

# FINAL EVALUATION REPORT

## “Collective Action to Support Women's Rights (CASWR)” Project



Produced by  
TrustMe Consultancy Service  
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We would also give thanks to local authorities at district, commune, and village levels who provided warm welcome and support to the consultant team. They also supported making our team meet the respondents without any restriction. In addition, we give thanks to our respondents who sacrificed their time joining with our End-Project Evaluation (EPE) process including Household Survey (HHS), Key Informant Interview (KII), and Focus Group Discussion (FGD).

We would like to thanks Executive Directors, CASWR project management team and field staff of GADC<sup>1</sup>, AMARA<sup>2</sup>, ACT<sup>3</sup>, and WPM<sup>4</sup> especially Mr. Ne Jony, Program Manager of CASWR project who always supported before, during and after the EPE process including the project orientation, questionnaire review, and government relationship. Thanks to Project Coordinators (PC) and Community Facilitators (CF) in the 4 NGOs who strongly supported and coordinated with target beneficiaries for our consultant team to conduct surveys, KII and FGD smoothly.

Last but not least, thanks would go to USAID, project donor, which made funds available for this baseline survey assignment.

## **AFFIRMATION**

Except for the references listed in this assignment, this evaluation report is originally produced by TrustMe Consultancy Service. We claim that this work totally belongs to our intellectual property. In addition, the primary data collected from the community and stakeholders remain the property of the community themselves. However, due to the fund of USAID supported GADC for project implementation, TrustMe will not use this report to share with other parties.

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<sup>1</sup> Gender and Development for Cambodia (GADC), a local non-profit and non-political organization, was established in 2000 by a group of women, and one of those was the former GADC's Executive Director, Mrs. Ros Sopheap. GADC focuses on gender equality as a human right, which is strongly tied to women's rights. It believes that women and men have the right to develop their personal abilities and make choices without the limitations set by stereotypes, rigid gender roles, and prejudices.

<sup>2</sup> AMARA is a local non-governmental organization that works to promote women's leadership and participation in political and social arenas, reduce gender-based violence and enhance democratic governance and development at the sub-national level.

<sup>3</sup> Alliance for Conflict Transformation (ACT) is a local Non-profit NGOs founded in 1999 located in Phnom Penh and targeting several provinces across Cambodia. ACT aims to build and strengthen capacities for peace based on analysis of current issues and situations, taking the most strategic actions to transform conflicts and maximizing the impact for sustainable peace and development through education programs, cooperation and networking.

<sup>4</sup> Women Peace Makers began as a youth and women led-peacebuilding network in 2000 and became an independent registered non-governmental organization in 2003. As a longstanding NGO working responsibly in Cambodia, WPM has developed its guiding principles over time through hard work and significant learning.

## **LIST OF ABBREVIATION**

ACT	Alliance for Conflict Transformation
CASWR	Collective Action to Support Women's Rights
CBO	Community-Based Organization
CC	Commune Chief
CCBT	Commune Capacity Building Team
CCG	Community Core Group
CCWC	Commune Committee for Women and Children
DAC	Development Assistant Committee
EPE	End-Project Evaluation
FGD	Focus Group Discussion
FS	Field Supervisor
GADC	Gender and Development for Cambodia
HHS	Household Survey
KII	Key Informant Interview
LGBTIQ	Lesbian, gay, bisexual, transgender, inter-sex and queer individuals
M&E	Monitoring and Evaluation
MEL-PL	Monitoring Evaluation and Learning Program Lead
NGO	Non-Government Organization
RDPL	Research and Development Program Lead
SPSS	Statistical Program for Social Science
USAID	United State Agency for International Development
USG	United States Government
WPM	Women Peace Makers

## EXECUTIVE SUMMARY

This project evaluation is to assess the progress results of all indicators compared to the target set in the project indicator tracking table. It also aims to assess the gaps in the implementation phase for further recommendation in the future project design especially in terms of gender inclusion, women's rights, and women and youth leadership. The project evaluation was guided by the Development Assistant Committee (DAC) Criteria including Relevant, Effectiveness, Efficiency, Impact, and Sustainability.

This evaluation has gone through desk review of project documents, conducting Key Informant Interview (KII) with 24 key stakeholders, conducting 12 Focus Group Discussion (FGD) with separation of male and female (6 female groups and 6 male groups), and conducting household survey (HHS) with 169 randomly selected families. The project document includes project proposal, project Monitoring & Evaluation (M&E), and project design. The KII was conducted by 6 commune chiefs (CC), 6 Commune Committee for Women and Children (CCWC), 6 Women and Children Consultative Committee (WCCC), and 6 Commune police officers. The project evaluation was conducted in 6 provinces where one district and one commune were selected respectively. Those target communes include Thebdei commune in Koh Kralor district (Battambang), Bak Chen Chien commune in Pnhom Kravanh district (Pursat), Khunrong commune in Boribor district (Kampong Chhnang), Hong Samnam commune in Aoral district (Kampong Speu), Snay Anchit in Chum Kiri district (Kampot) and Srae Ampoum commune in Pechenda district (MondulKiri).

### **Outcome 1: Women and youth are empowered to positively transform traditional practice in the societal and political institutions to further gender equality.**

The result from the HHS showed that 97% of respondents demonstrated increased knowledge related to women's rights, gender, domestic violence, and women leadership. This is an amazing result compared to baseline 79%. During the last 3 years, the project has completed most of the planned activities except some under-achievable ones due to the restriction of COVID-19. Those activities achieved from 82%-85%, except the CCBT capacity build is 153% achieved<sup>5</sup>. This shows the increase of empowerment to local key people to work for their community in terms of gender-related intervention. In short, this outcome is very impactful for the target beneficiaries.

### **Outcome 2: An enabling environment for the participation and leadership of women and youth in decision making and political processes is improved.**

The result of the HHS also shows the increase from 50% (baseline) to 90% (end-line) in the indicator stated at the percentage of citizens that completed United States Government (USG) assisted training that report they are more engaged in the political process. They were empowered to join in all processes including election observation and voter list review etc. The FGD and KII also confirmed that women are encouraged to join decision making in the family as well as in the political processes.

Many best practices have occurred within the project. Most of the project indicators have been achieved based on the planned target. There is strong cooperation amongst project staff and NGO partners to have such great achievement. Women have been supported to have their rights through various mechanism and processes in the project. The project design fits the context and it responded to the right needs of women. . Due to the limitation and restriction is using funding with government staff, so it somehow creates difficulties for us to disseminate result and engage local authorities in some fields. the leaders of Local authority might miss some information, but the local authority who have worked on women and children committee

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<sup>5</sup> Project Annual Report (2019-2021)

knows about our project. That is why they could not report much on the project progress. In contrast the CCWC are able to report more as they were empowered to engage in the project. We have some recommendations as below:

- The project design should include a better risk management strategy. In addition, it should be clear on who will manage the M&E system of the project. The standard project operations manual (SPOM) should be developed ahead of implementation.
- Due to COVID-19, the project could not provide enough offline training to the CCBT and CCG. Therefore, the project should be flexible to provide more online training to make sure they are fully equipped for project implementation.
- Project should reconsider the scope of work of the PC of GADC as she is alone to manage 6 CF. The CF also need to be strengthened in capacity in terms of data tracking and report writing as well as some other project concept.
- Though the relationship with stakeholders is good, the official communication is still required by government official at district or commune levels to comply with the administrative protocol. The project should provide official invitation letter for them rather than phone call if they want to invite them to join any events.
- Project should have the standard template of M&E data monitoring and tools to be implemented by all partners as well as GADC.



**Outcome 3: Development of a stronger and better mobilized network of women, youth, and Gender NGOs with evidence-based advocacy (research to support evidence and advocacy)**

This outcome aims to create a network between youth, women and civil society to work together for improving gender equality. It also documents and researches the key issues as well as correspond to 'best practices' available for public advocacy and lobbying at both the project and policy levels.

**1.3. Key Stakeholders**

There are a number of key stakeholders for this evaluation report. First, it will be reviewed by GADC management team, and CASWR Project Management Committee including all implementing partners such as AMARA, WPM, and ACT. Second, it will be crucial for USAID to review to see the progress and achievement of the project during the last 3 years. Last but not least, it may be shared across other partners including government and some NGO partners whose projects to be implemented in those areas. They may use some data to apply in the context of gender-related intervention.

**1.4. Evaluation Objectives**

1. To analyze the impacts changes over the period of implementing the project,
2. To understand by comparing the data with project indicators as stated in the baseline project rationale,
3. To identify the gaps of the project implementation in the targeted area, reviewing back on the study design of the project,
4. To provide a recommendation for the future study of the project implementation,
5. To answer whether gender inclusion ws mainstreamed and if the project substantially contributed to a more locally-led women/youth empowerment response.

**1.5. Evaluation Team**

The evaluation team consists of the following members:

1. Mr Sous Vannoeun, Executive Director of TrustMe Consultancy Service (Team Leader)
2. Mr Sann Ra, MEL Program Lead of TrustMe Consultancy Service (Assistant)
3. Mr Koy Phearun, Research Development Program Lead of TrustMe Consultancy Service (Assistant)
4. 03 field supervisors including 02 females (TrustMe partners) to support the data collection in different provinces. They are partners of TrustMe who have been properly trained on how to facilitate the KII, FGD, HHS, Kobo Toolbox and other communication skills.
5. 12 data collectors including 09 females (TrustMe partners) from the 6 provinces who directly facilitate the data collection. These are the partners of TrustMe who have been properly trained on how to use Kobo Toolbox and sets of questionnaires.

