authorities. The meetings aimed to strengthen relationship among the participants and enhance support from local authorities, NGO partners and public sector for poor women to have ample opportunity to get jobs. Banteay Srei presented an overview of SEEC. The participants introduced their names, roles and skills they want to learn including vegetables growing, chicken raising, tailoring, embellishment, cooking and weaving. Based on questions and answers, 80% of 118 women who wanted to learn skills built close relationship and shared experience with each other. The local authorities shared the success and failure stories of women who attended skills training. The successful trainees worked hard, applied their skills upon completion of their training and could generate good income, while the unsuccessful ones did not apply their skills. The authorities and private sector promised to help find jobs for the trainees who worked hard and acquired practical skills. Miss Pery Saray expressed her interest, "I am an orphan so I do not have opportunity to get any education. If I am selected to learn how to raise chicken through this programme, I will study conscientiously and apply the acquired skills to make my dream realised."

2.3.1.3 Commune Meeting.

On 27 and 29 June 2016, Banteay Srei supported 7 poor women to attend the monthly commune meeting in Leang Dai, Choub Tatrave and Peark Snaeng communes. The participants discussed women and children issues and interventions. Those poor women were very nervous because it was her first time to attend the meeting like that and they were not provided with an opportunity to speak during the meeting.

2.3.3.1 Community Outreach.

On 27 June 2016, the community outreach was conducted at a rest house in Tnaot Chrum village with 37 participants (26 females) to increase understanding of the community, especially women, about natural resources management and land rights. Since the majority of participants live in the Apsara zone, Banteay Srei invited the speaker from the Apsara Authority to talk about the rights of people in the zone. Based on questions and answers during the outreach, the participants demonstrated a good understanding about the three major rights of people living in Apsara zone, including rights to living, rights to building houses and rights to selling. The cutting of trees and rehabilitation of ponds in the Apsara zone must be approved by the Apsara Authority. People can harvest only fruits from trees. The speaker answered the participants' questions about the construction of street from Prasat Char to Commune Office which is to be completed by 2017 and the supply of electricity in Doun Kaev commune which is to be done in July 2016. The speaker said that raising animals for subsistence was allowed but for commercial purposes was not allowed.

2.3.3.11 Facilitate and work with trained village health promoter to triggering CLTS and BCC promotion.

From 29 to 30 June 2016, trained village health promoters put the newly acquired knowledge into field practice in Doun Kaev, Doun On and Prasat Char villages with 92 participants (78 females). The participants felt disgusted when seeing the human faeces presented during the practice and were interested in each CLTS tool including village mapping. The map showed that a lot of human faeces were present almost everywhere in the village that they could not believe, but after the health promoters calculated the amount of faeces produced by villagers, they were aware that it was true. They felt disgusted when the promoters brought them to analyse faeces to see the sources of infections they have experienced every day. 25 families demonstrated commitment to constructing toilets but they complained about not having money to do so. Based on observations, the villagers discussed CLTS very actively and understood about the importance of latrines. The village health promoters were very brave and capable of triggering CLTS, leading communities to analyse the faeces illustrated in the maps, analysing the sources of common diseases, analysing expenses and planning for the construction of toilets in individual households.

2.3.3.15 Provide ToT training to project staff and village health promoters on best practice tools: CLTS, PHAST and BCC.

From 2 to 5 May 2016, 8 Banteay Srei staff (4 from Siem Reap and 4 from Battambang) attended a training on water, sanitation and hygiene (WASH) conducted by CAFOD in Banteay Srei Office in Phnom Penh. From 2 to 6 June 2016, 9 Banteay Srei staff attended training on WASH, CLTS, BCC and Gender WASH conducted by CAFOD in Banteay Srei Office in Battambang. From 21 to 22 June 2016, 4 Banteay Srei staff (2 from Siem Reap and 2 from Battambang) participated in “Household Water Treatment and Safe Storage” Workshop organised by Church World Service WASH Training Resource Centre in Rattanakiri province. 100% of the trained staff imparted newly acquired knowledge to other staff and target communities.



Training of Trainers on WASH, CLTS, BCC and Gender WASH in Battambang

From 27 to 28 June 2016, Banteay Srei provided training on WASH in a rest house in Lbaeuk village to 23 CFs and village support groups (21 females) from 4 villages. There were 24 students (16 females) and 32 community people (29 females) engaged in the field practice. The topics covered in the training were as follows:

1. What is safe water and what is unclean water?
2. Causes that make water unclean
3. Effects of open defecation and use of unclean water
4. Benefits of using toilet and bathroom
5. Gender and water and CLTS

CLTS was the tool used to facilitate the training, comprising 7 steps of theories and practices, including (1) village mapping, (2) calculation of the amount of faeces, (3) visit to the open defecation places to see faeces, (4) analysis of the sources of diseases, (5) analysis of expenses, (6) touching a baby with dirty hands and (7) next step planning. 18 participants planned to build toilets.

The pre-test showed that 4 participants got good score, 4 medium score and 11 poor score, while the post-test showed that 12 got good score, 5 medium score and 2 poor score. The community people in the field practice demonstrated commitment to changing their habits and promised to build and use toilet, drink

clean water and wash hands with soap. 100% of the participants promised to share their knowledge with others and continue implementing CLTS tool in three other villages.

2.3.3.16 Conduct training on hygiene and sanitation to target villages and primary schools and triggering CLTS.

From 25 to 26 June 2016, Banteay Srei provided training on WASH to 27 students (18 females) in grade 6 in Lbaeuk Primary School. All students were conscientious and brave in expressing their opinions in whole class and group discussions. They understood the contents and could create messages that demonstrated change in behaviour and attitude and demanded their parents and communities to stop open defecation, use clean water, build latrines and clean hands before eating food and after using latrines.

The pre-test showed that 4 students got good score, 11 medium score and 9 poor score, while the post-test illustrated that 12 got good score, 10 medium score and 2 poor score. The training is composed of both theory and field practice, including village mapping, visit to the open defecation places and energisers, making students satisfied and actively engaged in discussion. Based on the practice of CLTS and presentation of knowledge acquired, 80% of the students can impart and explain the newly acquired knowledge to other students. Each student demonstrated a commitment to sharing their knowledge with at least 5 friends, parents, relatives and neighbours.

2.3.3.18 Provide refresher training on best practice tools and organize reflection meeting with village health promoters and health change agents.

From 29 to 30 June 2016, Banteay Srei and skilled officers from the Provincial Department of Rural Development provided refresher training on CLTS and BCC tools to 23 village health promoters (21 females). The promoters practised the tools with a group of 20 community people (12 females).

2.3.3.32 Project staff capacity building on Gender WASH related analysis.

9 Banteay Srei staff received training on Gender WASH related analysis conducted by CAFOD in Battambang on 5 June 2016. They shared this knowledge with 92 community people and local authorities (78 females) and 27 students (18 females) through organised trainings.

