

**National Committee for Sub-National Democratic  
Development (NCDD)**

**The Project to Promote Women's Human Rights  
through Strengthening Knowledge and Skills of  
Sub-National Administrations on Convention on the  
Elimination of all Forms of Discrimination Against  
Women (CEDAW) June 2012-March 2014**

**(Funded by UN Women)**

**Results and Lessons Learned**

**December 2013**

## Acronyms

CCWC	Commune Committee for Women and Children
CEDAW	Convention on the Elimination of all Forms of Discrimination Against Women
CIP	Commune Investment Programme
DA	District Advisor
D&D	Decentralization and Deconcentration
DIW	District Integration Workshop
DMK	District, Municipality, Khan
DoLA	Department of Local Administration of Ministry of Interior
DoWA	District Office of Women's Affairs
DPs	Development Partners
ExCom	Executive Committee
GAD/C	Gender and Development Program for Cambodia
GII	Gender Inequality Index
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit
GMAGs	Gender Mainstreaming Action Groups
GMAPs	Gender Mainstreaming Action Plans
NGOs	National Non-Governmental Organizations
IP3	First Three Year Implementation Plan
MEF	Ministry of Economy and Finance
MoI	Ministry of Interior
MoWA	Ministry of Women's Affairs
NCDD	National Committee for Democratic Development at Sub-national Level
NCDDS	National Committee for Democratic Development Secretariat
NP-SNDD	National Program for Sub-National Democratic Development
NSDP	National Strategic Development Plan
PBC	Planning and Budgeting Committee
PCDA	Provincial Capacity Development Advisor
RGC	Royal Government of Cambodia
SNAs	Sub-National Administrations
SOP	Standard Operating Procedures
SP	Sub-Program
TOT	Training of Trainers
UN	United Nations
UN-	
WOMEN	United Nations Entity for Gender Equality and the Empowerment of Women
WCCC	Women and Children Consultative Committee at district and provincial levels
WFP	Women for Prosperity

## Table of Contents

<b>CHAPTER 1: NCDDS GENDER POLICY AND CEDAW PROJECT</b>	<b>3</b>
<b>1.1 INTRODUCTION</b>	<b>3</b>
<b>1.2 BACKGROUND</b>	<b>3</b>
<b>1.3 IP3 GENDER STRATEGY</b>	<b>4</b>
<b>1.4 GEOGRAPHICAL TARGETS OF THE PROJECT</b>	<b>4</b>
<b>1.5 PROJECT OUTPUTS</b>	<b>4</b>
<b>CHAPTER 2: DESCRIPTIVE RESULTS AT SUB-NATIONAL LEVEL</b>	<b>5</b>
<b>KAMPONG CHHNANG</b>	<b>5</b>
<b>2.1 OVERALL ACHIEVEMENTS</b>	<b>5</b>
<b>2.2 FIELD FINDINGS</b>	<b>7</b>
<b>BATTAMBANG</b>	<b>14</b>
<b>2.3 OVERALL ACHIEVEMENTS</b>	<b>14</b>
<b>2.4 FIELD FINDINGS</b>	<b>15</b>
<b>CHAPTER 3: CONCLUSION AND RECOMMENDATION</b>	<b>19</b>
<b>ANNEXES</b>	
<b>1. TOR</b>	
<b>2. PROPOSED METHODOLOGY OF THE CONSULTANCIES</b>	
<b>3. LISTS OF INTERVIEWEES</b>	

# **Chapter 1: NCDDS Gender Policy and CEDAW Project**

## ***1.1 Introduction***

The project to promote women's human rights through strengthening knowledge and skills of sub-national administrations on Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) has been implemented since June 2012 under the overall management and coordination of the National Committee for Democratic Development Secretariat (NCDDS). The Project geographical target areas are the provinces of Kampong Chhnang and Battambang, and the Districts of Rolea Bier and Kampong Tralach of Kampong Chhnang, and Thmar Kol and Bavel of Battambang. Main Project's activities include provisions of national, sub-national trainings and awareness raising on CEDAW and gender issues. It is expected that by the end of 2013, key officials and project's participants in these target areas would have improved knowledge and skills on women's human rights and CEDAW, as well as to mainstream CEDAW's principles in their work.

## ***1.2 Background***

Effort on improvement of women situation in Cambodia has become more apparent when D&D reform started in 2002. Gender equality, as a policy issue under D&D, is highly relevant given the often highly uneven gender representation in public offices, in part due to the fact that women often take up very traditional roles which hinder them from being active in public functions.

Under this D&D reform program, the proportion of women representation in elected bodies at sub-national level has gradually improved over time. The proportion of women elected to commune/Sangkat councils has increased from 9.4% in the first mandate elections in 2002 to 15.1% in the 2007 elections and about 18% in the 2012 elections. At provincial and district levels, women presently make up 9.9% of the provincial councilors and 12.7% of the DMK councilors. At these level, the Prime Minister's rule to have at least one female deputy governor has also been effective.

Women representation and participation in SNA's development planning and decision-making processes has slightly increased, thanks to the establishments of different committees on women and children affairs within all SNAs, and gender are established from the national level down to the commune level. Gender sensitive policies and affirmative action by government have also increasingly been observed.

There seems to be a consensus at the national level and among the policy makers that gender is crucially important for the reforms, economic, social, and political development of Cambodia. Nevertheless, and despite the increased number of women in government institutions, the level of women involvement is still overwhelmingly low as compared to men whereas violence against women is of still an alarming concern, especially in the rural areas.

### **1.3 IP3 Gender Strategy**

The Gender Strategy for IP3 was developed through collaborations between Ministry of Women's Affairs (MoWA), Ministry of Interior (MOI), NCDD including its Secretariat (NCDDS) with other ministries/government agencies and development partners in order to further enhance gender equality and the empowerment of women, youth and children. The overall goal of this Gender Strategy is to achieve a gender-responsive local government as well as local development that promote gender equality and women's empowerment in all aspects of the sub-national democratic development process. This includes equal participation and access for women and men to leadership and decision making positions, resources, and services.

To contribute to RGC's efforts in promoting women's rights and eliminate all forms of discriminations against women and NCDDS' implementation of its Gender Strategy, UN-WOMEN has signed a 1.5-year project to promote women's human rights through strengthening knowledge and skills of sub-national administrations on Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).

The project started in June 2012 and runs until December 2013, with a total budget amount of US\$ 99,800. The project is under management and coordination of NCDDS in close cooperation with relevant stakeholders.

### **1.4 Geographical Targets of the Project**

The project has been implemented in two target provinces of Kampong Chhnang and Battambang, and four districts of Rolea Bier and Kampong Tralach of Kampong Chhnang, and Thmar Kol and Bavel of Battambang.

### **1.5 Project Outputs**

The Project has three expected outputs:

1. Government officials in charge of different sub-programs within the 10 year national program for D&D and IP3 at national and provincial levels have an increased understanding on CEDAW commitment and able to apply the knowledge in their work
2. Sub-national level staff get better understanding on CEDAW implementation, monitoring and reporting
3. Provision of operational support to national and sub-national levels

The following Chapter will provide a qualitative study on results and lessons learned on improved knowledge and skills on women's human rights and CEDAW of concerned officials and project's participants, as well as to mainstream CEDAW's principles in their institutions and works at sub-national level.