## **2. METHODOLOGY**

### **2.1. Summary methods**

The methodology was mixed with both qualitative and quantitative methods. The proposed methodology also included a preparatory phase of documents review and discussions with the project team through an online meeting platform (Zoom). The evaluation location has also been randomly chosen from the target communes operated by the project including Thebdei of Koh Kralor district (Battambang), Bak Chenchien of Phnom Kravanh district (Pursat), Khun Rong of Boribor (Kampong Chhnang), Hong Samnam of Aoral (Kampong Speu), Snay Anchit of Chumkiri district (Kampot), Srae Ampoum of Pich Chenda district (Mondulkiri). The project team of GADC's staff and NGO partners were invited to give advice and finalize the questionnaires and instruments before commencing fieldwork. A set of questionnaires was developed to be well structured and comprehensively meaningful after getting their inputs. The questionnaire was classified into four (4) main parts. The first part is to access the characteristic of respondents include sex, age, education, IDPoor, ethnicity, occupation, and main income sources that could disaggregate data of vulnerable groups very definitely. The second part is to measure the level of understanding of beneficiaries related to women's rights, gender, domestic violence, women's participation in leadership model and political process. This part could also define that their knowledge improved, and preparation to be in the leadership role, engaged and present in the political process, in particular women. This is the anticipated result of the intervention from the project. The third part aims to assess the attitude/perception changes among respondents regarding the mentioned statement above, respectively. And the fourth part aims to assess the behavior adaptation/practice of both women and men regarding women's rights, gender equity, domestic violence, and women's participation in the leadership role and political process including the encouragement in the commune's structure or election process, etc.

More importantly, AMARA, WPM and ACT provided very strong support in generating the beneficiary list from the system respectively and GADC sent the beneficiary list through hard copies. The hard copies made it a bit challenging for the consultant team to do the sampling in a manual way. The team spent a lot of time filtering the name of respondents who are in the selected area for evaluation.

The evaluation was smoothly managed and engaged with participatory approaches including in-depth interviews (KII), FGD and HHS. Non-probability procedure (purposive method) was used to conduct KII with project staff, and duty bearers while male and female groups conducted FGD. Besides, the TrustMe consultancy team used the probability method to calculate the number of appropriate respondents by keeping the confidence Interval at 99% and thus leaving a margin of error at 1% (or the precision rate at 0.01) and a standard Z score at 2.58, and the (p) approximate proportion you expect to find in the population at 50% (or proportion at 0.5) with  $q = (1-p)$ . The sample (166) households would be therefore randomly chosen for making individual interviews separated into 6 cluster regions. It thus meant that there would be at least 28 households on average to be identified and confirmed to take part in the project implementation target communes. Each commune has an equal number of respondents selected through a very clear random selection process. However, there would be flexibility to define the number of respondents for each commune in the term of replacing or reserved.

After GADC and NGO partners finished reviewing and approved the questionnaires, twelve (12) enumerators were recruited to collect the data from households within six communes and three (3) FS to conduct KII with duty bearers, FGD with men and women group, and supervise their enumerators in Battambang, Kampong Speu, and Kampot while the rest

provinces were directly supervised by the TrustMe staff. This meant that each commune consisted of two enumerators and one FS.

The team had adopted the Kobo Toolbox for designing the digital interviewing instrument to collect the data from households. However, KII and FGD were still used by paper administered and following double entry into google sheet for categorization and analysis. Hence, both FS and enumerators were properly trained to ensure they can use it confidently and correctly. The training agenda prioritized introduction on GADC evaluation, refresh on data collection tools and communication, stakeholder relation, questionnaires, install web-based Kobo Tool Box on their smartphones, utilize it to fill answers generated from the direct interviewees, recordings correctly and effectively. In addition, they had practised testing the questionnaire among participants until they understood the concept of all the questionnaires and instruments.

Before going to the field, FS refreshed their enumerators again to ensure everything was clear. We divided the number of respondents based on the random list to FS and enumerators. First, they had gone along with and interviewed the selected households. Once enumerators had more confidence, the FS prioritized conducting KII with duty bearers and FGD with men and women groups. Every end of the day, there was always a reflection meeting between FS, enumerators, and TrustMe colleagues to share best practices, lessons learnt, challenges, and recommendations to improve in the next day. As part of the quality assurance, TrustMe team directly contacted to the FS and data collectors through a spot check in each area. Research Development Program Lead (RDPL) of TrustMe handles Kobo Toolbox management and he called to check if any data was not clear. In addition, we also shared a data collection plan with GADC and NGO partners to conduct spot checks based on their availability.

Significantly, the evaluation team had conducted KII with twenty (20) project's staff, twenty-four (24) duty bearers (CWCC, CC, CCWC and Commune Police), and twelve (12) FGDs with male and female groups consisting of 105 people. Opinion, perspective, and recommendation from the KII and FGD have improved and clarified the quantitative data obtained from project documents, including the project's monitoring and evaluation plans/frameworks, project design, reports and individual interviews. Enumerators deployed to digitally interview 173 households.

In addition, the Monitoring, Evaluation and Learning Program Lead (MEL-PL) has the responsibility to manage all data after receiving it from Kobo Toolbox. Reviewing and cleaning processes have been made to keep questions logical and accurate. The consultant team has processed the data analysis by using the trusted software called Statistical Program for Social Science (SPSS). Hence, Key findings will be presented in the Bar chart, pie chart, table, and interpretation would be done in the narrative.

## 2.2. Summary of respondents by province

**Table 1: Respondent by type and methods of data collection. of**

Types of Respondents	BTB		Pursat		Kampong Chhnang		Kampong Speu		Kampot		MDK		Total
	F	M	F	M	F	M	F	M	F	M	F	M	
HHS	22	8	16	7	25	10	15	12	28	2	19	9	173
FGD	14	5	9	7	6	9	8	9	9	9	15	5	105
KII with duty bearers	3	1	2	2	2	2	3	1	2	2	2	2	24
KII with CF	1	1	2	0	1	1	1	1	1	1	2	0	12
KII with PCs	1	0	0	0	1	0	0	0	1	0	1	0	4
KII with EDs	0	1	1	0	0	0	0	0	1	0	1	0	4
<b>Total</b>													<b>322</b>

## 2.3. Limitation of the methodology

The baseline survey was conducted from 19th to 28th November 2021 across six (6) different districts and provinces. The evaluation aims to analyze the impact of changes, gender inclusion mainstreaming, identify the gaps and provide recommendations for the CASWR Project. This evaluation itself substantially contributes to more locally-led women and youth empowerment in future studies. The TrustMe Consultancy, GADC, and NGO partners have consulted on how to conduct both evaluation and baseline at the same time. Several limitations may have any bias of analysis in both of them. First, the target locations of the baseline and the evaluation are quite different. The baseline was conducted at Prey Tralach of Rukh Kiri (BTB), Pteah Rong of Talosenchey (Pursat), Brasneob of Role Ba'er (Kampong Chhnang), Oam Leang of Thpong (Kampong Speu), Lbeuk of Chhouk (Kampot), Norng Kelek of Koh Nhek (Mondulkiri) while, the evaluation was conducted at Thibdey of Koh Kralor (BTB), Bakchenhchien of Phnom Kravanh (Pursat), Khun Rong of Boribor (Kampong Chhnang), Hong Samnam of Aoral (Kampong Speu), Snay Anchit of Chumkiri (Kampot), and Srae Ampoum of Pechenda (Mondulkiri). There are few NGOs, bilateral government's projects, and communes implemented on gender equality, domestic violence, women and youth participating in the leadership, and political process in baseline and evaluation locations. It meant that their knowledge might be higher and might not show much significant change from baseline and evaluation. Second, due to the socio-economic conditions of the respondents, there may have been some difficulties in understanding some questions of the survey and the qualitative interviews. In these cases, the enumerators and the interviewers helped to understand the questions, sometimes rephrasing them. This may have produced an involuntary bias. Third, it may have stemmed from the sequencing of questions or answers as the questionnaires did not allow to re-sequence some 'similar'

questions. For instance, between q.2.2.1 to 2.2.5 to access the knowledge and q.2.5.1 to q.2.5.5 to access the attitude and between q.2.3.1 to q.2.3.4 to access the attitude and q.2.4.1 to q.2.4.4 to access the behaviour/practice changes.

Forth, lack of inclusive and diversity of community participation particularly men taking a part in surveys (FGDs and HHS) because they are working at the factory in the neighboring provinces, the harvesting season and public holiday (Festival Day), busy with their daily work (forest, rice field and fishery, hunting) have become significant challenges for our team to do the evaluation. However, the survey team decided to replace the respondents immediately to find other women instead. These obstacles might have a bias affect both data collection flows and the quality of data analysis in the evaluation report.

## **2.4. Consultative workshop**

After the draft finding and recommendations were generated, the evaluation conducted a consultative workshop with Executive Directors, Project Manager, and Project Coordinators of GADC, AMARA, ACT, and WPM. There was a total of 7 participants (4 female). The objective of this workshop was to present preliminary key findings and seek them to validate and give feedback on the process and get an agreement before the final report was made. It also prevented unintended mistakes, which would happen incidentally before it was disseminated to donors, especially USAID. The workshop allowed them to see the key findings, lessons learnt, challenges and recommendations from the consultant. As a result, they appreciated the result found. They also provided some feedback and some clarifications on the findings. In the end, both parties agreed to move forward with the agreement of adjustment. The evaluation team found it is very important for this participatory approach, which enabled the evaluation report to become more comprehensive.

## **2.5. Ethics procedure**

The consultant team considered the ethical procedure to be carried out in the whole process of evaluation. First, respondents' confidentiality and identity are the most significant. The FS and enumerators have read the consent and declared how the data collection team was obligated to comply with the professional manner. However, they would have full privilege to refuse or accept the interview, the right to refuse to answer what questions may feel harmful or withdraw them from the interview at any time if the consent is given. FS and Enumerators just mentioned their opinions or perception and answer without indicating their identity (name, location etc.). Second, the TrustMe had given the intellectual property rights to the "Collective Action to Support Women's Rights (CASWR)" Project especially, GADC for any publications, sharing lesson learnt purposes without permission or pre-approval from the TrustMe team. By contrast, the TrustMe team will not share this document unless official confirmation from GADC is released. Third, TrustMe has followed the schedule of data collection which was agreed by both parties to ensure transparency. TrustMe has recorded the given answers from respondents and claimed that those answers were exactly collected from those target areas from 19th to 28th November 2021. And TrustMe ensured that all data was consistently checked the logical orders, accurate and cleaned with the trusted software, SPSS. More importantly, we have worked with accountability to ensure that the

evaluation report was produced comprehensively, and respond to comments at any time with the “Collective Action to Support Women's Rights (CASWR)” Project especially, GADC.