2.3.3.33 Conduct orientation workshop before project implementation.

From 29 to 30 June 2016, Banteay Srei conducted orientation workshop on WASH project with 168 relevant stakeholders (135 females) from 4 villages, comprised of community people, commune councillors, CFs, village health volunteers, village development committees, teachers, students, school management committees and officers from the Provincial Department and District Office of Rural Development. Banteay Srei presented the objective and activities to be implemented in the 4 villages (Doun On, Doun Kaev, Prasat Char and Lbaeuk villages) and Lbaeuk Primary School. Banteay Srei staff presented the statistics on WASH that they got from the local authorities and CFs. 30% to 40% of households in each target village had latrines and 70% to 80% had access to water wells but not year round. Based on observations, the participants was satisfied with this project and promised to make it a success.

KEY CHALLENGES

- Poor women who registered for the vocational and agricultural training did not make clear decision yet because some of them wanted to migrate to work in other countries, so Banteay Srei staff should closely monitor and discuss with them about their decisions whether they commit to participating in the training until successful completion so that they would not drop out along the way resulting in their waste of time and difficulty for Banteay Srei to achieve programme objectives.
- The participants in the meetings did not have enough time to ask questions to training services providers. Women who are leaders of SEEC network did not understand about their role and how to lead the network because during group discussion they discussed only their personal concern and needs.

- Poor families demonstrated a desire to own a toilet but they do not have enough money to build one and the little money they have was a capital for farming.
- Prolonged drought, limited access to water sources and diseases prevented up to 50% of rural women in Banteay Srei target communities from making a profit on their agriculture and animal raising activities. For example, female members of agricultural groups in Thmey village, Thmor Koul district, stopped to grow vegetables because the water dried up making crops dead and they even bought water for daily use at KHR 12,500 to KHR 16,500 per 1,000 litres. Thus they need to depend on their husbands to work outside for family livelihoods. As a result, when their husband commits domestic violence, they resort to silence because if they file a complaint to the local authority for interventions, they are afraid their husbands might be arrested and they lose their breadwinners.

LESSONS LEARNT AND ADJUSTMENTS PLANNED

- Based on experience during the community outreach, the speakers who built up a good rapport with the participants was successful because they offered an environment conducive for the participants to ask questions without any hesitation and fear.
- Banteay Srei staff were so busy meeting with the Provincial Department of Rural Development that they could not fully deliver training on WASH to students as planned on the first day. The facilitator was flexible and organised the lessons in accordance with the time available. Based on this experience, Banteay Srei should extensively communicate with relevant stakeholders to get accurate information about potential events demanding our involvement so that we can be better prepared.
- Some community people demanded full support from non-governmental organisations to help them change their attitudes and behaviour, for example the financial support to build toilets. Village health promoters could mentor and coach them to change their behaviour for better WASH practices because these promoters have only knowledge but no money to help them. Based on this experience, Banteay Srei should continue strengthen the capacity of village health promoters and got them to work closely with their respective communities.

3. GENDER JUSTICE, HUMAN RIGHTS AND COMMUNITY ACTION AGAINST GENDER BASED VIOLENCE

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

50% of 160 vulnerable women in Battambang and 60% of 286 vulnerable women and 218 men in Siem Reap changed their behaviour and attitude towards social and cultural norms, in which women should stay home taking care of household chores and children and tolerating physical and emotional abuses committed by their husbands. Both boys and girls were given equal opportunity to go to school, and men shared household chores such as cooking and washing clothes, while more women actively participated in full-time employment in various sectors. The government and civil society organisations have promoted women's rights and empowered them to engage in programme activities and sometimes to lead their communities. 55% of young people and youth demonstrated increased awareness of gender equality, women's rights and GBV as evidenced by their active involvement in the promotion of women's rights and prevention of GBV in their respective villages. 50% of 226 people from 11 communities in Battambang and 70% of 446 community people in Siem Reap demonstrated increased awareness about and support for women's right, including rights of women with disabilities. Mrs Vet Ron said, "I had better understanding about women's rights and no long had fear of violence," and her husband emphasised, "Since I learnt women's rights, I stopped committing domestic violence because it was useless and made my family waste money and time.

55% of Gender Peace Networks (GPNs) reported increased confidence and improved capacity to provide primary intervention to GBV cases. They provided counselling to survivors and perpetrators of GBV, referred cases to the local authorities for resolutions, and documented and followed up the cases. 52% of SNAs demonstrated improved capacity to provide appropriate interventions to GBV cases on time, for example reconciling wives with husbands and getting them to sign contract to stop committing violence. 67% of GBV cases were reported and appropriate actions taken to reduce the number of serious GBV incidents in the

target communities. GPNs reported a significant decrease in physical violence due to migration, increased understanding about domestic violence law, busy working and forgetting to argue with each other, and village authorities actively promoting human rights. However, verbal violence such as cursing still prevailed.

70% of vulnerable women who experienced violence in Battambang and Siem Reap were well protected and their well-being was improved through the services provided by the Safe House, Peace Centre and related partners. All of them had access to different forms of social and legal support provided by Banteay Srei, partners and local authorities, for example accommodation, counselling and vocational and life skills training. 67% of men who committed violence in the target villages took responsibility for their actions and behaviour, and transformed themselves.

ACTIVITIES IMPLEMENTED AND OUTPUTS ACHIEVED

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

3.1.1.1 Conduct separate women and men community dialogues in 23 new target villages on gender, power relations, traditional culture, sexual orientations and women’s rights including rights of women with disabilities and their experience on GBV. These dialogues will be organised during 8 March and 16 Days and include laws/video education, sharing experiences and commitment to stop GBV and stop violence against women with disabilities. These dialogues will be conducted with women survivors, drinkers and perpetrators.



Celebration of International Women’s Day in Sneng Commune in Battambang

On 4 March 2016, all Banteay Srei staff in Battambang collaborated with local authorities of Chaeng Meanchey and Sneng communes to conduct the International Women’s Day 2016 under the theme “Invest

in Gender Equality for Sustainable Development”. There were a total of 226 participants (160 females), comprised of 12 children (5 females), representatives from District Office of Women’s Affairs, chief of district police, chief of district soldiers, commune councillors, village chiefs and villagers. During this event, Banteay Srei organised a debate on how to stop violence against women between 10 women on one side and 10 men on another side. The group of women raised the following ideas in order to prevent violence against women:

- Men and women should never drink alcohol and gamble.
- Men should never beat their wives.
- Men and women should forgive each other.
- Woman is a model mother.
- Boys and girls should be provided with an equal opportunity to go to school.
- Child labour should not be encouraged.
- Men should never insult their wives.
- Men and women should share housework and housework should be valued as work done to earn money outside.

The group of men raised the following views in order to stop violence against women:

- Peace starts from ourselves.
- Men should stop using bad words on women.
- Men should try to understand women and their workload.
- Women have the same rights as men.
- Both men and women should share decision making and workload.
- Parents must send all children to school.
- Men and women should never believe bad words of others.

The debate concluded with a saying, “We should never violate women’s rights because it is bad and shameless and affects children as well.”