## **Chapter 2: Descriptive Results at Sub-National Level**

The overall achievements of the project since Mid-2012 could be summarized by the two provinces as following:

### ***Kampong Chhnang***

#### ***2.1 Overall Achievements***

In Kampong Chhnang, this project has piloted in two districts, Rolea Bier and Kampong Tralach with the total budget of USD 22,959, of which USD 12,333 allocated for the Province, USD 5,313 for Rolea Bier and USD 5,313 for Kampong Tralach. The selection of the two districts as pilot areas involved several reasons including the location, the economic activities and the level of women's rights and children issues in the areas.

Located along the National Road 5, Rolea Bier district and Kampong Tralach are known as areas where local people especially women and children engage in economic activities for additional source of income, such as garment factories, kilns, handicraft, weaving baskets or making ceramic pots. The two districts are also large in nature and have high population. Rolea Bier has 13 communes and 135 villages. Based on district office data in 2013, there are 23,340 households equal to 102,472 people residing in this district, of which 53,941 are women. Kampong Tralach has 10 communes and 103 villages. According to the district office data in 2013, 20,088 households equal to 91,025 people live in the area, of whom 46,975 are woman.

The organizational structure of Rolea Bier district office (Salasrok) comprises the district council consisting of 13 male councilors and four female councilors, the Board of district Governors consisting of four men and one woman, and three subordinate offices. Kompong Tralach district office encompasses a district council consisting of 16 male councilors and one female councilor, a Board of district Governors consisting of four males and one female and three subordinate offices.

CEDAW project in Kampong Chhnang has successfully completed all activities in the work plan which include organizing dissemination workshops at province and district levels, and integrating CEDAW principles into other sub-national meeting agendas. The project begins with the organization of a workshop at the province to invite all stakeholders across the two target districts and the province level to get informed of CEDAW project, followed by a number of separate dissemination workshops at the province and at the two target districts.

Concretely at the province level, two separate workshops on Convention on the Elimination of All Forms against Women (CEDAW) were held to disseminate information to provincial stakeholders including Civil Society Organizations. At the district level, two similar dissemination workshops on CEDAW and two other workshops on knowledge

sharing among commune councilors were held in each district to build capacity of district and commune administration on women's rights and CEDAW in planning and implementing their work plans; to improve their knowledge on the laws and legal framework related to women's rights and vulnerable groups and to share their experience on the implementation and management that consider women's rights and gender.



*Participants at one of CEDAW Workshops held at former ExCom Building in Kampong Chhnang*

The integration of CEDAW principles into meeting agenda is another achievement of the project's implementation in Kampong Chhnang. At province level, CEDAW was integrated into the agenda of two important meetings - the WCCC meeting and provincial council meeting. Yet, the integration of CEDAW into the Board of Provincial Governors meeting has not been undertaken.

The integration of CEDAW into district meetings in Rolea Bier and Kampong Tralach districts has also been implemented successfully. CEDAW has been integrated into the agenda of three important district meetings such as Board of District Governors meeting (1 in Rolea Bier & 1 in Kampong Tralach), the district council meeting (6 times in Rolea Bier and 4 times in Kampong Tralach), and the district Women and Children Consultative Committee meeting (five times in Rolea Bier and five times in Kampong Tralach).

At commune, CEDAW focal persons in district also managed to integrate CEDAW into Commune Committee for Women and Children (CCWC) meetings at the request of commune council or when necessary. In Kompong Tralach, five communes out of ten have the district focal person come to disseminate CEDAW during CCWC meetings whereas in Rolea Bier, focal person and/or WCCC went to mainstream CEDAW in some local events and/or during CCWC meetings.

## **The Project's Direct Beneficiaries**

To implement the Project at sub-national level, three persons (1 male and 2 females) were appointed as focal persons based in the province and the two target districts to implement the project. These focal persons received a range of capacity building trainings at national and provincial levels. They also received technical support from 1 Provincial Capacity Building Advisor, and two District Advisors in order to mainstream CEDAW principles to strengthen the knowledge and skills of officials at the province, district and commune levels.

Other officials include the head of IP3 Team, officials in charge of social services at the Salakhet and district offices, capacity building officials and other selected staff also take part in TOT and later to train and facilitate sub-national workshops and meetings, and implement the project, in general. The provincial councils, district councils, Board of provincial governors and their divisions in Salakhet, Board of district governors and its subordinates, WCCCs of the province and the two districts, representatives of provincial and district armed forces, police, military police and line offices, commune chiefs, commune councilors, commune clerks and woman focal persons from CCWC of the 13 communes in Rolea Bier and 10 communes in Kampong Tralach and civil society organizations are also direct beneficiaries of the project who participated at the dissemination workshops and trainings organized by the project.

## **2.2 Field Findings**

Despite that the Project's life was short (1.5 years), this assessment has still been designed to capture the Project's results at individual/family, institutional and community levels. Interviews with selected key direct beneficiaries at different levels were the main assessment approach. Real-life stories are herewith written to support some possible direct impacts of the project at these levels.

### **Situation Prior to the Project**

At individual level, before implementing UN Women project on CEDAW, most Officials claimed they were already familiar with the terms gender, domestic violence, or equality between men and women. However and concerning the concept of CEDAW, only a small number of officials had heard about it, but they did not really know the meaning of it. According to interviews, usually the term CEDAW was mentioned abruptly by NGOs and there was no explanation in detail what CEDAW means to the real practice of gender and gender discrimination. Such awareness was often received through workshops or public forums held by Ministry/Department of Women's Affairs and NGOs such as World Vision, GAD/C, GIZ, Neang Kongrei Association and so forth that have had active projects in the province and the two districts.

The awareness raising activities for a certain group of people without mainstreaming it into the institutional structure caused unfavorable results as men still did not change their behavior and accept the presence of women. A female official put this as following:

*I used to hear CEDAW before, but I never believed in its principles because in practice men still did not give value to me. At that time, I also got a lot of CEDAW documents, but I never wanted to read it. I thought this is just in theory, but not in practice. When becoming a district councilor, I did not get a chance to receive training either except when there is a directive that required women to join. Also, I did not get support much from the district governor and my communication with him was quite limited (007\_221103, 22 Nov 2013)*

Some interviewees noticed that prior to the Project, they lacked critical thinking to reflect their own problems, had limited knowledge about gender and women's rights and lacked of confidence to take over any assigned tasks within their jurisdictions.

At institutional level, a few interviewees described their past experiences of being under male dominant norms at their workplace. Thus they often faced challenges of having no support, no encouragement, and no or limited cooperation. In another case, some women received ignorance from their boss or colleagues. This affected the level of communication and caused bad impression toward each other, hence impacting the whole institutional results.

*Before the project, when we had a WCCC meeting and we raised issues about domestic violence and requested support from police to keep an eye on this or that household with this or that name. The police sometime responded that just let them fight to death because that family often fights and does not get compromise. I feel bad to hear those words. It seemed they don't care about the victim. (007\_221103, 22 Nov 2013)*

*In the past when I request his support, he said he did not have time or he referred me to others... Before he never read gender documents and some male district councilors even complained why I need more rights. "You are given a lot of rights already. Why don't you look at your own capacity first".... Previously I often felt difficult or even cried when they did not listen or accept my ideas (007\_221103, 22 Nov 2013)*

### **After the Project's Implementation**

At individual level, what has made CEDAW project different from other projects on gender was that the former touched on the women's rights and discrimination which many respondents believed were the core issues happening in Cambodia now, not only at the community level, but also at the institutional level of the government.