### 3. FINDINGS AND ANALYSIS

The CASWR project activities and interventions were found to be highly relevant, effective, efficient, impact and sustainability in response to the needs of beneficiaries and communities. The majority of participants interviewed were both satisfied and appreciative of the program's activities. The evaluation indicated that there is strong desire for CASWR to continue to deliver its interventions, given the prevalence of violence that is perceived in both the family and community environment.

Overall, the program interventions did not only respond to the needs of women and girls, but they also proved to be effective in terms of improving the knowledge base of beneficiaries. Alongside relevant stakeholders, it was felt that the programs interventions improved psychological support for women and youth groups and stimulated behavioral changes amongst community members and stakeholders. The program interventions have benefitted from efficient systems of implementation. Some areas, such as those associated with any services the program may benefit from further investment in community related activities.

For those that were engaged, the program has had a positive impact on the lives of women, girls, their families and the communities where they live. The positive effects include the promotion of women's empowerment or rights and human rights, based on personal and group development. This process has provided a foundation from which further community based thematic development can occur. The program has established for itself a valuable sense of purpose, driven by passion and commitment to change. In relation to the overarching aim of the program, this is an achievement that the CASWR should be proud of.

#### 3.1. Characteristics of respondents

This evaluation was conducted through HHS, KII, and FGD. A total of 322 of respondents were interviewed through HHS of GADC's and its NGOs partners' targeted areas. They are from 06 different provinces (**Table 2**), districts and communes including Mondulkiri, Kampong Chhnang, Kampong Speu, Kampot, Pursat and Battambang. Amongst these provinces, the number of Pursat is the least compared to other 5 provinces because in Pursat there are few numbers too. Hence, the consultant decided not to randomize it.

**Table 2: Respondents attended in the HHS, KII and FGD by each province**

Types of Respondents	BTB		Pursat		Kampong Chhnang		Kampong Speu		Kampot		MDK		Total
	F	M	F	M	F	M	F	M	F	M	F	M	
HHS	22	8	16	7	25	10	15	12	28	2	19	9	173
FGD	14	5	9	7	6	9	8	9	9	9	15	5	105
KII with duty bearers	3	1	2	2	2	2	3	1	2	2	2	2	24
KII with	1	1	2	0	1	1	1	1	1	1	2	0	12

CF													
KII with PCs	1	0	0	0	1	0	0	0	1	0	1	0	4
KII with EDs	0	1	1	0	0	0	0	0	1	0	1	0	4
<b>Total</b>													<b>322</b>

The respondents in HHS ranged from 17-78 years old. Amongst the total respondents of 173, it is observed that the majority of their age is group age from 31-40 years (**Table 3**); up to 62 people. And the minority is the group age from 61-78 years, only 7 people. It looks good because the 31-40 ones are those who are actively engaged in the project. They also are actively in community participation to advocate for their rights.

**Table 3: Respondents attended in the HHS by each age**

Age of Respondents		Male	Female	Total
Age Range	17-20	5	11	16
	21-30	9	18	27
	31-40	17	45	62
	41-50	10	26	36
	51-60	6	19	25
	61-78	1	6	7
<b>Total</b>		<b>48</b>	<b>125</b>	<b>173</b>

In addition, the result from HHS indicated that there is a different ethnic of respondents in the survey with a total 173 including 149 is Khmer, 11 is Indigenous people and 13 is Islamic. It is noticed that amongst the 6 provinces, only Monduliri has indigenous and Islamic people while the other provinces have only Cambodians. At least this project included all different kinds of religions.

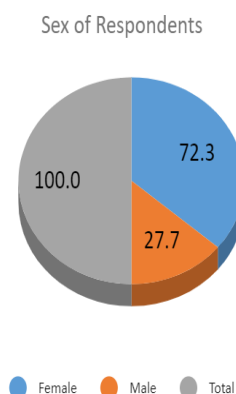
**Table 4: HHS Respondents by ethnic groups of each province**

Province	Ethnic						Total		
	Khmer		Indigenous people		Islamic		Total		
	F	M	F	M	F	M	F	M	Total
Battambang	22	8	0	0	0	0	22	8	30
Kampong Chhnang	25	10	0	0	0	0	25	10	35

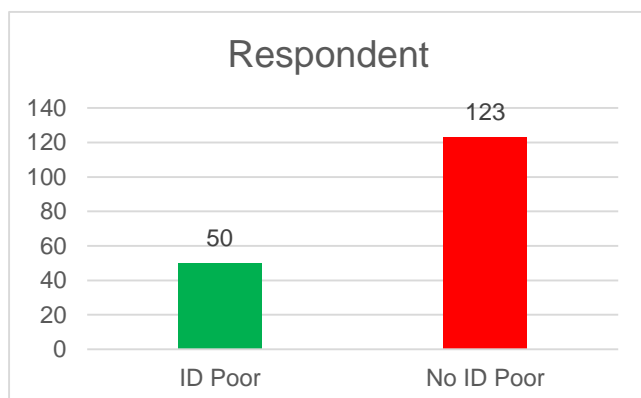
Kampong Speu	15	12	0	0	0	0	15	12	27
Kampot	28	2	0	0	0	0	28	2	30
Mondulkiri	3	1	8	3	8	5	19	9	28
Pursat	16	7	0	0	0	0	16	7	23
<b>Total</b>	<b>109</b>	<b>40</b>	<b>8</b>	<b>3</b>	<b>8</b>	<b>5</b>	<b>124</b>	<b>48</b>	<b>173</b>

The respondents in this survey mostly were women. It is up to 72.3% are female while we planned at least 50% of both sexes. Men are very busy in this season as they need to earn more, and to manage rice field or going out for other business.

**Figure 1: Respondent in HHS by sex**



Furthermore, we found that there only 50 (29%) out of 173 respondents (**Figure 2**) who confirmed that they have poverty card

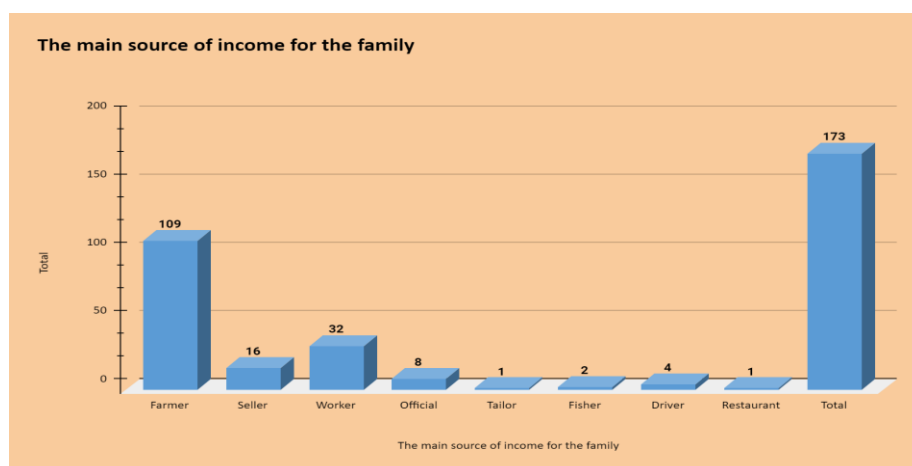


(ID Poor) while the rest 123 (71%) do not have ones. This means project not only focus on poor but also with all kinds of people in the community. All people were encouraged to join the project activities.

**Figure 2: Respondent in HHS with ID Poor status**

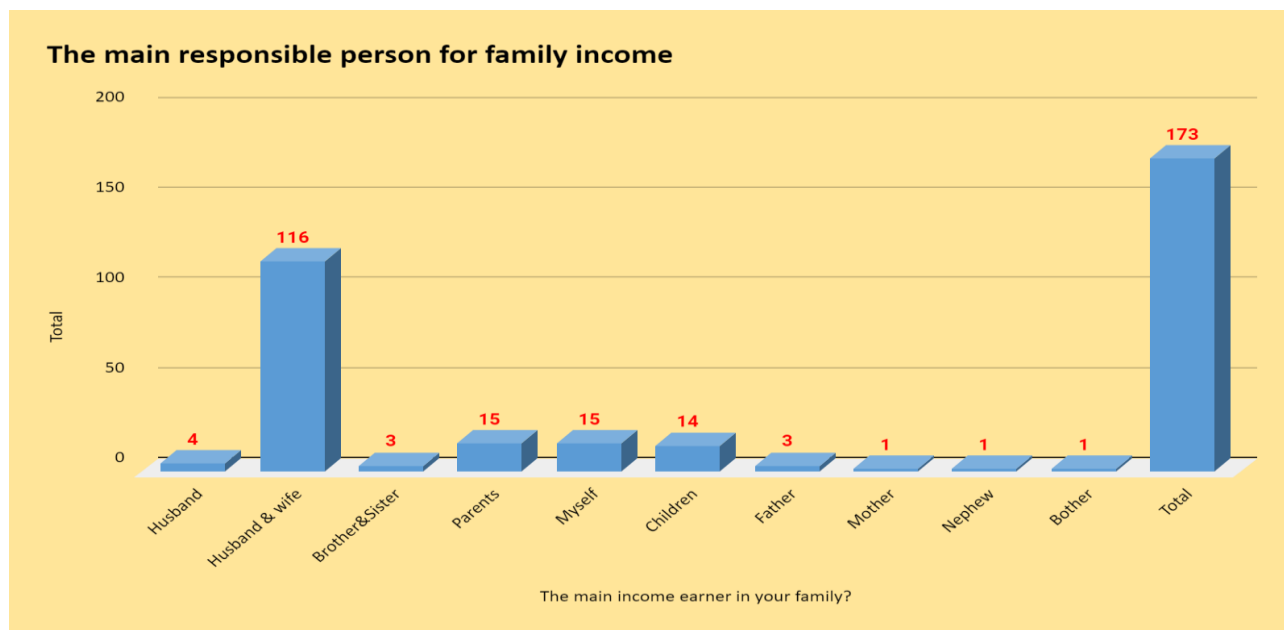
The majority of respondents showed that their most and important source of income is farming. Most of them are farmers. However, their other sources could include seller, worker, official, tailor, fishing and driver.