On 4, 7 and 9 March 2016, Banteay Srei in Siem Reap conducted separate women and men community dialogues to celebrate the International Women’s Day 2016 in 11 villages in Peark Snaeng and Choub Tatrav. There were 339 participants (196 females). On 5 June 2016, Banteay Srei conducted a meeting with 107 people (72 females) in Doun Kaev commune. Based on discussions, most men and women still believe that domestic violence is a personal problem of the couple involved rather than a common problem of the society; a wife cannot divorce her husband if he does not agree. 60% of male participants said the root causes of domestic violence come from women cursing their drunk husbands, not cooking and visiting houses of others. After the discussion, all participants understood more about women’s rights, domestic violence law and the importance of sharing housework; they understood that domestic violence is a common issue in which everyone in the community should intervene; and men committed to reduce drinking alcohol and help their wives do household chores. All participants said that this dialogue should be conducted again because it is the venue for them to raise their problems and find solutions and it can help them change their attitudes and behaviour.

3.1.2.1 Provide follow up coaching and mentoring support to 35 (18 women) trained young people (BB: 20 with 10 women, SR: 15 with 8 women) on gender equality and positive social norms, women’s rights, sexual and reproductive health rights, sexual orientations and GBV and related laws.

On 25 February 2016, Banteay Srei staff in Battambang province led the reflection meeting about gender with 20 youths (10 females) who are students of Bavel Secondary School. The meeting aimed to enhance the participants’ knowledge about gender, gender equality and positive social norms, women’s rights, sexual and reproductive health, sexual orientations, GBV and related laws. The participants also discussed about how to be a legal couple by comparing traditional and modern time. Based on questions and answers during the meeting, 70% of the participants understood the meaning of gender, gender role, gender equity, masculinity and femininity.

On 5 May 2016, Banteay Srei staff provided mentoring and coaching support for 22 young women in a meeting held at a rest house in Lbaeuk village in Siem Reap province. The young women shared problems happening in their village, including domestic violence and widespread consumption of alcohol. Some of the women lived with violence but they could not leave their husbands and did not inform others about the violence they have experienced because they relied on their husbands for livelihoods. Those women said that if they earned their own income, they could escape from violence very easily. Based on observations, all participants demonstrated increased understanding of gender equality and positive social norms, women's rights, sexual and reproductive health rights, sexual orientations, GBV and related laws.

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

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

Banteay Srei Safe House in Battambang province provided holistic recovery services such as counselling, social and legal assistance and reintegration for 94 female survivors (29 new) of GBV comprised of 65 survivors (24 new) of rape and 29 (5 new) of domestic violence. 19 survivors of rape were girls under 18 years old. The Safe House accommodated 138 relatives and witnesses composed of 69 women, 44 men, 15 girls and 10 boys. The police arrested and jailed 13 perpetrators of rape and 1 of murdering his wife. The Safe House provided the following support services:

- Counselling: 69 survivors
- Pelvic examination at the provincial hospital: 16 survivors
- Sexual health treatment at the provincial hospital: 2 survivors
- Eye operations at the provincial hospital: 2 survivors
- Meet lawyers: 3 survivors
- Attend court hearing: 27 survivors
- File complaint for divorce: 1 survivor
- File lawsuit to the provincial police: 1 survivor of rape
- Attend the trial: 12 survivors
- Sexual health treatment at RHAC: 5 survivors
- Meet the provincial police: 2 survivors
- Escape from husbands to stay temporarily at the Safe House: 3 survivors
- Temporary stay before referring to permanent shelter: 2 survivors of rape
- Meet PhD researcher: 10 survivors
- Counselling with TPO: 1 survivor
- Come to receive financial compensation: 1 survivor

The survivors and witnesses were referred to the Safe House by female commune councillors, World Mate Emergency Hospital, Child Protection Unit (CPU) of Cambodian Children's Fund, provincial police, provincial military police, provincial hospital, Pailin Provincial Department of Social Affairs, District Office of Women's Affairs, Children's Future International, LICADHO and ADHOC.

The Safe House offered telephone counselling to 38 people comprised of 11 survivors of domestic violence, 2 survivors of rape outside Battambang province and 25 people in disputes outside the policy of the Safe House.

3.3.1.2 Advertise and promote the safe house through radio spots.

In March and June 2016, Banteay Srei Safe House was advertised 6 times per day on the National Radio Chamkar Chek Battambang. The spot tells about the situations of women and children survivors of GBV in Cambodia and services and contact numbers of the Safe House. As a result, 38 people received telephone

counselling from the Safe House within these six months. The Safe House Team Leader was invited to be a guest speaker on a radio talk show.

3.3.1.3 Support Peace Centre for psychosocial and law counselling services for woman and girls survivors and male perpetrators of GBV (90 clients) including exposure visits at the court and learning from successful families for violent families.

During six months of project implementation from January to June 2016, the Peace Centre provided interventions to 78 GBV cases (7 cases continuing from 2015 and 71 new cases) comprised of 75 (68 new) domestic violence cases and 3 new attempted rape cases. We provided counselling to a total of 137 clients (126 new), comprised of 78 woman survivors (71 new), 35 male perpetrators (31 new) who are their husbands, and 8 new family members (3 fathers) and 16 new children (7 girls). 26 people, including old clients, community facilitators or Gender Peace Networks, and local authorities (village chiefs and female commune councillors), accompanied the clients to the Peace Centre. 16 clients (12 woman survivors and 4 male perpetrators) came to receive services from the Peace Centre two to four times. The Peace Centre directly helped one new female client to file a complaint to the court. The Peace Centre provided legal and individual psychological counselling for 78 survivors (71 new) and 8 new family members, group psychological counselling for 21 survivors, individual counselling for 35 perpetrators and group counselling for 11 perpetrators.

The Peace Centre provided counselling for 78 woman survivors and 35 male perpetrators of domestic violence. Through following up cases, we observed that their situations have improved because after the counselling the women have found some options (discussing needs and laws with husbands, showing husbands decisions to get divorced if they continue committing violence, asking husbands to receive counselling from the Peace Centre and seeking interventions from relevant stakeholders to help if violence happens) to negotiate with their husbands and the men understood their wrong attitude (drinking alcohol, complaining regularly, violence, jealousy without any concrete reason, and wife having close relationship with relatives and lending them money).

- 14 woman survivors of domestic violence reconciled because their husbands changed their attitudes. One of woman survivors reconciled with her husband after a stay at CWCC and the husbands of two survivors in cases continuing from 2015 changed their attitude as well.
- 4 woman survivors had her cases addressed through alternative dispute resolution, 2 of whom divided assets and 2 who lived together before marriage received compensation when they got divorced.
- 12 woman survivors requested interventions from commune and district authorities while filing a complaint.
- 6 woman survivors have been through the court process, 3 of whom have been in continuing cases from 2015, another 1 in a case from 2015 received a divorce verdict and the other 2 have filed a complaint and have been through the court process.
- 16 woman survivors decided to live separately, 4 of whom were required to go through the court process because they have marriage certificates but they do not have money to pay for the court fee and Banteay Srei already spent all the budget available for court fee, so we wait for next 6 months budget.
- 14 survivors have husbands who stop committing violence but still complain a lot and drink regularly.
- 12 survivors returned home after being detained for sex trafficking and after receiving counselling from the Peace Centre.
- 35 male perpetrators received services from the Peace Centre, 18 of whom have changed their attitudes and 9 stop committing violence but still complain a lot and drink regularly. The other 8 men got divorced with their wives because they did not change at all, and currently their wives have filed complaints to the court and commune authority for resolution.

3.3.2.1 Participate in non-court system dispute resolution meetings and support the improvement of stakeholder's gender sensitive response. Snack will be supported.