One commune councilor described her experiences about discrimination made against her by her male colleagues at her commune before she could prove her capacity to

them. Discrimination against women did not only stem from male colleagues, but also from peer female.

*I used to work with previous commune chief for about 10 years and I never had any problems. But in the current mandate, the commune chief at first discriminated me. Once he knows that I can work effectively and I assisted him in many activities, he said he is very pleased to work with me.*

*About CEDAW, I like the points on discrimination against women. Some NGOs that work to promote women's rights only talked about gender and equality between men and women, but they don't mention much about discrimination. This is the real issue of women now. Introducing CEDAW helps address discrimination issues at my workplace. My commune chief used to discriminate me and look down on my capacity as I am a woman. Once I showed my capacity to work and because he also joined CEDAW workshops, he stopped discriminating against me. That is why I see the importance of discrimination points in CEDAW (014\_221103, 22 Nov 2013)*

CEDAW project brought in a new perspective to sub-national staff that the issues of discrimination against women did not only happen in Cambodia. In fact it was an international issue that was of the core interest of UN.

*Before having CEDAW project, we also heard a lot of gender in relevance with women's issues. But people do not think about it deeply. When they heard gender, they confused with sex "male & female". However, CEDAW defines the roles of men and women inside and outside households. Previously, people just blow the term gender, [but don't understand about what gender means related to women]. Once we read CEDAW, people learn that: this issue [discrimination against women] is not created in Cambodia. It originally comes from the UN. Previously, I heard about gender, but I don't know where gender comes from. I just realized that it comes from CEDAW...Now, the officials at the sub-national level learned about CEDAW (003\_211103, 21 Nov 2013)*

CEDAW helped build critical thinking and reflexivity of participants, especially women, so they were able to analyze their own issues or women's issues and then found ways to address them.

*"I learn to analyze the old issues I met. For example in the case of rape that a mother wanted to file a complaint against a perpetrator, but someone mediated and suggested that she should not do it because it could cause revenge, etc. The mother then followed the person. I learn that this is a form of discrimination against women. This is also driven by the lack of knowledge by the mother. This is what we should do to help her to ensure that she should know the law and use the law to fight against the perpetrator. Another case I see, for example, the husband commits violence against the wife and then police and local authorities came to arrest the husband. She agrees to have her husband arrested, but later*

*she sold her rice field to bail out her husband. She is too nice. I don't know the reason behind it..." (004\_211103, 21 Nov 2013)*

There was evidence that once participants gained knowledge and skills from CEDAW project, they translated it into their practice both at the workplace and at home. Some female participants even raised that they often used the CEDAW principles as reference to build confidence to challenge men or even demand their own rights. CEDAW had enabled them to feel confident to take over some important tasks on behalf of men. Some women had already been successfully in using CEDAW to apply at home to gain acceptance and acknowledgment from family members.

*"Before I just know that gender is about having equal rights between men and women, but I don't know deeply about women's rights. Once I know more about CEDAW on women's rights, I feel confident to speak in public to raise awareness of other people about these issues too. In the past, when I talked in public, I got so nervous and felt tremble to hold a microphone and then I forget everything. I didn't believe in myself that I had known enough about the issues, so I just started by talking a few words and then gave up. After learning about CEDAW, I tried to apply it to myself. I always refer to CEDAW to build self-confidence. CEDAW helped to change my working behavior from knowing less to knowing more about gender issues, from being nervous to being confident, from speaking less to speaking more and so forth...I feel that my knowledge is improved once I tried to do more research and reading on the topic, especially documents I got from CEDAW workshops. Once I learned that I'm confident about this topic, I'm also confident to share this knowledge and raise awareness of other people as well. (011\_221103, 22 Nov 2013)*

*I kept a folder of CEDAW documents on a shelf at home. I sometime take it to read, but I wanted my husband to know about it as well, so I asked him to read it for me saying that I couldn't see it clearly. I also convince him that "honey, you should understand my task. I am assigned to educate others to stop violence and discrimination, but I cannot change my own husband. I feel ashamed. My husband then started to learn about this..." (007\_221103, 22 Nov 2013)*

The knowledge from CEDAW empowered some women to be able to debate with men to explain about women's issues, which did not happen before.

*During WCCC meeting, I shared CEDAW documents and explained to them that we needed to help women and we wanted police to deal with it. I gave them examples that helping women victims is important because they are just like their wife or their daughter... (007\_221103, 22 Nov 2013)*

Beneficiaries who gained knowledge from the project have also disseminated their learning to other officials outside the target districts.

*We mainstream CEDAW during integration workshops at district level. I often mentioned CEDAW to participants. Besides this, in any events we often take times to talk about CEDAW. .. I often observed in different districts, women are brave and confident to hold a microphone to facilitate in any Q&A sessions, etc. Now, many people across many areas in the province at least heard this term, although they have not yet applied it. (003\_211103, 21 Nov 2013)*

Some female participants acknowledge the changed attitudes of their boss who turned to encourage them for training outside and their communication and interactions were much better than before. Also the interview with peer men in these two districts showed about their acknowledgment of the women's value and women's rights. A man stated that "cultural barriers were not the hindrance anymore since we all viewed that men and women have equal rights. What I just want to see is the competition based on the real capacity".

Among all the project activities, the integrating CEDAW into the meeting agenda also made a great impact on individual behavior. Integrating CEDAW into the meetings allow relevant stakeholders to discuss the women's problems for the benefits of the institutions and they start to build interest in the topic and consider CEDAW as part of their institutional tasks. A participant explained how participants reacted when she failed to attend a meeting to present the agenda on CEDAW:

*"Last time, we put an agenda item on CEDAW in the provincial council meeting, but I was busy and could not join the meeting. Then I got a call from the participant asking why I couldn't come to talk about CEDAW...This means that they are interested in this topic." (001\_211103, 21 Nov 2013)*

At institutional level, the encouragement of women to join training or capacity building also existed before the introduction of CEDAW project. According to interviews, it depends on leaders' characteristics and leadership styles. However, findings showed CEDAW project in Kompong Chhang helped reinforce this existing behavior and favorably encourage environment for promoting gender equity.

*"The degree of understanding and assisting women by the government institutions to relieve their burden exist since before the implementation of CEDAW project, but once having CEDAW, it helps reinforce this practice, just like to sharpen an old knife" (012\_221103, 21 Nov 2013)*

At province and district levels, CEDAW project did not yet make impact on promoting gender equity in the promotion and appointment of women staff since it involved political decisions and the mandate of top level and the project just started for less than two years. However, in their jurisdiction, the impact of CEDAW at these levels was found on the process of recruiting contract staff. Apart from giving 20 extra scores to female applicants on top of their score to be received from the interview, CEDAW project clearly mainstreamed gender and influenced the recruitment committee. Furthermore, if there were no female applicants in the first round of application call, the second

round was done to give second chance to female to apply. The process of short listing was also open to having more female candidates for the interview session. Questions on gender were also incorporated into the question interview list.