**Figure 3: Respondent in HHS source of income**



In addition, 67% (1116 of 173) of the respondents confirmed that the main household providers or income

earners are husband and wife together. It is such an amazing change which men and women have the same right to work and earn income to support their family together without discrimination.



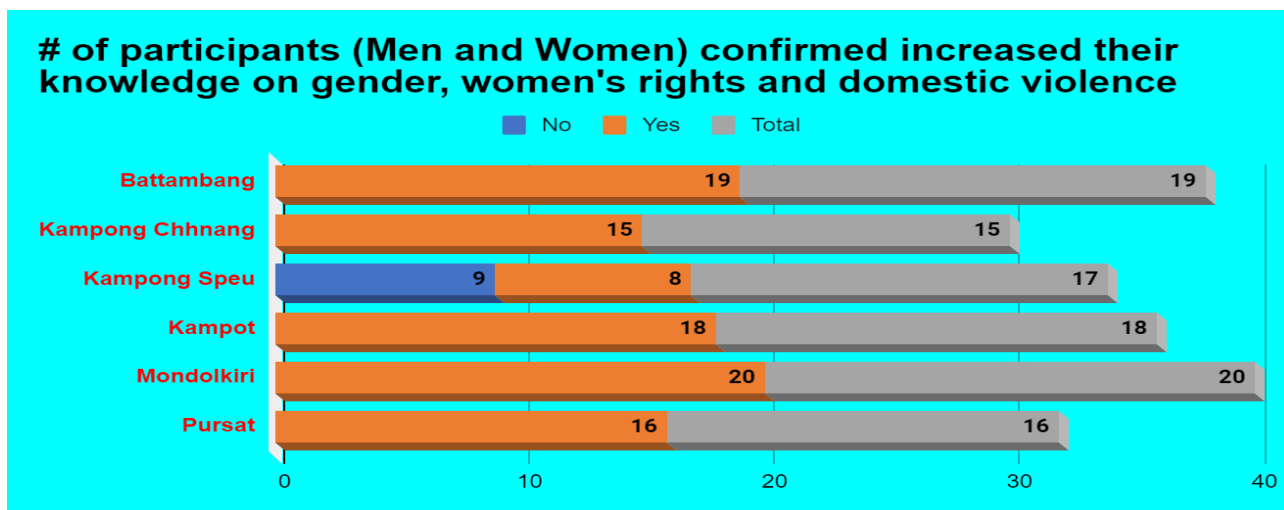
**Figure 4: Respondent in HHS – Income earner**

### 3.2. Progress against objective

**Outcome 1:** Women and youth are empowered to positively transform traditional practice in the societal and political institutions to further gender equality.

#### Knowledge

The result from the HHS indicated that 97% or 137 of 173 respondents aged from 17-78 years demonstrated the increased knowledge related to women’s rights, gender, domestic violence and women in leadership while baseline result showed only 79%. At the same time, there are around 91% out of 105 of respondents through FGDs with men and women groups aged 18-63 years showed that they increased their knowledge on women’s rights, gender and domestic violence through awareness meetings and public forums in their community. They acknowledged that the daily work of women including housework, running the business and other income generation activities. Compared to the last 5 years, men have increased from 20% to 50% (respondents' estimation) of sharing their roles and responsibilities for housework among their family and wife. Based on the result of HHS by province (Figure 5), it is noticed that in Kampong Speu there are 9 out of 17 respondents answer no while the rest provinces confirmed yes 100%.

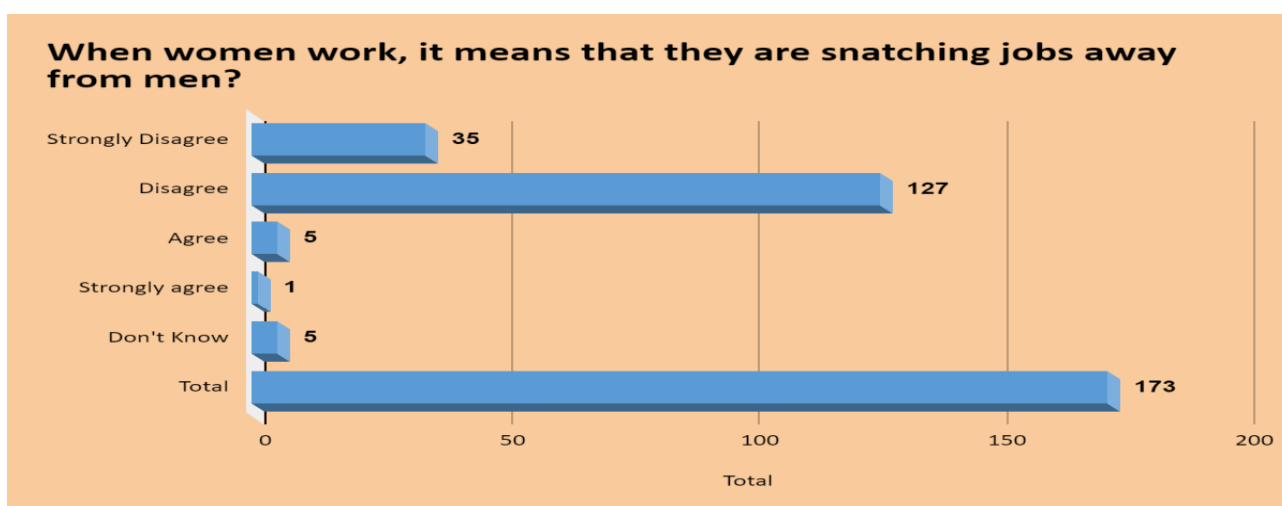


**Figure 5: Knowledge on Gender, women’s right and domestic violence by province**

In addition, a result from HHS shows that there are 93% (162 of 173) of respondents strongly disagree and disagree that the idea of when women work, mean that women are snatching jobs away from men while 4% agreed and 3% do not know (Figure 6). Furthermore, there were 151 out of 173 which equal 87% of respondents from HHs survey expressed that women's rights did not come from deprivation of men's rights.

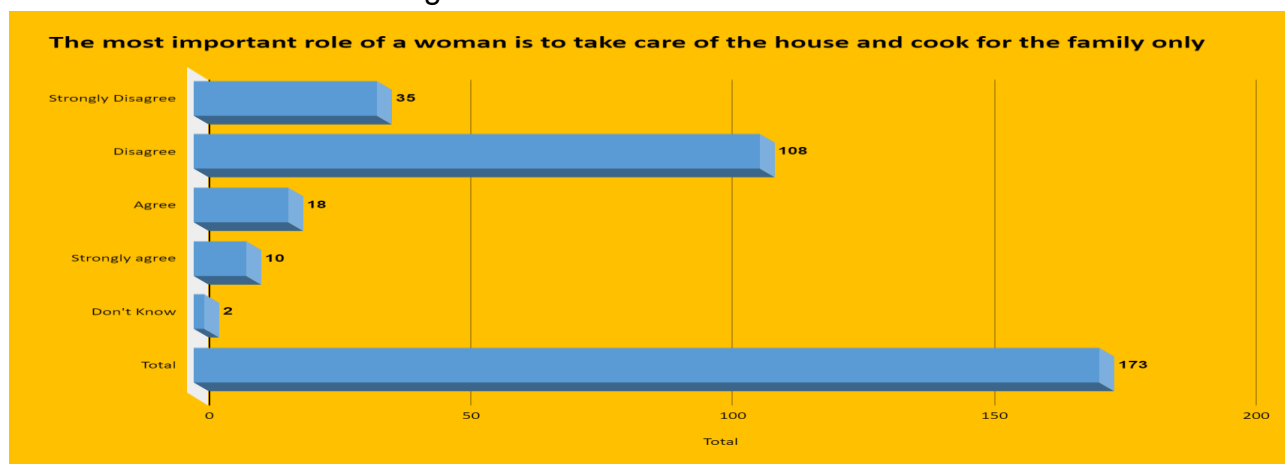
Male and female respondents stated that gender equality and women’s rights were much beneficial for them, as it provided practical ways in which to interact, aware, and develop their own empowerment in jobs. It was reported that the program activities had helped change and increased their knowledge, which also further helps family relations. They felt that they could work more positively with their jobs and understand their developmental conditions better. They felt that they could work more positively with their jobs and understand their developmental conditions better.

This result informs that the respondents seem understand more about the women’s right. They are positive when women can work or do any job like men. The sense of equality seems happen in this community.