3.3.3.3 Support per diem and travel to the province of stakeholders to join the Alternative Dispute Resolution (ADR) in district or commune.

Banteay Srei Peace Centre joined alternative dispute resolution (ADR) for 19 cases in 8 communes in 3 districts, comprised of 10 divorce cases, 1 divorce case filing a complaint for a verdict, 1 case filing a complaint for divorce, 6 reconciliation cases and 1 case waiting to file a complaint to the court. We closely monitored the cases to see whether there was any improvement after ADR. The results showed that both parties respected each other, helped each other understand the law and gave each other space to make decisions. The local authority and police supported alternative dispute resolution, better responded to the request of woman survivors and intervened in reported cases on time.

Parties in any resolution related to the division of children and assets are recommended to request verdict from the court because if a party does not act in accordance with the verdict, another party can file a complaint to make that party follow the verdict. If he/she does not follow it, he/she will be punished by the law. For example, in a case addressed through alternative dispute resolution, the husband promised to pay KHR 200,000 per month for children's food, but did not pay the money to his wife, so she could not do anything without a verdict.

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

Banteay Srei Peace Centre updated and published 1735 booklets containing phone numbers, names and positions of village volunteers, village chiefs, provincial departments and NGO partners that provide GBV intervention support. These 1735 booklets, categorised into three types with different contact details of three districts, were distributed to people in 43 villages in Kralanh (600 booklets), Pourk (600 booklets) and Angkor Thom (535 booklets) districts. 40 posters about the services and contact information of the Peace Centre were distributed to and posted on district office, district police office, District Office of Women's Affairs and commune offices.

The published booklets help local authority and police access contact information of NGO partners and are convenient to use. Commune chief and police chief of Choup Tatrav commune, Angkor Thom district, said in a community meeting that the published booklets helped the local authority contact each other to intervene in GBV on time. He asked the villagers to keep the booklets in a proper place and when domestic violence or rape happens, he asked them to report it immediately to relevant stakeholders through the contact information in the booklets so that they can intervene in the case on time.

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

The Safe House team leader and an officer from the Provincial Department of Women's Affairs facilitated 12 meetings with 182 participants (152 females) from 14 districts comprised of female district councillors, female deputy district chiefs, District Office of Women's Affairs, district gendarmerie, female commune councillors and NGO partners. The objectives of the meetings were to collect information on GBV cases from female commune councillors responsible for women and children and promote the Safe House policy and services offered to survivors of domestic violence, rape and sex trafficking. The participants discussed about 503 rape cases (377 closed and 126 ongoing) and 275 domestic violence cases (228 closed and 47 ongoing) happening in the 14 districts and provided appropriate solutions case by case.

The commune councillors also shared the lessons learned from engaging the third party, particularly relatives, in solving gender based violence faced by the women who did not want to receive intervention from others. The commune councillors raised the difficulty in following up the cases because almost all of the families of gender based violence who live in the districts near the border migrated to work in Thailand. The police requested female commune councillors to help women and girls on time, know the flow of providing service such as health care and shelter, and encourage survivors to disclose their cases so that they can provide timely and appropriate interventions such as arresting the perpetrators.



Monthly meeting between Safe House staff and commune councillors in Moug Ruessei district

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

The female commune councillors were supported to visit and monitor the clients of the Safe House, including 22 survivors of GBV, when they returned to their villages. They provided them with such interventions as reporting to the commune police to arrest a husband who beat his wife, referring the survivors to the hospitals for health treatment, investigating the case, reporting to the Safe House for immediate interventions, providing counselling to the survivors' families, and waiting for settlement through the court. They faced some difficulties in monitoring the cases, for example some clients having migrated, the isolation of their houses, bumpy road difficult for travelling during the rainy season and insecurity. Thus they could not monitor all the clients that came to receive services from the Safe House.

3.3.3.4 Facilitate at least two extra meetings with key partners to discuss and address specific cases and challenges.

Banteay Srei organised three consultation meetings at the community with 35 participants (20 females) comprised of Provincial Department and District Office of Women's Affairs, female district councillors, female deputy district chiefs, police, commune councillors, female village members and NGO partners. The participants discussed domestic violence case in Kouk Thmey village, domestic violence case in Doun On village, rape case in Leap village and domestic violence case in Choup Sorm village. As a result, NGO partners and relevant stakeholders responded that in every domestic violence case, the police will meet and educate a perpetrator. If he does not change, the police asks the survivor to file a complaint to arrest the perpetrator. NGO partners said they wanted the decision of the survivor. If she wants to get divorced and legal assistance is needed, CWCC or other NGOs providing legal services can help. If she needs a safe shelter, CWCC can support. Banteay Srei should assess their needs clearly.

Female commune councillors monitored the cases raised in the meetings and provided interventions in accordance with the needs of the survivors. For example, in a domestic violence case in Kouk Thmey village, the husband beat his wife regularly and used a knife to strike the head of her child. The female commune councillor demanded that the man must be punished by the law and the police must file a complaint to the court. In a domestic violence case in Choup Sorm village, the female commune councillors and police after the meeting educated the husband to stop violence, and TPO and Banteay Srei offered the survivor various options and advice to protect herself. After that the husband still threatened her, so she decided to use

services of the Peace Centre. We cooperated with CWCC to provide her with a temporary shelter. The female commune councillors and police cooperated to prepare documents such as birth certificates of children and residence book for use in legal process. The Provincial Department of Women's Affairs, NGO partners and relevant institutions in the communes and districts monitored other cases regularly. For new cases that happened, they cooperated to provide appropriate interventions on time, especially enforcing the law.

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



Quarterly meeting between the Safe House and NGO partners and local authority

The Safe House conducted two quarterly meetings on 22 January and 8 April 2016 with a total of 73 participants (48 females) comprised of 21 civil society organisations, 2 associations and women network, World Mate Emergency Hospital, Provincial Department of Women's Affairs, Social Affairs and Health, provincial and district police, and female commune councillors. The purpose of the meetings was to report the past quarter activities, strengthen partnership, raise women and children problems and formulate next action plan. The Safe House shared the policy and services provided to the clients free of charge. During these six months, many cases of rape, especially on girls under 18 years old, were reported. All participants updated the cases in which they intervened, and they demonstrated strong commitment to cooperating with one another to settle the ongoing and upcoming cases so that survivors of GBV will be receiving comprehensive and cohesive support. The participants also raised the problems faced in this quarter like corruption and the delay of cases being processed at the court. Battambang Provincial Referral Hospital provided faster and better services for our clients. The Peace Centre and NGO partners together will meet the court officials to formally request them to strengthen the implementation of the law and protect woman and girl survivors of GBV and will try to persuade a representative from the court to attend the future quarterly meetings.

3.3.4.2 Informal Meeting.

Banteay Srei staff in Battambang province conducted individual and group meetings with women survivors and their relatives and witnesses. The individual meetings were attended by 40 women, 21 men, 31 girls and 9 boys. The group meetings were attended by 21 women, 13 men, 12 girls and 3 boys. The topics discussed

included the policy of the Safe House, sanitation and hygiene, children living in the care centre, the use of phone, negative effects of smoking, rape on children, stay at the centre for a long time, vocational trainings offered by Caritas Cambodia and methods to overcome fear for women and children to attend the court for the first and second time. They practised the learning immediately, for example cleaning their bedrooms, washing dishes and spoons after eating, trimming nails and cleaning their children properly during their stay at the Safe House. Based on observations, the women after receiving consultation and encouragement were more psychologically relaxed and brave to face problems, make decisions and go through the legal process at the court by themselves.