*“Regarding recruitment of contracted staff of Salakhet, because I was often invited to sit in the recruitment committee as a female representative member, I often have the time to talk to the committee members. I tried to convince and mainstream gender into their work. When they put a statement that women are encouraged to apply, I challenged them what they mean by this. So I encouraged them to shortlist more female applicants than male and giving 20 scores in extra to the woman applicants. Last time, once announcing for applicants, there was no female applicant, so they re-announced it. But we still couldn’t get the female applicants, so finally we decided to do the shortlist.” (001\_211103, 21 Nov 2013)*

Besides, there were internal intentions or some practices of incorporating gender aspects into institutional policies and statements although at some levels it did not yet happen, but in other level it happened already.

*Last time, Salakhet plans to issue a legal statement, and I forget about it, but then some provincial councilors at that time suggested that before the legal statement is made, there is a need to use an analytical tool of CEDAW to analyze and review the statement in relations to women’s rights. However, because of busy schedule of our council and needed time to analyze the draft, the issuing of this legal statement has been delayed. But here I mean that provincial councilors have already started to apply CEDAW (001\_211103, 21 Nov 2013)*

*At district level, the issuing of any directives is often guided by the top level, but at a certain degree district office can also make its own directive. For example, recently I helped the district office to prepare a draft directive to establish a committee to manage this CEDAW project. The guidance from the top level didn’t mention gender, but the district office decided to set quota of women to participate in this committee (012\_221103, 21 Nov 2013)*

Interestingly, now both men and women start to think about gender issues altogether. Men who were at the leadership level were also interested in the issues. They did not find the weaknesses of women as much as before, rather they started to see the necessity of working together between men and women as partnership. Communications and support from the leaders to women were also better than before.

Participants also observed that they were now encouraged to preside over public events more often. This means that institutional environment has changed, and that women have been accepted and encouraged to participate in public activities than before.

The traditional culture and stereotype that influence the rational bureaucratic governance system that often put women as subordinates and inferior to men has slightly changed.

*“Before, my boss did not show much communication with us because he seems to be senior. But now he is humble and show sympathy to us. For example, when he is free, he comes by and talk with us. Before he just walked pass us to show his seniority and power. Now when he wanted to meet me, he just walk to my room or when I need to meet him urgently, I just went to his room and request for a quick meeting. He also advised me what to do if I had any problems and he showed his support to me. He gave me good suggestions and encouragement. He even encouraged me to stand as a candidate for the next council election” (007\_221103, 22 Nov 2013)*

At commune council level, the implementation of CEDAW depended very much on commitment and resources of individual commune councils. First, representatives from CCWCs and/or commune councils invited to CEDAW dissemination workshops at district level were fully dependent on their commune council and its low (8,000 Riels) budget for travelling and per diem. Second, dissemination on CEDAW at commune and village levels by CCWC CEDAW-participating representatives could only be taken place via integration of this topic with other events, such as the regular meetings of CCWCs’ or other trainings.

This emergence/finding could be observed as, both, positive and negative. Positively, CEDAW has already been started by some discussion during commune and village meetings. This is also positive because integration of this topic during other meetings is a good practice of mainstreaming. Nevertheless, the lack of commune council’s resources has made the number and length of commune & village meetings less and shorter, hence lacking of focus of the theme. Besides, CCWC’s representatives are still in needs of continued capacity building on CEDAW and related themes before being able to make deeper impact via these grassroots meetings.

Impact at community level, however, was not so evident. Nevertheless, the assessment found that provincial and district WCCCs and CWCC had used their knowledge gained from dissemination workshops on CEDAW to raise awareness of local people in any public events or forums or in their activities although this kind of practices was ad hoc depending on their available budget.

There was also case that CWCCs tried to balance gender in their work in mobilizing villagers for meetings. They even took the knowledge from the project to explain to people for avoiding discrimination.

*I often organize a meeting that has both men and women as participants. I don’t organize a meeting that separate women from men or men from women. But I notice that men do not participate often in the meeting. Some men who join the village meetings complained that why such nice men like them are often invited for the meeting and why I don’t invite the violent men to join. I responded that I called all men in the village, not just him. I also said I did not mean to give advice*

*to them, but I just want to inform them of their community issues (011\_221103, 21 Nov 2013)*

The knowledge of CEDAW was used to raise awareness of people to eliminate discrimination in several forms in community including education, health, migration, laws and so forth.

*“The point on discrimination is also consistent with other issues in my community, for example discrimination against HIV infected persons. Some villagers discriminated HIV infected persons and did not want to touch the patients. However, I told them that HIV cannot be transmitted by touching.” (014\_221103, 21 Nov 2013)*

*“I often mainstream CEDAW in any talks related to laws, for example law on domestic violence. I often say that the establishment of law against domestic violence is not to punish man, but it helps to show that women and man have equal rights. If you beat your wife, you will be punished by law. I often go to district during WCCC meeting at district. I tried to talk about it, so that the village female focal person will be able to pass on this message to local people. I have regularly visited our districts in Kompong Chhnang. (011\_221103, 21 Nov 2013, Head of provincial WCCC)*

## **Battambang**

### **2.3 Overall Achievements**

In Battambang Province, amongst all 13 Districts and Municipality, two districts, namely Bavel and Thmar Kol, were selected as CEDAW pilot’s districts. The total CEDAW budget allocated by NCDSD for Battambang Province was USD 22,959, of which USD 12,333 allocated for the Province, USD 5,313 for Bavel and USD 5,313 for Thmar Kol. The selection of the two districts as pilot areas involved several reasons including the location, the economic activities and the level of women’s rights and children issues in the areas.

The organizational structure of Bavel district office comprises the district council consisting of 17 councilors (02 women), a Board of district Governors consisting of four men and one woman (deputy district governor), and three subordinate offices. In Thmar Kol District, there is a council consisting of 17 male councilors and two female councilors, a Board of District Governors consisting of four males and one female and three offices.

Like in Kampong Chhnang, direct CEDAW’s stakeholders at the provincial and district levels include IP-3 Team members, technical line departments including representatives of police, military police and armed forces, provincial and district women and children

consultative committee (WCCCs), Commune Committee on Women and Children (CCWC) and commune councils; and representatives of NGOs based at the two target districts. Indirect beneficiaries include peer colleagues, household members and also the women and girls in these target districts.

After receiving 2-day national ToT and refresher's trainings on CEDAW at national level, Battambang Provincial Trainers rolled-out 2-days-district training workshop on CEDAW to 60 participants (19 female) from both districts. They were district councilors, representatives of district BoG, WCCCs, and district's officials as well as representatives of other concerned agencies. The training workshop was held in Phnom Prek District (also a district in Battambang).

Additionally, there were two more workshops on CEDAW and Women Rights conducted at provincial level with about 140 participants (50% females) in order to promote CEDAW and Women Rights amongst provincial leaders, officials and other officials from provincial line departments. The agenda of CEDAW has been included in monthly meetings of WCCC, provincial council, and Board of Governors. WCCC forum was also conducted twice (about 170 participants of whom 106 females) to discuss any concerns to women issues, women rights and how to promote women rights in workplace and in community.

At district level, two training workshops on CEDAW and women's rights were conducted in Thmar kol (108 participants, 42 females). Gender's mainstreaming was integrated in monthly meetings of district BoG, Council, and WCCC in this district. The Forum on experience's exchange on CEDAW and Women's rights between target communes in Thmar Kol district was organized in July and November 2013 (with 136 total participants, 58 females).

Similarly, in Bavel, there were about 100 participants (20 females) attended the training workshop on CEDAW. As for the Forum on experience's exchange on CEDAW and Women's rights and Good governance between target communes in this district was organized in July and November 2013 (with 191 total participants, 28 females). Women's rights and gender's topic was also integrated in monthly meetings of district BoG, district councils and WCCC.