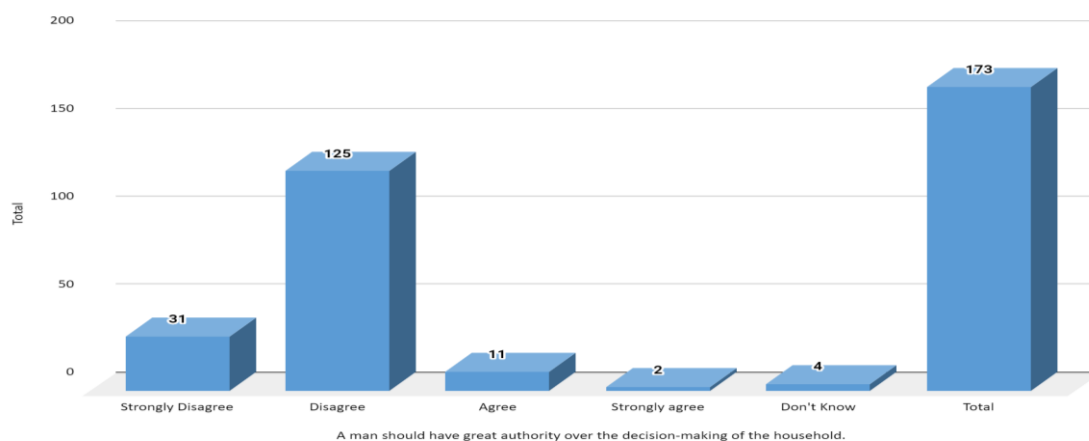
**Figure 6: When asking if women are snatching away from men when they work**

The HHS also reported that around 83% (143 of 173) of respondents totally disagreed about the statement that says “Women’s role is only take of the house and cook” (**Figure 7**). The respondent confirmed that women did not only take care of the house and cook for the family. After being involved in CASWR’s project, male and female beneficiaries stated that they were more confident to speak out and stand up for themselves when problems arose that affected either them or their family. Women and men highlighted that when they had realized and understood their rights, they tended to involve themselves more in productive roles. This enabled them to gain more power in the family, in terms of decision making, and generate more income to support their family. Women and girls felt that their knowledge sharing, in groups, helped empower them. Women believed that when women and girls were brave enough to speak out, and share what they had learned, they could easily become role models for other women and girls.



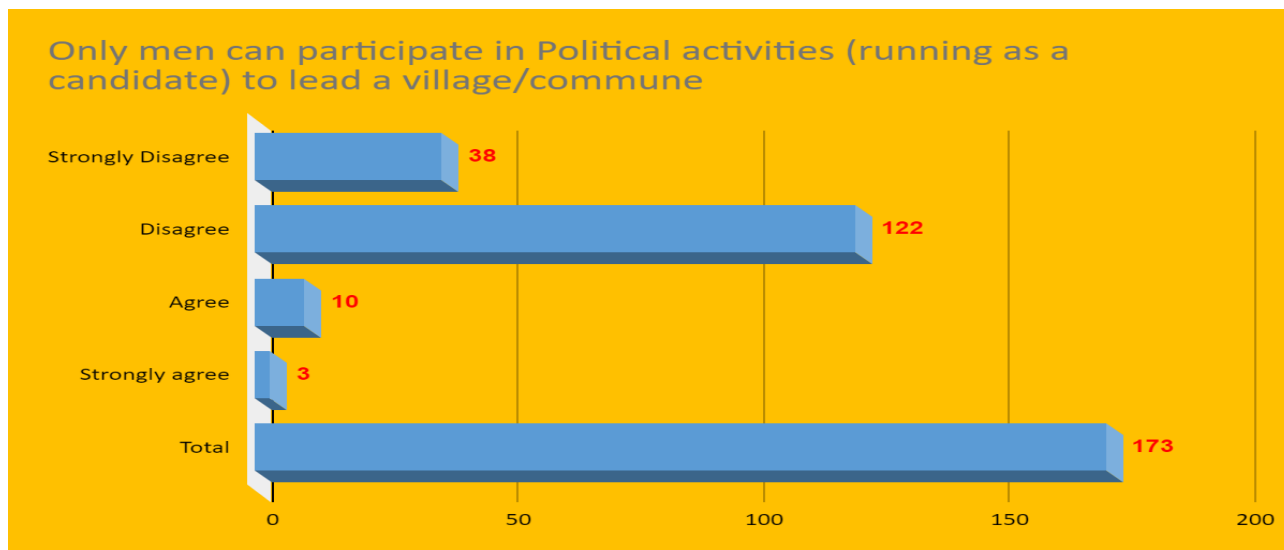
**Figure 7: Role of women in the family**

There are 90% (156 of 173) of respondents disagreed with the statement that says “A man should have great authority over the decision making of the household” and 10% agreed (**Figure 8**). The CASWR’s project team had empowered women and youth groups to hold regular monthly meetings with the CCWC in order to bring and raise their voice or challenges up to the meeting for seeking support. This collaboration strengthened the capability to exchange information, increased knowledge and plan for the future. These outcomes were recognized and had gained support from local authorities and governmental key stakeholders. The CASWR’s project staff attended monthly meetings with local duty bearers to help improve the collaborative relations that existed between NGOs and key stakeholders. They start aware that not only men who can make the decision in the family, but also women can do.



**Figure 8: Men are the main decision making in the house**

HHS shows that there are 92% (160 of 173) of respondents disagreed to the statement that says “Only men were selected as team leader/representative in the community (savings group, other production group ...) while 8% agreed (**Figure 9**). It also shows the progress on understanding of gender equality especially women empowerment which is better.

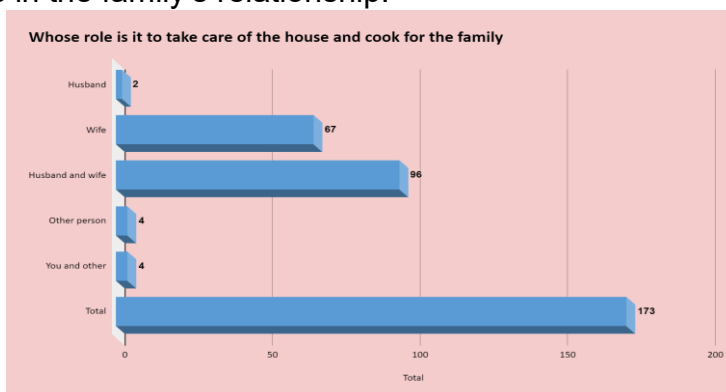


**Figure 9: Only men can participate in political**

The result of the HHS survey showed that there were 73% or 125 of 173 of respondents who demonstrated attitude change related to women’s rights, gender, domestic violence, women in leadership. In addition, there were 151 out of 173 which equal 87% of respondents from HHS survey expressed that women’s rights did not come from deprivation

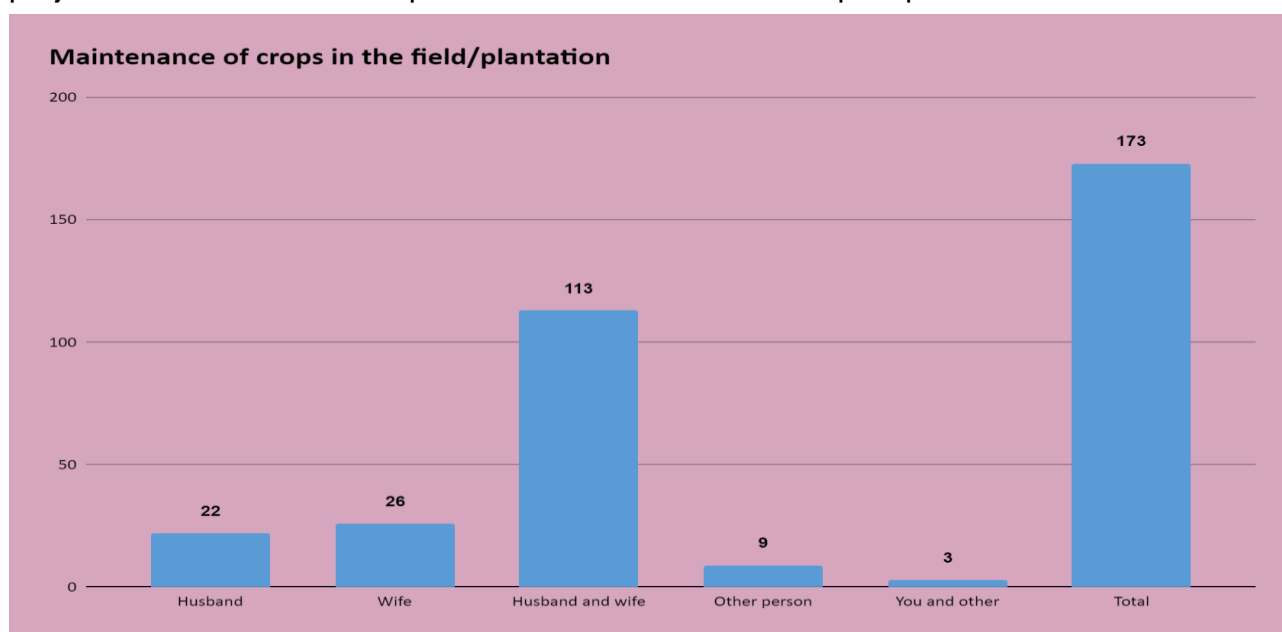
## Attitude

The result of the HHS showed that there were 74% (125 of 173) of respondents who demonstrated attitude change related to women’s rights, gender, domestic violence, women in leadership while there are only 50% in baseline results. According to a result from HHS, there were 55% (96 of 173) of respondents who stated that role of take care of the house and cook for the family is not only women role but husband and wife together (**Figure 10**). Participants found the activities associated with sharing roles and responsibilities and management as transformational of the whole family response. This had produced a demonstrable personal and family impact. Both male and female beneficiaries stated that positive sharing roles had been beneficial for them in practical ways, helping them educate their children in a positive way. It was noted that beneficiaries cited changes in the modes of communication between husband, wife and children. It was noted that this had created noticeable changes in the family’s relationship.



**Figure 10: Understanding role of who is taking care of house and cook at home**

Moreover, 65% (113 of 173) of respondents (**Figure 11**) mentioned that maintenance of crops in the field/plantation was the responsibility of husband and wife. Respondents felt that an overall strength of the project was its long-term inclusive and comprehensive approach. It was that the project had responded to the needs of women, youth and wider community members. This campaign approach appears to have gained attraction with other actors and stakeholders, from non-governmental to governmental institutions. Men and women believed that the development of a human's rights and feminist approach was the key to its own success. It was that this dynamic helped women and girls benefit from valued services. It was largely felt that the complex and multifaceted activities of the CASWR's project interventions had helped establish solutions to complex problems.