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

The Peace Centre organised a coordination and partnership meeting about alternative dispute resolution with 52 participants (42 female) comprised of female commune councillors, district counsellors, female deputy district governors, District Office of Women's Affairs, district police, judges and NGO partners. After the meeting, the participants clearly understood about the importance and legality of alternative dispute resolution. They also understood that the minutes of alternative dispute resolution are important documents that help judges to decide on cases faster, save time and reduce the court fee as well. For example, we have to pay KHR 155,000 for filing a complaint for divorce, but if both parties agree to go through alternative dispute resolution and request for a verdict, they pay KHR 5,000 only.

The local authority and police can address cases through alternative dispute resolution without fear of illegality. The participants know that the ADR committee have no rights to order one party to pay money to another party and have no rights to decide as well.

We have learned some lessons from ADR meeting with partners as follows. In Kouk Dong village, Angkor Chum district, the wife was required to pay compensation amounting to KHR 3,000,000 to her husband because she married another man without marriage certificate. Some communes used to experience similar cases, especially when a wife has no more feeling for her husband, she must pay compensation to her husband. After the discussion meeting, the committee said that they solved a case based on the decisions of both parties, but if the parties had disagreement, they should proceed their case to the court who have the rights to decide.

During the meeting, female commune councillor of Pourk district said that in a case she is solving, the wife requested for a divorce with her husband because he got jealous too much, drank regularly and forced her to have sex when drunk. They have been married for almost three months, so the commune required the wife to pay a compensation of USD 1,500 to the husband, but she did not follow. The wife came to receive counselling from the Peace Centre, so she understood about her rights to get divorced without a need to pay compensation because she had no marriage certificate. The female commune councillor raised this case in the meeting and she knew that she had no rights to order one party to pay another. She brought the knowledge acquired from the meeting to solve the case above.

After the meeting, we saw that when addressing cases through alternative dispute resolution, the commune councillors and district committee respond to the needs of both parties who filed a complaint. It is the responsibility of the court to decide when both parties are in disagreement.

KEY CHALLENGES

- Domestic violence remains the most widespread and unreported form of gender based violence, with 12.8% of women reporting experiencing violence from their intimate partners within the last 12 months.
- The Cambodian legal system is viewed by many as corrupt, ineffective and inappropriate, so many gender based violence survivors have little motivation to process their complaints through the court because they perceive that processing cases at the court incurs high legal cost that they cannot afford.
- Gender inequality, lack of adequate training and resources and a culture of impunity reinforce practices such as reconciliation in domestic violence and compensation in the case of rape.

- Violence against women and girls contributes to movement into poverty due to lost income and assets, the cost of illness and injury, and divorce and family breakdown.
- Most women had very limited understanding about women’s rights and domestic violence law and they did not use their rights to demand making decisions in everyday life situations. When violence happened, they thought that it was their mistakes.
- Most men said that they committed domestic violence because of their wives complaining and insulting them that they could not tolerate.
- A small number of young women was not confident to share their problems and lessons learnt with other participants during the meeting. Thus the facilitators should provide an opportunity for those women to attend village meetings and talk as much as possible so that they have more confidence to share their concerns for finding solutions together. They should be encouraged to be village volunteers as well.

LESSONS LEARNT AND ADJUSTMENTS PLANNED

- The root causes of gender based violence include weak enforcement of the Law on the Prevention of Domestic Violence and the Protection of Victims, traditional beliefs and perceptions of gender roles which tolerate violence against women, widespread sales and consumption of alcohol, low levels of education, unemployment and socioeconomic marginalisation.
- The analysis of real cases during the separate women and men community dialogues was very effective because it enabled the participants to express more ideas on practical things that happened in their lives.
- When we conducted separate community dialogues in both morning and afternoon in the same village and provided per diem for participants, the number of participants in the afternoon group tended to be more than planned that could be a potential risk to the programme budget if we did not have it more than planned.
- Group counselling was very effective because it could make male clients come to receive our services and share their experience in violence for finding solutions. For instance, the group counselling on 15 June 2016 was attended by 9 male perpetrators and 8 woman survivors from families of repeated and serious domestic violence. At that time the police from Doun Kaev commune provided legal counselling to them and took opportunity to get to know both perpetrators and survivors so that they could provide appropriate interventions when violence happens. All perpetrators drank alcohol and committed violence for many years and police could not meet them when going to their houses. Thus we provided them with advice on how to control their anger and reduce drinking.
- ADR is a successful and effective way to end violence against women because both husband and wife can speak openly about their problems in order to find solutions and understand the law. The survivor can continue processing the case to the court if the perpetrator still continues committing violence which is against the agreement in ADR to stop violence. This agreement can be used to punish the perpetrator if he continues committing violence. 80% of cases that are addressed in ADR are successful because after the divorce, there is no more problem. Most perpetrators stop violence but some still complain after ADR which is somehow acceptable by the wives.

4. EVIDENCE BASED ADVOCACY

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

ACTIVITIES IMPLEMENTED AND OUTPUTS ACHIEVED

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

Banteay Srei is a member of Women for All, a group coordinated by the Committee to Promote Women in Politics. In early 2016 Banteay Srei participated in the Launching of Research Workshop on “Challenges of Women Leaders in Accessing National Fund for Women and Children at the Sub-National Level”. This

launching event gave space to civil society organisations (CSOs) and stakeholders to give final inputs into the recommendations and then come up with the policy brief to submit to the policy makers. Banteay Srei joint in solidarity with CSOs Network to advocate for changes in the policy.

Banteay Srei participated in One Billion Rising 2016, the fourth year global campaign in which activists in 200 countries rose up to demand an end to violence against women and children. 1 in 3 women across the planet will be beaten or raped during her lifetime. That's ONE BILLION WOMEN AND GIRLS. Every February through 8 March, thousands of Risings take place in hundreds of countries across the world and within local communities – to show the world what one billion looks like and shine a light on the rampant impunity and injustice that survivors of various forms of violence face. People around the world rise through dance to express rage against injustices, and the power of global solidarity and collective action. They dance to express joy and community and celebrate the fact that together, violence can be defeated. They rise to show a determination to create a new kind of consciousness – one where violence will be resisted until it is unthinkable. Many NGOs and youth in Cambodia joined One Billion Rising 2016 in solidarity and voiced out their opinions on women's rights, charity and ending violence against women and girls.

Banteay Srei in collaboration with local authorities celebrated the International Women's Day 2016 under the theme "Invest in Gender Equality for Sustainable Development" in Battambang and Siem Reap. During the event 565 participants (356 females) joint community dialogues and debates on how to prevent violence against women. At the national level, Banteay Srei in collaboration with other CSOs who are members of Women for All discussed a strategy for the advocacy campaign on the International Women's Day 2016. As a result, CSOs came up with the key recommendations related to women's participation in Commune Election 2017 and National Election 2018, ending violence against women and children, and women's rights, including land rights. The recommendations were sent to policy makers at all levels and relevant stakeholders to review and include in the law and implementation at all sectors. Banteay Srei also gathered messages from community women and staff to share with the public through social media on Banteay Srei Facebook page.