## ***2.4 Field Findings***

Most interviewees perceive that training on CEDAW is very useful. Although many of interviewees cannot memorize all content of CEDAW, but they said that their knowledge on CEDAW has improved and they can apply in their workplace as well as in their daily life. For example, Ms. Touch Navy, the commune councilor and the CCWC focal person in Khnach Romeas, reflected on CEDAW as following:

*“CEDAW training is very good topic. Before attending the training, I am not clear about gender context, women rights or the content of CEDAW. Right now, I know myself that my knowledge on this topic has improved and I can discuss and mainstream issues concerning with women with more confidence in the commune meeting, CCWC’s meeting and other meetings”.*

Another male commune councilor in Otaki Commune, Thmar Kol district indicated about the change of mindset after attending the training.

*“After the training, when I talk with women, I show them respect. I have motivated and encouraged young women to apply for commune works, especially as commune assistant”.*

Additionally, interview shows the training has a positive impact on the change mindset of local leaders. The participation of Thmar Kol district governor on the implementation CEDAW is a significant story that could be used as a good case study to share with other local authority.

Mr. Sam Neng, Thmar Kol district governor, have put much effort to promote CEDAW in the workplace. He said that:

*“Gender issue is not new, but it is just a new term. However, transforming theory of CEDAW into practice is a key success of the implementation of CEDAW”...In Thmar Kol district, we did very well to promote women rights. We encourage women to participate in district management level. For instance, there are ...female district councilors, one female district deputy governor, and at least one female in each district office and each technical district office. I always encourage women to undertake their work such as attending the monthly meeting and to share their ideas on any issues relevant to children and women’s issues, and provide women mental and material support to motivate them to work activity to promote the rights and roles of women. In the future objective of Thmar Kol district, if possible, is to create more opportunities for women to participate in district management level including district office and technical district office, at commune and village levels as well”.*

The Governor motivates women to work actively and also encourages them to compete with men to apply for any job opportunities available. As informed by Ms. Sean Phavy, Thmar Kol district advisor, without motivation from the governor, she would not have applied for the position of district advisor. Before she was hesitant in competing with men candidates. After CEDAW training and motivation of the district governor, she decided to apply and she was selected three month ago as the district advisor. As she briefly put it:

*“I really appreciated the district governor who always puts effort to promote women’s rights and mainstream CEDAW and thanks for his motivation”.*

This case is also found in Khnach Romeas commune, Bavel district. CCWC focal person in this commune reported that:

*“After CEDAW, the commune chief listens and supports my request and ideas. For instance, I initiated ideas mobilizing resources from people in the community to build a cottage for a poor woman in Chamkar Koh village. This activity is not covered in the commune investment program and there is no budget to support this activity. However, my idea was supported by commune chief. Under this support, I worked with some commune councilors to mobilize resources from generous people, businessmen, NGOs, and community members. As the result, we succeeded and able to build a small cottage for the poor woman”.*

In addition, beneficiaries who gained knowledge from the project also disseminate their learning to other officials in formal and informal meetings. Provincial Capacity Building Advisor (PCDA) and provincial capacity development officials did not only conduct training on CEDAW, but they also, if possible, shared their knowledge on CEDAW in the meetings and at workplace.

As put it by the PCDA:

*“In the provincial meeting this morning, we spend time to distribute manual on CEDAW to participants who are representatives of various provincial line departments, police and others...”*

At the monthly district meetings, similar activities are mentioned by CEDAW focal points in the two target districts. In both target districts, additional efforts to promote women-friendly working environment have been observed. This includes the improvement and provision of office space and appropriate “toilet” facilities. Women met during the assessment are more aware of their rights, self-confident and able to articulate more in-depth on women’s issues in their localities.

At commune level, the integration of CEDAW related activities in the CIP and annual commune budget such as for awareness raising on domestic violence, violence against women, allocate budget for pre and post natal care are the evidence of applying CEDAW into practice. As for Khnach Romeas commune, the 2013 Commune Budget has about USD 1,000 for the above activities which are to be implemented by its CCWC. This amount level is not higher than other communes. However, the allocation of over 50% of this amount for CEDAW related activities was exceptionally high (in other communes, this amount would be shared almost equally for four different activities: CCWC meeting costs, water and sanitation activities, support to vulnerable households and pre and post natal care for poor families)

Despite that there have been many clear achievements under CEDAW in these two districts, further capacity strengthening for many more women and gender mainstreaming to their peer men in other districts are still needed. As a message for other women, the newly recruited district advisor of Thmar Kol District put it:

*“Since engaging in this project, i know that my knowledge on CEDAW and gender issues are improved which make me more confident to disseminate information concerning with women and gender issues with colleagues and other people. I can talk, discuss and even debate on gender and women’s issue in the meeting, workshop or training. Due to my effort and willingness to strengthen my own capacity, I was motivated by the district governor and selected as a district advisor”.*

## Chapter 3: Conclusion and Recommendation

The Project to improve women's rights through strengthening knowledge and skills of sub-national administration has made evidentially some impact on the individual and institutional levels of sub-national government of the province and the four target districts. From this brief assessment, it is clear that there are improvements and changes towards improved women's rights, values, opportunities for jobs, positions and greater understanding on the practices related to discriminations against women in these CEDAW intervention areas. Some observations on impacts could be summarized as following:

### Individual level

CEDAW was often considered by participants as a legal document to explain what men and women should or should not do. Because of this perspective, CEDAW became so powerful for sub-national officials in the Project's target provinces and districts.

This project empowers women to work actively in the community, district and provincial level. After engaged in the training and in the project, many female participants gain knowledge and they feel that they know their rights, so they can talk, discuss and debate with other community member, colleagues and even in the meeting. They are more confident and get more support from colleagues and male counterparts.

Participants and project beneficiaries from province, districts and communes perceived better knowledge and skills from the project. Both women and men perceived they understood better about women's problems and they viewed them as an important issue. Participants felt they had broader knowledge about gender, especially women's rights. Women felt that they were empowered by CEDAW whereas men started to negotiate their male dominant norms and slowly accepted the roles of women.

Apart from knowledge on CEDAW, women's rights and importance of gender, many participants, especially from CCWCs and WCCCs, have also gained additional capacity on facilitation skills, public speaking and network building. Young women have clearly showed their self-confidence during the CEDAW sessions, able to prove their talents in front of their peer and supervisors.

Last but not least, the assessment found that changed attitude has been made possible during CEDAW implementation. Despite small, changes have been evident at individual level, starting from the CEDAW participants themselves, their family members, peer colleagues, commune chief and district governor. Changes have mainly been affected by improved individual knowledge and commitment gained through CEDAW dissemination workshops, reflections and compliances.

### Institutional Level

At institutional level, it is important to start with an appreciation of the work of the CCWC and WCCC who are the most active network now from the provincial level down to the community level (through village CCWC focal points). Issues related to women violence, trafficking, or simply on general women and children's issues could be communicated very quickly through these CCWC and WCCC networks. They have improved cooperation and relationship amongst local authorities, especially commune and district administrations and police units at these levels through their works on women and children rights-related issues. The network provides precise, accurate and timely information through telephones, meetings and CCWC and WCCC monthly reports.