**Figure 11: Understanding role of who is maintenance of crops**

### Practice

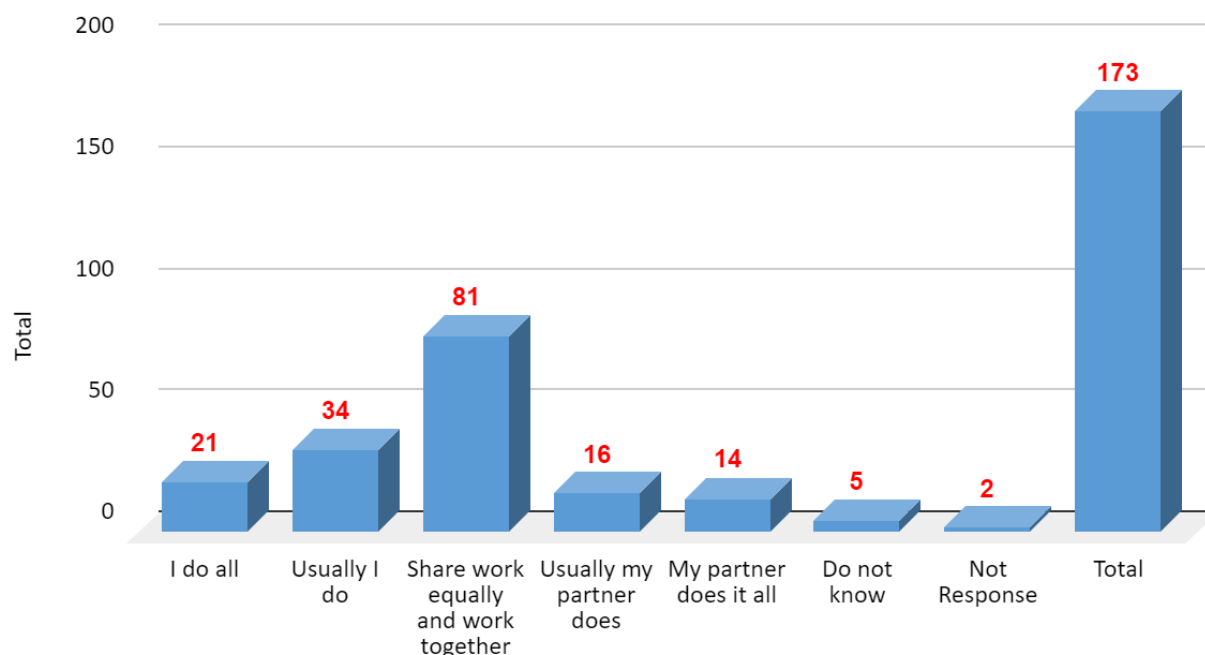
According to the results from evaluation, there were 50% of respondents who demonstrated practice change related to women's rights, gender, domestic violence, women in leadership while the result of baseline only 26%. It also indicated that there were 48% (84 of 173) respondents mentioned that housework is not only men or women responsible but those are responsible of men and women share roles and responsibility together equally. The level of practice is the highest change from the inside of the people. Having 50% of practice is a high rate compared to the year of implementation. It is profoundly great to have such a great result.

**Table 5: Share roles and responsibilities of men and women**

Housekeeping, house cleaning, toilet cleaning	Male	Female	Total
I do all	4	68	72
Usually, I do	0	1	1
Share work equally and work together	30	54	84
Usually, my partner does	12	0	12
My partner does it all	2	1	3
Do not know	0	1	1
Total	48	125	173

Furthermore, 47% (81 of 173) of respondents demonstrated practiced change related to women’s rights and gender through they can share roles and responsibilities among their own family including animal care and farm management. (Figure 12)

### Animal care and farm management



**Figure 12: Animal Care and Farm Management**

Additionally, the consultant also collected data from FGDs (men and women group). They mentioned that domestic violence is a community issue; now men share their roles and responsibilities among their wife for housework especially women do have the rights in decision making even participation in any meeting or event and family expend.

**Outcome 2: An enabling environment for the participation and leadership of women and youth in decision making and political processes is improved.**

According to HHS results, there are 90% (156 of 173 citizens) of people that completed United States Government (SUG) assisted training report they are more engaged in the political process. Meanwhile, 94% out of 173 respondents mentioned that not only men were selected as team leader/representative in the community as a savings group, or other production group).

The result from FGDs with men and women groups showed that they did not agree with the idea that women are not able to be a leader in their community. They mentioned that it would be great if they have a woman as a leader because they understand the issues of the women very well, especially both men and women can be the representative in the politics if they have the capacity and skills. According to the result of HHS, it indicated that 92% out of 173 respondents showed that not only men can participate in political activities (running as a candidate) to lead a village/commune.

The results of HHs survey and FGDs indicated that men and women are household leaders, both of them can make income for the family, so they are the main decision-makers especially in big things or a small thing for home-based work.

### 3.3. By DAC Criteria

To keep it acceptable by the evaluation of development, TrustMe chose to evaluate the CAWSR project based on the OECD-DAC evaluation criteria including relevance, Effectiveness, Efficiency, Impact and Sustainability (OECD, 2012). The following criteria described as:

DAC Criteria	Relevant Questions
<p><b>Relevance:</b> The extent to which the objectives of a development intervention are consistent with beneficiaries' requirements, country needs, global priorities and partner' and donor's policies.</p>	<p>To what extent are the objectives of the CASWR project still valid? Are the activities and outputs of the CASWR project consistent with the overall goal and the attainment of its objectives? Are they consistent with government policy?</p>
<p><b>Effectiveness:</b> The extent to which the development intervention's objectives were achieved or are expected to be achieved taking into account their relative importance.</p>	<p>To what extent to date, have the objectives been achieved or are likely to be achieved and what are the major factors influencing the achievement or non-achievement of the objectives?</p>
<p><b>Efficiency:</b> A measure of how economically resources/ inputs (funds expertise time etc.) are converted to results.</p>	<p>Were activities cost-efficient? Were objectives achieved on time? Was the project implemented in the most efficient way compared to alternatives?</p>
<p><b>Impact:</b> The positive and negative primary and secondary long-term effects produced by a development intervention directly or indirectly intended or unintended.</p>	<p>What real difference have the activities made to the beneficiaries? How many people have been affected?</p>
<p><b>Sustainability:</b> The continuation of benefits from a development intervention after major development assistance has been completed. The probability of continued long-term benefits.</p>	<p>To what extent are the benefits of the programme likely to continue after donor funding ceased? What are the major factors which will influence the achievement of sustainability of the program?</p>

## Relevance

The Royal Government of Cambodia (RGC) is promoting gender equality in all sectors. For instance, the Constitution of Cambodia article 45 states that “all forms of discrimination against women shall be abolished. The exploitation of women in employment is prohibited. Men and women are equal in all fields especially with respect to marriage and family matters. Marriage shall be conducted according to law, based on the principle of mutual consent between one husband and one wife”. In addition, the United Nations Sustainable Development Goal (SDG) also prioritizes gender equality. The SDG goal 5 is to achieve gender equality and empower all women and girls. It is to ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.

Before the project was implemented in the target area, the level of understanding on gender, women's rights, and women leadership was still low. The level of women engagement in the political process is still limited though RCG focuses on it. The project goal is to build linkages between civil society, local communities, and government by increasing women and youth participation and leadership in the political process in Cambodia. It is completely aligned with the government and SDG priorities. It responded to the right needs of the community through various education programs and advocacy campaigns.

***“The CASWR Project does not only help provide awareness raising to the community people and transform their behavior but also it helps strengthen my capacity as the CCWC in my commune. I understand more about the roles and responsibilities of myself. In addition, I have engaged more with different stakeholders to solve domestic violence cases which women never dare to raise.”, A quote from KII with a CCWC in Pursat.***

**Table 6: Update main outcome indicators**

Outcome	Indicators	Baseline	Evaluation
1	% of Respondents who demonstrated increased knowledge relate to women's rights, gender, domestic violence, women in leadership.	79%	97%
	% of Respondents who demonstrated attitude/perception change relate to women's rights, gender, domestic violence, women in leadership.	49.7%	74%
	% of Respondents who demonstrated Practice change relate to women's rights, gender, domestic violence, women in leadership.	26%	50%
2	% of citizens that complete United States Government (USG) assisted training that report they are more engaged in the political process.	50%	90%

### **Efficiency**

The program interventions have benefitted from efficient systems of implementation. Some areas, such as awareness and public forums may benefit from further investment in community related activities. Some activities were completed in accordance with the work plan, with program intervention changes mostly due to the lack of resources (Fund transfer from donors was late) and the impact of COVID-19. With regards to financial management, it was felt that CASWR invented and used its resources appropriately, in the delivery of program activities. However, from the design perspective, some aspects proved challenging over the course and duration of time. Project staff claimed that the project resources used in the development of the activities in the first period of the program implementation, was not enough. To some extent, it can be argued that this dimension has affected the overarching impact of the program. However, it was also noted that the CASWR project did not have staff resources that are dedicated to the monitoring and evaluation of each and every activity. As such, this should represent an area for consideration and future development

### **Impact**

For those that were engaged, the program has had a positive impact on the lives of women, girls, their families and the communities in which they live. The positive effects include the promotion of women's empowerment and human rights, based on personal and group development. This process has provided a foundation from which further community based thematic development can occur.

### **Sustainability**

The main factor that encourages sustainability is the recognition of the program's inclusiveness and comprehensiveness. Participants felt that an overall strength of the program was its long-term human's right and feminist approach, that was the key to its own success. It was felt that this dynamic helped women and girls benefit from valued services including capacity building and women's empowerment. It was largely felt that the complex and multifaceted activities of the CASWR's interventions, had helped establish solutions to complex problems. Furthermore, with an overarching evidence base indicating need and demand, future funding could be identified and secured, to build on the program's partnership-based success.