Community dialogue during International Women's Day in Chaeng Meanchey commune in Battambang

5. ORGANISATIONAL CAPACITY DEVELOPMENT

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

Banteay Srei have submitted necessary documents to the NGO GPP assessment team for the renewal of NGO GPP Certificate and the NGO GPP team finished their field assessment with Banteay Srei staff and Board of Directors (BoD), volunteers, beneficiaries, local authorities, NGO partners and donors by the end of June 2016, so we are now waiting for the final results. Members of the governance board have diverse skills and have been actively fulfilling their roles and responsibilities. They regularly attended quarterly meetings, provided recommendations on the implementation of programmes and approved the organisational policies. The human resource management system is effective and underpins appropriate staff management. All directors, provincial managers and team leaders demonstrated improved leadership and decision-making skills. Strategic and operational plans and organisational policies were respected, followed and amended where required, as recorded in the minutes of the six-monthly staff reflection meeting and BoD meetings.

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

50% of CBOs and CBO networks in the phased out villages continue operating and are actively supporting their members. They used their own resources to conduct meetings regularly without the technical and financial support from Banteay Srei. All programme staff have competency and technical expertise that matched their roles and responsibilities. The feedback from target beneficiaries indicated improved performance of Banteay Srei staff, though their ability to respond to the expectations of back donors is still compromised.

ACTIVITIES IMPLEMENTED AND OUTPUTS ACHIEVED

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

5.1.1.1 Conduct quarterly meeting for board.

Two quarterly meetings were conducted on 16 January and 30 April 2016 for the governance board to discuss the governance review, which each board member reflected upon their perceived fulfilment of their roles, as well as things to be improved. In the first meeting, an overview of the Global Proposal and Programme Matrix 2016 was discussed and some improvements proposed. Updating social media and website of Banteay Srei was assigned to the Monitoring and Evaluation (M&E) Coordinator. Banteay Srei was recommended to recruit part time staff for business development, responsible for fund raising, promotion of Banteay Srei, staff capacity building, development of communication and marketing strategy, and improvement of social media. Programme and monitoring and evaluation guidelines were to be developed and oriented to staff. The Management Committee (MC) were advised to monitor underspend fund every quarter and make adjustments to make sure we are able to spend funds and that activities are being delivered as per funding agreements. The public holidays were decided to be in compliance with those of the Royal Government of Cambodia. Up to five days' annual leave can be carried over to the next year and must be used within the first three months. Supplementary pay of one month salary for staff who performs a senior role for over 3 months will no longer be implemented. Staff who perform any position will receive the equivalent salary for the role that they perform. Intern and Volunteer Policy will be reviewed and revised.

The revision of Personnel Policy will be completed. The board will write to inform staff of the inability of Banteay Srei at this time to commit to long term service payments as per the personnel policy.

In the second meeting, the Global Budget 2016 was presented and comments proposed to improve the template in consultation with the provincial staff. The resigned position of Finance Coordinator was to be divided into Finance Officer based in Phnom Penh and HR and Logistic Officer based in Siem Reap. An overview of the programme implementation success and challenges was presented by the Programme Director and comments proposed by the board for improvement. For monitoring and evaluation, Magpi will be used to collect data on the beneficiaries' demographics, participation in politics and public decision making, livelihoods, advocacy and organisational capacity development. Quarterly meetings will be conducted with the provincial staff to reflect on the outcomes and impacts of Banteay Srei programmes. Focus group discussions and semi-structured interviews will be conducted with the direct and indirect beneficiaries to capture the changes in their lives with respect to the five objectives of Banteay Srei Strategic Plan 2014-2018. The MC will concentrate on team building, value setting, relationship strengthening and communication to keep the team healthy and functioning. IWDA will continue funding the Safe House for one more year and after that Banteay Srei should seek fund from other donors to support the Safe House. The midterm review will be conducted this year and terms of reference will be developed by the Executive Director in consultation with the Chair of the Governance Board. The MC will develop the terms of reference to recruit representatives of beneficiaries to be the members of the Governance Board of Directors and attend the future meetings. The MC and M&E Coordinator were advised to conduct regular field monitoring to build communication and relationship with staff for next six months.

5.1.2.1 Prepare application and documents to be used for reapplying for the new NGO GPP certificate.

Banteay Srei have already submitted all required documents to NGO GPP assessment team for the renewal of NGO GPP certificate. The GPP team finished their field assessment with Banteay Srei staff, volunteers, beneficiaries, local authorities and NGO partners early April 2016. Then they conducted group interview with the Management Committee on 18 May 2016 in the morning and with the Board of Directors in the afternoon. They sent survey questionnaire to our back donors on 19 May 2016. We are now waiting for the final results.

5.1.4.2 Conduct quarterly meeting for MC.

The MC comprised of the Executive Director, Programme Director and Operations Director conducted three meetings to discuss and update the progress of programme implementation, monitoring and evaluation, and operations including budget comparison between 2015 and 2016 salary increment. They decided to use the reserve fund to cover the staff salary in January and February 2016. Banteay Srei requested all donors to use the remaining balance from 2015 to cover staff salary and implementation of programme activities, and the donors approved our request. Until the end of June 2016, Banteay Srei have received fund transfers from the UN Women, GIZ, CAFOD WASH, DP, IWDA, DCA/CA, Diakonia, NPA and DW-EU. CAFOD Livelihoods, IWDA-WAVE and ANCP confirmed to fund our programmes and projects, but they have not transferred fund to us yet. We have received an additional fund of USD 9,000 from DCA/CA to cover income generation activities.

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

Five Banteay Srei staff attended the training on "Dealing with Stress" organised by Résilience Enfants d'Asie in Siem Reap province from 23 to 25 February 2016 when they learnt causes and effects of and solutions to stress. They applied the knowledge and skills from this training in their daily lives to keep them emotionally and psychologically healthy and to counsel the clients of the Safe House and Peace Centre to control their emotions and overcome stress.

The M&E Coordinator attended the 19th M&E Learning Forum on "Mobile Data Collection and Reporting Tool" organised by the Cooperation Committee for Cambodia in Phnom Penh on 19 February 2016. The M&E Coordinator and Programme Director attended the "Mobile Monitoring Technology Training" organised by

DCA/CA in Phnom Penh from 2 to 4 March 2016 when we learnt to use Magpi to build questionnaire forms on computers and collect data through smartphones. The M&E Coordinator provided a one day intensive training on “How to use Magpi to collect data” for eight provincial staff on 12 May 2016 in Siem Reap province. The knowledge and skills acquired from these trainings were applied to collect data for the baseline study of a project entitled “Building capacity and resilience through promoting and strengthening WASH Water Resource Management Communities in Battambang and Siem Reap Provinces, Cambodia” funded by CAFOD. Through intensive training and mentoring, the provincial staff were able to use Magpi installed on their smartphones to collect very good quality data for this baseline study. Banteay Srei plan to use Magpi to capture data from beneficiaries in response to the indicators of all outcomes in the Strategic Plan 2014-2018.