At this level, the impacts found were not limited to only improving the knowledge and skills, but challenging the dominant gender norms by mainstreaming the gender perspectives into the government workplace for behavior change towards the principles of CEDAW. Even though the impact of the project on community was still far limited, due to the limited resources by WCCC and CCWC to organize awareness raising directly with local people, and the lack of participation from local people, the results of the project still showed strong efforts and interests of CWCC and WCCC to pursue awareness raising about CEDAW.

CEDAW has also mainstreamed gender into the recruitment process of contracted staff at district level and rules used at provincial level. Previously, mainstreaming gender into recruitment just only means giving more opportunities to women to apply for the post. Now the process of recruitment sensitizes gender aspects properly, for example, balancing gender in recruitment committee or adding gender questions into interview questions. Furthermore, the provincial decision to give extra 20 points to women selected "interview" candidates could be stimulating more chances for more women in the public sector recruitment and needs further studies.

The recruitment of the former CEDAW focal person in Thmar Kol District as the district IP3 advisor was positive in at least two aspects: (1) capable and talented women recognized, encouraged and supported by peer colleagues and male supervisor; (2) improved and trusted recruitment process "i.e. balancing gender in recruitment committee or adding gender questions into interview questions" could actually promote "true" capacity and better governance.

The "increased" allocations of commune budget for the promotion of CEDAW related activities are vital for strengthening both operational and social capacities of the CCWC. Increased CCWC's budget means better capacities of CCWC on work planning and expenditure management, as well as more opportunities to work with CCWC's village focal persons in their support to resolve/tackle vulnerable women and children's problems. More resources for CCWC also mean that institutional capacities of the

commune is also improved towards social issue resolutions, and not always in the notion of physical infrastructure development.

Despite all these positive findings, the assessment found out that there were some weak points and critical challenges encountered during this project implementation. Nevertheless, these weaknesses and challenges are discussed here as lessons learned rather than failure of the project.

First, it is needless to say that expectations for changes and impacts from such a short-life project is rather unrealistic. CEDAW compliance requires time for wider knowledge gain and positive attitude changes. Furthermore, attitude changes require more informed demand and constant efforts of provincial and district administrations. This simply means that CEDAW implementation in two provinces and four target areas in 1.5 years could only generate knowledge amongst limited number of individuals, institutions and leaderships within which sustainably conducive environment to promote women's rights and eliminate discriminations against women is simply not there yet.

Changes at institutional level have been made through individual efforts rather than in adopted SOP (e.g. in the SNA's overall staff recruitment policy) as this is still under development. Individual actions are important, but ad hoc and fragile. Once individuals are gone, it is unpredictable what would happen. Besides and with limited number of empowered and women rights-supported individuals, the improved situation could be dragged back by the out-numbered non-women rights promoters.

Similar assessment geos for budget allocations by commune councils. Changes of CCWC compositions (also sometimes with the change of political party individual at the leadership level) and/or commune council chief (also supportive clerk) could effect this annual allocation level differently. CEDAW has enabled WCCC to work quite closely with respective CCWCs and helped ensure some oversight and advisory roles over the communes. However, it is too early to judge on the situation without CEDAW which has offered a close network at all sub-national administrations and villages.

On operational levels, sub-national trainers/facilitators have received quite limited incentive packages, prompting them to deploy full "cascade type" of training approach. They usually disseminated materials and messages they gained and obtained at their TOT courses. There were limited links of CEDAW perceived as "legal and guidance" document and real gender and women-discrimination situations within respective SNAs and localities during the dissemination workshops. PCDA's were the main resource person at the sessions who had always been in a position to answer some real-life questions. The sessions were also designed for sharing the knowledge rather than stimulating concrete action plans.

From these shortfalls, the assessment would like to propose the following:

Changes of attitude and stereotype thinking in Cambodia will need much more time. Consensually, all interviewees would like to make request through this assessment for continuation of CEDAW project and/or even to scale up the project based on three reasons. Firstly, the project had showed impacts on individual level, not limited to the knowledge and skills, but the capacity to analyze and reflect things in relation to women's issues. This has translated into changes in their behavior, performance and practice to some extent, and hence changes in institutions to some degree. However, promoting women's rights and equity required a change in the mindset of individuals that requires time and constant effort. This means that this or similar project should not stop at this stage, but to continue to keep on improving the awareness of stakeholders and building the self-belief, reflexivity and motivation of women, so they feel confident enough to address women's problems in their areas.

Secondly, changes at institutional level require clear actions and changes in the institutional SOP. There have been some good impact from CEDAW on promotion and encouragement of female colleagues and staff. Nevertheless, 2014 is an important year of the extended IP-3 in terms of promotion of SNA's HR management and development. RGC's policies (e.g. the recent sub-decree on delegation of sub-national personnel management and the to-be adopted HR Development Strategy and Statute on Personnel at sub-national level) on HR management and Development at sub-national level will lay the foundation for further development of more gender-sensitive rules and operation policies. In this regard, CEDAW-type project will contribute a lot to this process of good local governance.

Third, although capacities of WCCCs and CCWCs in the target areas has greatly been improved, the impact of the project on community level is still limited. The main reason for this gap is of course due to small budget of SNAs for outreach awareness raising activities. Nonetheless, there is also lack of clear incentives for WCCC/CCWC focal points to perform systematically. As for health sector, village health volunteers do receive a cash incentive for visiting out-patients or involving in pre and post natal care. This means that for any future project, outreach awareness raising activities as well as incentive' schemes for WCCCs and CCWCs should be considered.

During the assessment, CCWC and WCCC requested for some budget, so that they could follow up or prepare their activities to raise awareness of local people on CEDAW at village/community level. They know that they will have to further advocate with their respective councils and administrations for increased budget allocations from their SNA's fund for related CCWC and WCCC's works, and are hopeful about this. Nevertheless, the increased budget allocation will most likely be enough for refreshment and venue arrangement at this grassroots level (if more and regular discussion/dissemination is required). Resources for building up CCWC and WCCC's capacities on specific themes, facilitation skills, good practices in different areas, materials for dissemination/discussion (such as leaflets, flipcharts, photos) etc. will still be beyond the SNA's capacity for many years ahead. Therefore, it is important that any

future similar support projects should build in some support budget for these costs adequately.

The assessment also found that when there were capacity building trainings at the national level, District Advisors (DA) were not required to attend the trainings, except the PCBA and focal persons at province and districts. Furthermore, sessions conducted for the districts (as observed by the assessment team, one in Bavel and another one in Rolear Bier) were very much based on TOT materials without evidence (data and practical stories reflecting women's issues of localities). Therefore, DA should be encouraged to join the trainings/TOT because their attendance in the training could assist the district focal persons in making sense of the materials they received from the trainings and how to apply it in their real situations. In addition, any future similar projects should consider built-in budget for district and provincial facilitators to develop their workshop/training materials based on their understanding of thematic topics reflecting real-life local situations.

Allowing DA to join such training will benefit the project to the extent that DA will learn and may develop good strategies to mainstream CEDAW more effectively at the district and commune levels.

The budget of the project did not allow for per diem or transportation as incentives to participants, especially those who came from far communes to join dissemination workshops. Location of some communes is up to 20-30 km from the district office. In some communes, councilors even need to use ferry. Given that mission fee (8,000R per day) was given to commune councilors from the commune budget, this amount is not enough. Any future project should take this into consideration.