## 4. CONCLUSION

Based on the HHs and FGDs survey and the review of annual reports, it was evident that the program interventions were relevant in response to the needs of women and girls, family members and community members. The program took comprehensive measures in identifying the needs and interests of the target groups throughout the program cycle. Furthermore, the program interventions were proven to have been effective, with regards to the:

- Improved knowledge of beneficiaries including CCBT, CCG, youth group and relevant stakeholders.
- Improved psychological support for women and youth.
- Behavioral changes of community members and key stakeholders towards women and girls' rights.
- Local Governmental collaboration, which raised public awareness or forums on ending violence against women and girls.

This program has improved the circumstances of many families. Substantially improved family wellbeing and improving the relations that underpin the family. In short this has helped bring a renewed focus on the importance of establishing equity amongst men and women. In this sense, the program has been and was responsible for improving the status of local women.

This program has delivered activities that have challenged normality, and redressed inequality. By engaging in program activities, women and men have been able to increase their knowledge around a shared priority. In doing so, and in many cases, families have become firmer and fairer as a result. As such, it can be said that the program has been transformative, as many women now have the capability and confidence to deal equitably, in decision-making and family conflict.

In conclusion, it would appear that a significant number of dated attitudes, associated with women and youth have been challenged and in places, changed. In doing so, greater recognition and positive outcomes have been brought to bear on an important, if not primary social injustice.

## 5. LESSONS LEARNT

This project evaluation provides information from the data that is credible and useful and suggests incorporating lessons learned into the decision-making process of both recipients and donors. Lessons learned highlight strengths or weaknesses in the preparation, design, and implementation of the CASWR project and its outcomes.

### Project Design

- The project design and approach are relevant. The project addressed the real issues of women who used to be treated unwell. The project transformed the knowledge, attitude and practice of men and women in the context of men as household leads. Men started to value women and give opportunities for women to participate in the community without any restriction.
- The biggest lesson learnt for GADC comes from the start of the grant competition. It is considered to be one of the biggest projects which GADC received from USAID. This is new to them in terms of the proposal development process, partner selection, and grant management. However, it is a great opportunity for GADC and other NGO partners to

show up their capacity in leading and implementing such a high-profile project in Cambodia.

### **Implementation Approach**

- The project applied the human's rights-based and feminist approach through having CCBT and CCG for implementing activities or reaching out to local authorities. They play very important roles in echo training to the community people after they got trained from the project staff. However, some of them did not have enough time to get ready for echo training. The time was so rushed for them to prepare the content for training to the community.
- The training manual is not the same amongst all partners for almost a year. Staff from each NGO work based on what they could do to fulfil the performance indicators.
- Youth Camp is a new approach that enables women, widows, and most vulnerable groups to realize and increase self-esteem. They started to see themselves as more valuable through motivation and team building activities.
- The project mostly focused on the awareness raising of women since the project aims to empower and promote them in society. However, men are also the key actors toward gender equality transformation. The project should enable men and women to have special meet up event so that they can openly discuss their concerns to one another. In addition, the training should be provided to both men and women so that both parties understand the same things.
- Most of the direct beneficiaries join the activities only once. The project required a big number of participants which made the project try not to conduct with the same villages.

### **Staffing**

- Allocating 2 CF per province is enough. However, only one project manager in GADC who manages 3 provinces is a bit challenging for her to fully support the 6 CF. She has more tasks to do including training manual and other document review which takes more time for her to support the CF in terms of program impact.
- Since the CF is recruited at the local level, most of them have limited capacity in project concepts, financial, administrative and especially report writing skills. This takes more time for CF to proceed with their work.
- Late staff recruitment and staff turnover caused substantial challenges for this project.

### **Funding**

- USAID applied the reimbursement principle which took a long time especially during the first year of the project. It is challenging for the NGO partners which do not have enough reserved funds to implement the project activities.
- Late budget allocation flows also affected the recruitment process and project implementation. However, some NGOs had a small amount of budget allocated to work with local authorities in terms–of implementing the project and reimbursed after the fund receipt from the GADC or USAID.

### **Monitoring and Evaluation**

- It is observed that the M&E role becomes everyone's part in each responsibility. Meanwhile, the project has developed its monitoring system for all NGOs. However, it has not been applied on the same page. More importantly, the lack of computers became a constraint for field staff; they could not track their activities into the M&E system even if they used smartphones. Those smartphones are mostly used (CamsScanner) to fulfill finance and administration rather than for M&E purposes. Yet, it would be a burden for PCs to enter all data into the M&E system instead.
- In MEL's plan should mentioned roles and responsibilities of all NGO partners in the process of monitoring (how to collect data and frequency, focal staff)

## **6. RECOMMENDATION FOR FUTURE PROJECT**

### **Project Design**

- The project management committee should have its Standard Project Operation Manual (SPOM) for all partners to use. The SPOM is helpful for all project staff to comply and work on the same page from the beginning of the project.
- In the project design, there is no clearly defined risk management strategy. It is very important for a project to set it clear ahead for what the risks are, and how the project staff mitigate those potential risks in the future. Hence, for further projects, GADC should take it seriously for the risk management strategy in the proposal.
- The project design document should define the focal person in order to be responsible for monitoring, tracking and validation.

### **Implementation Approach**

- Through the project evaluation, it is observed that the number of male respondents is fewer than female ones. It also shows that the male beneficiaries are also fewer. The project should next time consider working with more men in all project activities to ensure they understand and contribute to promoting gender equality.
- Though the relationship between project staff and the commune level is good, the project should focus on building better relationships at the district level by promoting the communication protocol with official invitation or letter rather than verbal communication.
- Having CCBT and CCG is the best approach. However, the project should consider building capacity more critically to ensure they are fully able to deliver the echo training to the community more effectively.

### **Staffing**

- Project Coordinators' role is critical to drive the project direct implementation successfully. If they have less time to support field staff, the project tends to have more challenging situations. The project should clearly define the scope of work of only one PC in GADC as she needs to work harder.
- CF in some provinces should be trained more on the technical skill of working to ensure they able to fully implement the project effectively in terms of report writing, M&E tracking etc.

### **Monitoring and Evaluation**

- The designed monitoring system, especially beneficiary should be classified by each component (village and vulnerable criteria etc.).
- Each implementing partner and GADC should apply the same monitoring system which is easy to manage and track all project data.

## **7. RELEVANT ANNEXES**

- List of document review
- Data collection schedule
- Questionnaires
- Terms of Reference

### Appendix 1 – List of Documents Reviewed

No	Document Name	Description	Document Type
1	USAID_CASWR_ MEL Plan_Round II	Monitoring, Evaluation and Learning Plan (MEL)	M & E
2	USAID CASWR LogFrame	USAID Logframe: 2018- 2021  Collective Action to Support Women's Rights	Project Log-frame
3	GADC 72044218GR00004 - Mod P001	Detail the project description	Project Proposal
4	Form #2b_Guidance Common Indicators-GADC	Guidance USAD Standard Performance Indicators	Indicators
5	M&E Y1,2,3	Indicator Tracking Table on an annual basis.	Monitoring Sheet
6	CASWR_Annual Report Nov 2018 - Sep 2019_Final	Progress report required to send to	Annual Report

		donors every end of the year.	
7	CASWR_Annual Report Nov 2019 - Sep 2020_Final	Progress report required to send to donors every end of the year.	
8	CASWR_Annual Report_Nov 2020 - Sep 2021_Final	Progress report required to send to donors every end of the year.	

**Appendix 2: Data Collection Schedule for Evaluation of CASWR**

No	Province	District	Commune	Village	Name of Tool	Respondent Type	Date	Responsible Person	Role
1	Mondul Kiri	Pecheda	Srae Ampoum	Commune	KII	CCWC	2021-11-19	Koy Phearun	Team Lead
				District	KII	WCCC	2021-11-19	Koy Phearun	Team Lead
				Commune	KII	Commune Leader	2021-11-19	Koy Phearun	Team Lead
				Commune	KII	Commune Police	2021-11-19	Koy Phearun	Team Lead
				ED	KII		2021-11-30	Koy Phearun	Team Lead
				PC	KII		2021-11-30	Koy Phearun	Team Lead
				CF	KII		2021-11-30	Koy Phearun	Team Lead
				CF	KII		2021-11-30	Koy Phearun	Team Lead
				Pou Kroch	FGD	Men	2021-11-21	Thy Vaty	Data Collector
				Pou Kreng	FGD	Women	2021-11-21	Sok Yeng	Data Collector
				Pou Kroch	Household Survey	Households (HHs)	2021-11-18	Thy Vaty	Data Collector
				Pou Radeth	Household Survey	Households (HHs)	2021-11-19	Sok Yeng	Data Collector
				Pou Kreng	Household Survey	Households (HHs)	2021-11-20	Thy Vaty	Data Collector
2	Kampot	Chum Kiri	Snay Anchit	Snay Anchit	Household Survey	Households (HHs)	2021-11-18	Sok Yeng	Data Collector
				Doun Ov	Household Survey	Households (HHs)	2021-11-18	Thy Vaty	Data Collector
				Taphul	Household Survey	Households (HHs)	2021-11-19	Sok Yeng	Data Collector
				Prey Khcheay	Household Survey	Households (HHs)	2021-11-19	Thy Vaty	Data Collector
				Damnak Chheu Kroam	Household Survey	Households (HHs)	2021-11-20	Sok Yeng	Data Collector
				ED	KII		2021-11-27	Koy Phearun	Team Lead
				PC	KII		2021-11-27	Koy Phearun	Team Lead
				CF	KII		2021-11-27	Koy Phearun	Team Lead