Two Community Organisers attended the Training on “Introduction to Sustainable Development Goals” conducted by the Cooperation Committee for Cambodia in Siem Reap on 11 March 2016. The Safe House Team Leader and Peace Centre Team Leader attended the Training on CEDAW Optional Protocol organised by NGO-CEDAW in Phnom Penh from 16 to 18 March 2016 when they learnt the background of the UN and CEDAW, key principles of CEDAW, practical methods for analysing discrimination under CEDAW, overview of CEDAW articles, the CEDAW committee and their roles, violence against women, access to justice, CEDAW Optional Protocol and using CEDAW jurisprudence. The M&E Coordinator attended the Child Protection Taskforce Workshop conducted by Caritas Australia in Vientiane, Laos, from 5 to 7 April 2016. One Team Leader and one Community Facilitator attended the Workshop on “People Led Development” conducted by the Norwegian People’s Aid in Phnom Penh from 1 to 2 March 2016. In Siem Reap from 19 to 24 April 2016, the Executive Director, M&E Coordinator, Siem Reap Provincial Manager and a Community Organiser attended the “Participatory Project Design and Results Based Management Training” conducted by Analysing Development Issues Centre in cooperation with Sreer Khmer under the financial support from CAFOD.



Participatory Project Design and Results Based Management Training in Siem Reap

The M&E Coordinator and Safe House Team Leader attended Teach2Empower Training conducted by Women’s Alliance for Knowledge Exchange (WAKE) in Phnom Penh from 18 to 19 May 2016 when they learnt digital strategy, elevator speech, storytelling, creating a pitch, design basics and Canva, Google collaboration tools, best practices for social media, SAWBO – animated videos, video making with Animoto. They applied the knowledge acquired from this training to write and update the contents of Banteay Srei website, Facebook and Twitter and conduct virtual meetings between head office and provincial staff.

Two Community Organisers attended the Workshop on “Water Testing” organised by Church World Service (CWS) WASH Training Resource Centre in Battambang province from 26 to 29 April 2016 when they learnt safe and clean water; water quality; groups vulnerable to dirty water; sanitation before, during and after water testing; testing to find bacteria; collecting water sample; and water testing options. Nine Banteay Srei staff attended the Technical Training on “Water, Sanitation and Hygiene (WASH), Water Resource Management (WRM) and Gender-WASH related” conducted by CAFOD in Battambang province from 2 to 6 June 2016. Four Community Organisers attended “Household Water Treatment and Safe Storage (HWTS)” Workshop organised by Church World Service (CWS) WASH Training Resource Centre in Rattanakiri province from 21 to 22 June 2016 when they learnt global and local water and sanitation issues, water quality and health, sedimentation, filtration, disinfection, safe water storage, HWTS option selection, HWTS implementation (framework, creating demand, supplying products and services, monitoring, building capacity and programme financing) and case studies. They shared the knowledge and skills from these workshops and training with other Banteay Srei staff and target communities and applied them in the delivery of the project “Building capacity and resilience through promoting and strengthening WASH Water Resource Management Communities in Battambang and Siem Reap Provinces, Cambodia”.

Five Banteay Srei staff attended the Partner Workshop on “Accountability, Power and Citizen Voice” conducted by CAFOD in Battambang province from 28 to 30 June 2016 when they learnt power and accountability, concept of power, community voice (identifying opportunities, problems and solutions; implementation; monitoring, review, evaluation and learning) and action planning. The team in Battambang will provide a training on types of power and mapping of community power to the community facilitators on 11 July 2016. The Programme Director and M&E Coordinator attended the Training on “NPA Quarterly Deviation Report and Case Study Writing” conducted by NPA in Phnom Penh on 30 June 2016.

All Banteay Srei staff demonstrated high commitment to applying what they have learnt from the trainings, workshops and forums in the implementation of programme activities to help the organisation achieve her goal, mission and vision.

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

5.2.1.2 Conduct six-monthly and annual meetings with all Banteay Srei funding partners and donors. Organize donors and partners coordination meeting.

Banteay Srei conducted a donors and partners coordination meeting with NPA, DCA/CA, Diakonia and CAFOD on 28 January 2016 at Banteay Srei Office in Phnom Penh aimed at (1) enhancing synergy between Banteay Srei and donors, (2) getting common understanding about Banteay Srei Global Programme and Budget Proposal 2016, (3) mapping technical assistance and capacity building provided by donors and (4) coordinating joint field monitoring and visit among donors in 2016. NPA, DCA/CA, CAFOD and Diakonia expressed that Banteay Srei have had good cooperation and communication with them, and they were satisfied with some areas of our programme implementation.

DCA/CA commented that some programme activities in Banteay Srei Global Proposal 2016 have been implemented for many years, for example training and coaching on agriculture, vocational training and other income generation activities, but have had little impact on beneficiaries, especially in Siem Reap. DCA/CA requested Banteay Srei to test new approaches or models that have been successful for some of their partners, including farmer or agriculture cooperatives, social enterprise models and linking farmers to markets. If Banteay Srei team want to learn more about women cooperatives and social enterprises, DCA/CA is happy to share and give some practical ideas or link Banteay Srei to some functional cooperatives. DCA/CA saw that most CFs in Battambang had big houses and roads in the target villages were in good conditions, so Banteay Srei should consider expanding to other target areas or provinces that have poorer people and worse infrastructure. DCA/CA wanted to know the reasons why the annual budget increased dramatically from around USD 400,000 in the last few years to more than USD 800,000 in 2016. Banteay Srei responded that the increase was mainly due to a sharp rise in the number of staff as a result of the new structure which

requires 47 staff instead of 28 staff in the old structure; revised salary scale leading to increase in staff salary; the cost of baseline study for UN Women, midterm review and feasibility study; news donor such as UN Women, DW-EU and IWDA-WAVE; sub-grant to Srer Khmer under Banteay Srei budget; and the expansion of our programme activities that include social media to promote women in politics, public forum and advocacy at national level.

NPA commented that target numbers or percentages were not clearly separated between Battambang and Siem Reap provinces, so Banteay Srei should revise the Programme Proposal 2016 in accordance with the baseline between NPA and Banteay Srei and separate target by location and target groups. NPA required Banteay Srei to submit a separate results based report. NPA supported programme activities in Siem Reap only. Banteay Srei were required to adjust budget in response to the activities agreed between NPA and Banteay Srei. NPA required Banteay Srei to tailor a maximum 20% of the funding support for personnel and operations cost. The cost of programme staff and provincial offices can be put under the programme cost.

Diakonia recommended Banteay Srei to do our own midterm review and expand our programmes into new provinces rather than new villages in Battambang and Siem Reap that other NGOs already phased out. Diakonia provided the budget increased by 10% in 2016 and will consider providing more funding support if Banteay Srei expands programmes into Oddar Meanchey and Preah Vihear provinces. If Banteay Srei need consultancy support, we can make additional request to Diakonia who will consider supporting us as well. Banteay Srei were required to submit all required documents to Diakonia for this year funding support and we did.