# Annexes

**1. TOR**

**2. *Proposed Methodology of the Consultancies***

**3. *Lists of Interviewees***

## **Annex 1: Terms of Reference-TOR**

Consultancy for Assessment of the Project on Promotion of Women Human Rights and Convention on the Elimination of All Forms of Discrimination against Women in Battambang and Kampong Chhnang provinces

### **1. Background**

An assessment is required for a 2-year project to promote women's human rights through strengthening knowledge and skills of sub-national administrations on Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).

The project started in June 2012 and runs until December 2013, financed by UN Women with a total budget amount of US\$ 99,800. The project is under management and coordination of the National Committee for Democratic Development Secretariat (NCDDS) in close cooperation with relevant stakeholders.

The project is being implemented in 2 target provinces of Kampong Chhnang and Battambang, specifically in the 4 districts of Lolear Pha'Ear and Kampong Tralach of Kampong Chhnang, and Thmar Kol and Bavel of Battambang.

Main target group of the project includes officials of the First Three Year Implementation Plan (IP3) sub-programs in target provinces and districts and in particular, members of the provincial and district women and children consultative committee (WCCCs). At the end of the project, the target groups are expected to have improved knowledge and skills on women's human rights and CEDAW, as well as to mainstream these principles in their work.

In the past two years the project has achieved a number of outputs such as: national training for national and sub-national officials on women human rights and CEDAW; dissemination workshops for management and officials of provincial and district administration and technical line departments, WCCCs, Commune Committee on Women and Children (CCWC) and commune councils; and meeting of provincial and district councils and board of governors to mainstream women's human rights and CEDAW.

The assessment is expected to document good practices and lessons learnt from the implementation of the project to inform future efforts and expansion. The assessment is expected to take place during October 2013, the national consultant will visit and host discussions with target group at the provincial and district level.

## **2. Roles and Responsibilities**

The consultant will work under management of the Head of NCDDS, with direct communication and coordination with the Director of Program Management and Support Division (PMSD) of NCDDS. Specific duties of the consultant include:

- Develop an assessment methodology that is in line with the project objective, design and budget;
- Select a suitable and representative sample of interviewees and prepare interview questions, consult with the NCDDS and other relevant stakeholders to obtain agreement;
- Incorporate participatory, gender-sensitive approaches for conducting the interviews;
- Prepare a project workplan in close collaboration with NCDDS, target provinces and districts and other stakeholders;
- Conduct interviews in target provinces and districts, this should include local authority staff, development partners and other stakeholders;
- Prepare and present draft findings and lessons learnt to NCDDS and stakeholders for review and comments; and
- Revise and prepare a final report.

## **3. Qualifications**

The assessment will be conducted by a national consultant who meets the following requirements:

- Appropriate knowledge and qualifications related to project planning, management and assessment;
- At least 5 years professional experience in gender, development and/or human rights in the context of a developing country;
- Knowledge of CEDAW implementation and monitoring;
- Knowledge of gender-related legislations and legal frameworks in Cambodia; and
- Knowledge of the management structure of national and sub-national administrations in Cambodia; and
- Fluency in Khmer and English.

## **4. Assessment Outputs**

- Outline of the assessment methodology, including rationale for interviewee selection;
- Meetings with PMSD who is responsible for coordinating the assessment;
- A draft assessment report;
- Meeting to present the draft report to NCDDS and other stakeholders; and
- A final assessment report.

## **5. Report Format**

The assessment report should be no more than 30 pages and written in English (it may also be translated into Khmer). It should contain the following information:

- Executive summary
- Background and context
- Assessment objective and methodology
- Results of the assessment:
  - Good practices: what are the strengths of the project, what should be maintained or reinforced in the future?
  - Lessons learnt: what are the weaknesses of the project, what should be changed in the future?
- Conclusion and recommendations (in particular recommendations related to future continuation and expansion of the project)
- Annexes.

## **6. Budget and Payment**

Budget requests for the assessment should be no more than US\$ 4,000, this should include the consultant's own travel subsistence and allowance.

The payment for the assessment will be done in 3 phases:

- First payment: 20% after receiving outline of the assessment
- Second payment: 40% after receiving draft report with acceptable quality
- Third payment (Final): 40% after receiving the final report with acceptable quality.

## **7. Project Duration**

No more than 1 month.

## **Annex 2: Proposed Methodology**

### **Scope of Work/Understanding the TOR**

As mentioned in the TOR, the consultant has a deadline of 30 November 2013 to complete the following major works:

- 1) Situation analysis based on desk review to understand the project's context and mapkey results and lessons learned from the Project's Implementation
- 2) Generate inputs from beneficiaries to map good practices and lessons learnt from the implementation of the project to inform future efforts to strengthen CEDAW compliance in Cambodia and expansion of similar activities

The project to promote women's human rights through strengthening knowledge and skills of sub-national administrations on Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) has been implemented since June 2012 under the overall management and coordination of the National Committee for Democratic Development Secretariat (NCDDS). The Project geographical target areas are the provinces of Kampong Chhnang and Battambang, and the Districts of Lolear Pha'Ear and Kampong Tralach of Kampong Chhnang, and Thmar Kol and Bavel of Battambang. Main Project's activities include provisions of national, sub-national trainings and awareness raising on CEDAW and gender issues. It is expected that by the end of 2013, key officials and project's participants in these target areas would have improved knowledge and skills on women's human rights and CEDAW, as well as to mainstream CEDAW's principles in their work.

Direct beneficiaries of this 1.5-year project as understood from reading the TOR are: IP-3 national and sub-national officials including management and officials of NCDD-S divisions, provincial and district administration and technical line departments, provincial and district women and children consultative committee (WCCCs), Commune Committee on Women and Children (CCWC) and commune councils; and representatives of NGOs based at the four target districts and the two provinces. Indirect beneficiaries include particularly the women and girls in the target districts.

### **Proposed Approach and Methodologies**

Suggest a few lines here to introduce what the approach will be, i.e. to conduct first a desk review based on the analysis of available documents, complimenting these documents with those provided by beneficiaries at sub-national levels as appropriate; and the generation of qualitative data through interviews with key stakeholders and FGDs with beneficiaries (including indirect beneficiaries – see comment below). Suggest also including a sentence or two to detail that the assessment approach and methods to be used will pursue a gender-sensitive approach, ensuring an equal balance in women and men in the assessment activities as far as possible (working together with authorities in order to identify female and male participants, and to ensure that the time and location of the interviews and FGDs enables women and men

to participate + ensuring opportunities for the voice of women at the grassroots level is also heard – as per the ultimate goal of the project is to strengthen the advancement of gender equality and CEDAW compliance in Cambodia).

**1. Situation analysis based on desk review to understand the project's context and map key results and lessons learned from the Project's Implementation**

It is expected that there are available Project's Progress Reports and relevant training's reports maintained in the Project Achieves/database. In line with this expectation and to undertake the first part of the assignment, two activities are planned:

- Desk reviews of existing reports and documentations available at NCDD-S and provincial level (Kampong Chhnang and Battambang);
- Interviews with selected officials at NCDD-S and NCDD-S National and Provincial/District Advisors in the target areas

Undertaking the first activity, the consultant will discuss with staff/officials and advisors to gain access to relevant reports and documentations. It is also expected that there are archives and records of relevant documents available within NCDD-S and two provinces.