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

From 23 to 27 May 2016, the Operations Director conducted a monthly reflection and learning meeting with the finance and admin officers and programme staff in both provinces to discuss about the global budget and implementation, staff contracts and salary increment, and request for any assistance from the MC. The results showed that the staff understood the format and conditions of the global budget and they requested to recruit more staff to help them implement activities because currently they have too much workload and there are many activities to be done. Some of them concerned about their change of positions to be higher and more responsibilities but their salary scales remained unchanged. All Banteay Srei staff have understood and implemented the current finance and administration policies very effectively and efficiently.

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

5.3.1.1 Conduct weekly, monthly, six monthly and annual staff meeting.

Banteay Srei staff conducted weekly and monthly meetings in their respective locations to discuss issues and find solutions, present the results of implemented activities, present case studies and stories of change, share lessons learnt from programme implementation, and plan activities for next week and month. These meetings enhanced their knowledge and experience in the promotion of women's leadership and participation in politics and public decision making, women's economic empowerment and sustainable livelihoods, gender justice and community action against gender based violence, and evidence based advocacy, enabling them to fulfil their roles and responsibilities very effectively and efficiently.

5.3.1.2 Field monitoring and coaching support.

The MC and M&E Coordinator conducted regular field visits to mentor and coach provincial staff on matters pertaining to programme implementation, monitoring and evaluation, finance and administration so that they have enough capacity to function properly. Provincial staff visited the direct beneficiaries to mentor and coach them on income generation and prevention of domestic violence, assess their real situations against

set expected indicators and document results that can be used for future improvement. As a result, the collection, analysis and reporting of quantitative and qualitative data and most significant change have been improved if compared to the past years.

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

The most significant change methodology and programme monitoring were used to collect data from direct beneficiaries of Banteay Srei for writing six monthly report in response to the expected outputs and outcomes, demonstrating achievements. Magpi was used with smartphones to collect data for the baseline study of the project “Building capacity and resilience through promoting and strengthening WASH Water Resource Management Communities in Battambang and Siem Reap Provinces, Cambodia” funded by CAFOD. Banteay Srei plan to use Magpi to collect and update data on the beneficiaries’ demographics, participation in politics and public decision making, livelihoods, advocacy and capacity development. We will conduct quarterly meetings with the provincial staff in each province to reflect on the outcomes and impacts of Banteay Srei programmes. We will conduct focus group discussions and semi-structured interviews with the direct and indirect beneficiaries to capture the changes in their lives with respect to the five objectives of Banteay Srei Strategic Plan 2014-2018.

KEY CHALLENGES

- This semester, especially from April to June, Banteay Srei staff experienced too much workload that they complained they could not manage to implement all activities as stated in the Global Proposal 2016. They requested the MC to recruit more staff to help them, but we did not have budget to accommodate more staff. To address this issue, the MC will revise the global budget and find the possibility to hire more staff on contract to help implement programme activities in both provinces.
- Banteay Srei had good monitoring and evaluation guidelines with enough tools in place, but the M&E Coordinator was so busy writing many different reports for donors that he had no time to improve and implement those tools, for example administering survey on and conducting focus group discussions with beneficiaries, conducting key informant interviews with community facilitators and conducting monthly meetings with provincial staff to reflect on changes that happened in the target communities. The provincial staff had very limited understanding of what the outcomes and impacts are and how to capture them that their reports focused mainly on activities and outputs. To overcome this challenge, the M&E Coordinator will provide results based management training to them and engage them in the development of questionnaire and interview guidelines for capturing outcomes and impacts of our programmes.

LESSONS LEARNT AND ADJUSTMENTS PLANNED

- Based on our experience, biannual staff reflection meetings are very effective for all Banteay Srei staff to voice out their concerns and needs so as to be appropriately addressed together. Sometimes staff feel demotivated and stressed when keeping their problems in silence, but during the meetings with everyone present, they were confident to speak out and receive constructive feedback from the team.

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APPENDICES

Table 1: Beneficiary by Type, Sex, Age and Disability

Beneficiary	Direct	Indirect	Direct Disabled	Indirect Disabled	Total
Woman	1841	1642	38	183	3483
Man	344	1466	8	58	1810
Girl	60	1613	2	6	1673
Boy	69	2092	0	4	2161
Total	2314	6813	48	251	9127

Table 2: Community Facilitator, Gender Peace Network and Village Authority

Stakeholders	Female	Male	Disabled Female	Disabled Male	Total
CFs	102	43	1	3	145
GPNs	45	34	1	2	79
Village Authority	37	73	0	0	110
Total	184	150	2	5	334

Table 3: Commune Authority

Commune Authority	Female	Male	Total
Commune Councillor	19	81	100
Commune Police	1	75	76
CCWC	18	46	64
Total	38	202	240

Table 4: District Authority

District Authority	Female	Male	Total
District Governor	0	8	8
Deputy District Governor	6	13	19
District Councillor	14	87	101
District Justice Officer	3	7	10
District Police	1	44	45
District Office of Social Affairs	4	5	9
District Office of Women's Affairs	9	0	9
District Office of Land Management	8	23	31
District Office of Agriculture	9	10	19
District Office of Environment	0	4	4

District Office of Planning	3	6	9
WCCC	37	17	54
Total	94	224	318

Table 5: Food Security Groups

Food Security Group	Woman	Man	Girl	Boy	Disabled Woman	Disabled Man	Disabled Girl	Disabled Boy	Total
Home Gardening	210	34	295	265	2	2	2	1	804
Chicken Raising	88	17	48	55	1	1	1	0	208
Duck Raising	3	0	0	0	0	0	0	0	3
Pig Raising	5	0	3	6	1	0	0	1	14
Fish Farming	17	0	10	4	0	0	0	0	31
Mushroom Growing	22	3	14	12	1	0	0	0	51
Dry Season Rice Farming	24	1	33	41	0	0	0	0	99
Total	369	55	403	383	5	3	3	2	1210

Table 6: Income Generation Groups

Income Generation Group	Woman	Man	Girl	Boy	Disabled Woman	Disabled Man	Disabled Girl	Disabled Boy	Total
Pond and Canal	227	137	0	0	2	3	0	0	364
Cow Bank	33	4	0	0	0	0	0	0	37
Credit	143	12	0	0	0	0	0	0	155
Credit without Interest	3	0	0	0	0	0	0	0	3
Rice Cooperative	569	92	1	1	16	16	1	1	663
Rice Bank	27	1	0	0	0	0	0	0	28
Self-help/Saving	321	12	0	0	5	1	0	0	333
Retail Cooperative	122	5	0	0	2	0	0	0	127
Total	1445	263	1	1	25	20	1	1	1710

Table 7: Improved Food Security and Income

Improved Food Security and Income	Girl	Boy	Woman	Man	Disabled Girl	Disabled Boy	Disabled Woman	Disabled Man	Total
Improved Food Security	1	3	631	18	1	3	2	1	653
Improved Income	0	0	252	24	0	0	3	2	276

Table 8: WASH Members

WASH Member	Woman	Man	Girl	Boy	Disabled Woman	Disabled Man	Disabled Girl	Disabled Boy	Total
Clean Water Well	28	10	3	2	1	0	0	0	43

Water Filter and Jar	250	87	77	60	1	1	0	0	474
Latrine	155	1	95	79	0	1	0	0	330
Total	433	98	175	141	2	2	0	0	847