For the second activity, the consultant will schedule individual interviews with provincial and district NCDD-S/IP3) advisors via phone calls and physical visits to the target provinces and districts. Formal and informal meeting/discussion with the advisors and key officials, especially the ones responsible for capacity development will be conducted.

**2. Generation of inputs from beneficiaries to map good practices and lessons learnt from the implementation of the project to inform future efforts and expansion**

By project's design, there are direct beneficiaries, women and men, who have been engaged in the project activities at different stages. First, there are key officials of NCDD-S and NCDD-S/IP3 advisors who have participated in the development of training and awareness raising materials and de facto become trainers. Second target group has been the Capacity Development Team at provincial level who are the primary trainer for the district training and awareness raising activities. District trainers are final group of trainer who conducted trainings and become resource person on CEDAW in the four districts. Last, but not least, are the officials (also WCCCs) and representatives of various offices (including police and military units), commune councillors (and CCWC focal points) and selected NGO's staff that are participants at the district trainings.

There are several different ways to document good practices and lessons learned from the implementation of this project. The approach I will take, however, will be FGD and individual interviews with direct and indirect beneficiaries, ensuring informed consent and treating all data anonymously and confidentially, taking into consideration of women and men in separate discussions where appropriate, so that they could:

- Articulate their knowledge and understanding on CEDAW, specifically, on how they have mainstreamed CEDAW into their work and whether and how relevant they perceive CEDAW to be to their work;
- Describe on what have been changes after knowledge and understanding gains, at individual & household level, working environment in their office, division and province/district administrations;
- Present evidence of success stories on how project activities contributed to promoting gender equality and/or addressing gender based discrimination (including enhancing awareness, assisting in identifying and addressing critical gender equality issues, and so on);
- Present ideas and recommendations for gender situation improvements and compliance with CEDAW principles;
- Provide all relevant suggestions for future's similar project/program.

I will then write a report covering achieved outputs of the project, related success stories and assessments on overall project's interventions with concrete recommendations to future similar projects.

### **3. Validation and finalization of key findings and recommendations**

At the final stage of this consultancy, the following activities are foreseen:

- The draft report will be submitted to NCDD-S and key stakeholders, including UN Women, for review and for inputs;
- A meeting (if planned) with NCDD-S and UN Women to present draft findings and recommendations and solicit feedback to the report;
- The finalization of the report based on the feedback (above), and its submission by 30 November to NCDD-S.

#### **Brief Consultancy Timeframe**

##### **Week 4, October 2013**

- Desk reviews of existing reports and documentations available at NCDD-S and provincial level (Kampong Chhnang and Battambang);
- Interviews with selected officials at NCDD-S and NCDD-S National and Provincial/District Advisors in the target areas

##### **Week 1-3, November 2013**

- FGD and individual interviews with direct and indirect beneficiaries in the target provinces and districts

##### **Week 4, November 2013**

- Writing consultancy report, presentation of draft report at meeting with NCDD-S and UN Women, and finalization of the report

### Annex 3: List of Interviewees

#### 1. Kampong Chhnang Province

Name	Sex	Position	Contact	Date of Interview	Code
Keo Chakriya	F	PCDA	092 333358	21 Nov 2013	001_211103
OukKeila	M	Head of IP3		21 Nov 2013	002_211103
<b>Province</b>					
Bouk Sothea	F	Provincial deputy governor		22 Nov 2013	003_211103
Nget Then	F	Provincial councilor, head of Provincial WCCCs	012 260058	21 Nov 2013	004_211103
<b>Rolie Bier</b>					
TolNeangni	F	DCDA		22 Nov 2013	005_211103
Chea Chansan	F	CEDAW focal point	097 9321622	21 Nov 2013	006_211103
Phai Chamroeun	F	District councilor, deputy of district WCCCs	092 367357	22 Nov 2013	007_221103
Meas Horn	F	Head of district WCCC	017 545041	22 Nov 2013	008_221103
Vorn Satsunly	F	District deputy	092 450973	22 Nov 2013	009_221103
ChhengSokha	F	Social service officer	088 9511567	22 Nov 2013	010_221103
HiekHieng	F	CCWC	012 1875880	22 Nov 2013	011_221103
<b>KompongTralach</b>					
Pen Chanleang	M	DCDA	078 224030	21 Nov 2013	012_221103
MeasSothea	M	District deputy governor	097 6233166	22 Nov 2013	013_221103
SvaySim	F	CCWC	097 7839991	22 Nov 2013	014_221103
Keo Sovath	M	District councilor	092 547259	22 Nov 2013	015_221103
Vorn Sophoan	M	CEDAW focal point	077 958384	22 Nov 2013	016_221103

## 2. Battambang Province

Name	Sex	Position	Contact	Date of Interview
<b>Battambang Province</b>				
Chhun Dy	M	PCDA	012 657 042	27/11/13
Or Ieng	F	Direct of Provincial Women Affair Line Department	012 975 910	27/11/13
<b>Sean Phavy</b>	<b>F</b>	<b>CEDAW Focal Point</b>	<b>077 636 258</b>	27/11/13
Em PicheyRattanak	M	PCDO	092 660 085	27/11/13
IV Dara	F	Member of Provincial councilors	012 805 544	27/11/13
<b>ThmarKol District</b>				
<b>Sam Neng</b>	<b>M</b>	<b>District Governor</b>		27/11/13
Tithhan	F	Deputy Chief office of district office of Education, Youth and Sports	092 947 538	27/11/13
Nhem Sarom	F	Chief office of district office of women affairs	077 868 693	27/11/13
Or Vannara	F	Deputy Chief office of district office of Social Affairs	012 820 580	27/11/13
Ros Sitha	F	Deputy district governor	089 579 797	27/11/13
YoeunSokha	M	Member of district councilor	012 679 945	27/11/13
<b>Bavel District</b>				
NhekPich	M	Head of district councilors	012 680 030	27/11/13
<b>Tang Kimche</b>	<b>M</b>	<b>District councilor</b>	<b>012 566 652</b>	27/11/13
Mak Yan	M	District councilor	012 190 014	27/11/13
Mean chanthon	M	Deputy district governor	089 210 241	27/11/13
Bun Chantra	M	Focal Point of UN Women	017 473 296	27/11/13
Yun Rin	M	Staff of LWD	078 292 139	27/11/13
Doeunvuthy	M	Technical Officer	097 409 162	27/11/13
<b>KhnachRomeas Commune</b>				
Lam vannary	M	Head of commune councilor	012 432 126	28/11/13
Touch Nary	F	Commune councilor	012 427 441	28/11/13
Sam- OnnChamnan	M	Commune Clerk	012 384 699	28/11/13
IM Sarom	F	Commune Facilitator	077 617 346	28/11/13
MeakSamoeun	F	Village member	059 448 8816	28/11/13
MoukRavy	F	Village member	017 269 639	28/11/13
<b>Otaki Commune</b>				
Mang Nab	M	Commune Chief	012 862 247	28/11/13
KotSamuth	M	First deputy Commune Chief	012 781 901	28/11/13
PloeungSabou	F	CCWCF	077 675 596	28/11/13
Tom Ponlork	M	Commune councilor	092 229 005	28/11/13
Ouch Yoeun	M	Clerk	097 203 4728	28/11/13
Loeung Kea	F	Commune Assistance	097 675 0130	28/11/13

Funded by:



Canadian International  
Development Agency

Through: UN Women