				CF	KII		2021-11-27	Koy Phearun	Team Lead
				Commune	KII	CCWC	2021-11-19	Nop Monorum	Field Supervisor
				District	KII	WCCC	2021-11-19	Nop Monorum	Field Supervisor
				Commune	KII	Commune Leader	2021-11-19	Nop Monorum	Field Supervisor
				Commune	KII	Commune Police	2021-11-19	Nop Monorum	Field Supervisor
				Snay Anchit	FGD	Men	2021-11-18	Nop Monorum	Field Supervisor
				Damnak Chheu Kroam	FGD	Women	2021-11-18	Nop Monorum	Field Supervisor
3	Battambang	Koh Kralor	Thebdei	Commune	KII	CCWC	2021-11-15	La Chhot	Field Supervisor
				District	KII	WCCC	2021-11-15	La Chhot	Field Supervisor
				Chhay Balaing	FGD	Men	2021-11-15	La Chhot	Field Supervisor
				Cheung Tenh	FGD	Women	2021-11-15	La Chhot	Field Supervisor
				ED AMARA	KII		2021-11-29	Sous Vannoeun	Team Lead
				PC AMARA	KII		2021-11-27	Sous Vannoeun	Team Lead
				CF AMARA	KII		2021-11-29	Sous Vannoeun	Team Lead
				CF AMARA	KII		2021-11-30	Sous Vannoeun	Team Lead
				Ra	Household Survey	Households (HHs)	2021-11-15	Nov Chanbuntha	Data Collector
				Samrong	Household Survey	Households (HHs)	2021-11-16	Moeurt Somon	Data Collector
				Chhay Balaing	Household Survey	Households (HHs)	2021-11-17	Nov Chanbuntha	Data Collector
				Cheung Tenh	Household Survey	Households (HHs)	2021-11-18	Moeurt Somon	Data Collector
				Ta Thok	Household Survey	Households (HHs)	2021-11-15	Nov Chanbuntha	Data Collector
				Kantuot	Household Survey	Households (HHs)	2021-11-16	Moeurt Somon	Data Collector
Kok Poan	Household Survey	Households (HHs)	2021-11-17	Nov Chanbuntha	Data Collector				
Boeng Snor	Household Survey	Households (HHs)	2021-11-18	Moeurt Somon	Data Collector				
Tuol Mtes	Household Survey	Households (HHs)	2021-11-15	Nov Chanbuntha	Data Collector				

				Kon Prum	Household Survey	Households (HHs)	2021-11-16	Moeurt Somon	Data Collector
				Boeng Raing	Household Survey	Households (HHs)	2021-11-17	Nov Chanbuntha	Data Collector
4	Pursat	Kravanh	Bak Chen Chien	Commune	KII	CCWC	2021-11-18	Sous Vannoeun	Team Lead
				District	KII	WCCC	2021-11-19	Sous Vannoeun	Team Lead
				Commune	KII	Commune Leader	2021-11-19	Sous Vannoeun	Team Lead
				Commune	KII	Commune Police	2021-11-19	Sous Vannoeun	Team Lead
				Or Russey village	FGD	Men	2021-11-18	Sous Vannoeun	Team Lead
				Srae Chornng village	FGD	Women	2021-11-18	Sous Vannoeun	Team Lead
				ED GADC	KII		2021-11-30	Sous Vannoeun	Team Lead
				PC GADC	KII	Project Coordinator	2021-11-24	Sous Vannoeun	Team Lead
				CF GADC	KII		2021-11-25	Sous Vannoeun	Team Lead
				CF GADC	KII		2021-11-25	Sous Vannoeun	Team Lead
				Or Rumchang	Household Survey	Households (HHs)	2021-11-18	Kesey Soksam	Data Collector
				Bak Chen Chien	Household Survey	Households (HHs)	2021-11-18	Siek Masi	Data Collector
				Krabao Chrum	Household Survey	Households (HHs)	2021-11-18	Kesey Soksam	Data Collector
				Chan Serei	Household Survey	Households (HHs)	2021-11-19	Siek Masi	Data Collector
				Tuol Pongro	Household Survey	Households (HHs)	2021-11-19	Siek Masi	Data Collector
				Or Russey	Household Survey	Households (HHs)	2021-11-19	Kesey Soksam	Data Collector
				Kampong Khtum	Household Survey	Households (HHs)	2021-11-20	Siek Masi	Data Collector
Srae Chornng	Household Survey	Households (HHs)	2021-11-20	Kesey Soksam	Data Collector				

				Damnak Ampil	Household Survey	Households (HHs)	2021-11-20	Siek Masi	Data Collector
5	Kampong Chhnang	Boribor	Khun Rorng	Commune	KII	CCWC	2021-11-18	Sann Ra	Field Supervisor
				District	KII	WCCC	2021-11-18	Sann Ra	Field Supervisor
				Commune	KII	Commune Leader	2021-11-18	Sann Ra	Field Supervisor
				Commune	KII	Commune Police	2021-11-18	Sann Ra	Field Supervisor
				Serey	FGD	Men	2021-11-18	Sann Ra	Field Supervisor
				Deum Chrey	FGD	Women	2021-11-18	Sann Ra	Field Supervisor
				CF GADC			2021-11-28	Sann Ra	Field Supervisor
				CF GADC			2021-11-28	Sann Ra	Field Supervisor
				Snor	Household Survey	Households (HHs)	2021-11-18	Boeun Sreynich	Data Collector
				Deum Chrey	Household Survey	Households (HHs)	2021-11-18	Soeun Koemsan	Data Collector
				Serey	Household Survey	Households (HHs)	2021-11-18	Boeun Sreynich	Data Collector
				Lbeuk	Household Survey	Households (HHs)	2021-11-18	Soeun Koemsan	Data Collector
				Kanseng	Household Survey	Households (HHs)	2021-11-19	Boeun Sreynich	Data Collector
				Dok Por	Household Survey	Households (HHs)	2021-11-19	Soeun Koemsan	Data Collector
				Kork	Household Survey	Households (HHs)	2021-11-19	Boeun Sreynich	Data Collector
				Popel	Household Survey	Households (HHs)	2021-11-19	Soeun Koemsan	Data Collector
				Trapeang Por	Household Survey	Households (HHs)	2021-11-19	Boeun Sreynich	Data Collector
Kampong Ou	Household Survey	Households (HHs)	2021-11-19	Soeun Koemsan	Data Collector				
				Commune	KII	CCWC	2021-11-19	Kong Sonin	Field Supervisor
				District	KII	WCCC	2021-11-19	Kong Sonin	Field Supervisor
				Commune	KII	Commune Leader	2021-11-19	Kong Sonin	Field Supervisor

6	Kampong Speu	Aoral	Hong Samnam	Commune	KII	Commune Police	2021-11-19	Kong Sonin	Field Supervisor
				Monorum	FGD	Men	2021-11-19	Kong Sonin	Field Supervisor
				Taing Robong	FGD	Women	2021-11-19	Kong Sonin	Field Supervisor
				CF GADC	KII		2021-11-29	Koy Phearun	Team Lead
				CF GADC	KII		2021-11-29	Koy Phearun	Team Lead
				Taing Robong	Household Survey	Households (HHs)	2021-11-19	Kreb Seng	Data Collector
				Champey	Household Survey	Households (HHs)	2021-11-19	Saem Sarin	Data Collector
				Dei Chhnang	Household Survey	Households (HHs)	2021-11-19	Kreb Seng	Data Collector
				Kraing Tava	Household Survey	Households (HHs)	2021-11-19	Saem Sarin	Data Collector
				Kraing Korki	Household Survey	Households (HHs)	2021-11-19	Kreb Seng	Data Collector
				Kraing	Household Survey	Households (HHs)	2021-11-20	Saem Sarin	Data Collector
				Prey Tortoeng	Household Survey	Households (HHs)	2021-11-20	Kreb Seng	Data Collector
				Monorum	Household Survey	Households (HHs)	2021-11-20	Saem Sarin	Data Collector
				Tuol Thnorng	Household Survey	Households (HHs)	2021-11-20	Saem Sarin	Data Collector

# Questionnaires for Knowledge, Attitude and Practice

## End-line Evaluation

### Section 1: Demographic Characteristics

No	Questionnaires	Answers
1.1	Province	
1.2	District	
1.3	Commune	
1.4	Village	
1.5	Order of questionnaire	
1.6	Interview Date	
1.7	Start time	
1.8	End time	
1.9	Name of Respondent	
1.10	Sex of Respondent	Male.....1 Female.....2 Other.....96
1.11	Age of Respondent	
1.12	Do you hold the Cambodian poverty ID Card?	Yes.....1 No.....2 If yes, note.....
1.13	Marital Civic	Single.....1 Married.....2 Widow.....3 Widower.....4 Others.....96 Don't know.....888 No answer.....999
1.14	Who is the head of household? 'Head of household' is the person who manages/leads the house in daily life	Husband.....1 Wife.....2 Other.....96 Specify _____
1.15	What is your ethnicity/nationality.?	Cambodian.....1 Vietnamese.....2 Lao.....3 Chinese.....4 Thai.....5 Minority .....6 Others.....96 Specify: _____ Do not know.....888 No answer.....999
1.16	What grade have you studied?	.....
1.17	How many members are living in your family? (Exclude respondent)	Total: ..... Male: ..... Female: .....

1.18	Who is the main household provider in your family?	Husband/Wife.....1 Brother/sister.....2 Parents.....3 Myself.....4 Other.....96 Specify_____
1.19	What is your occupation?	Farmers.....1 Seller.....2 Worker.....3 Government officials.....4 Others.....96 Specify_____
1.20	What is the main income source in your family?	Do not know.....888 No answer.....999
		Farmers.....1 Seller.....2 Worker.....3 Government officials.....4 Others.....96 Specify_____
		Do not know.....888 No answer.....999

## Section 2: Percentage of people who have Completed USG assisted civil Education programs that demonstrate increase knowledge

Part 2.1: Asking you about general understanding on gender		
2.1.1	Have you ever heard, participated in, or seen any campaign or activities promoting gender and women's rights in your area?	Yes.....1 No.....2 Do not know.....888 No answer.....999
2.1.2	If yes, do you know which institutions or organization conducted these events?	GADC.....1 ACT.....2 AMARA.....3 WPM.....4 CCWC.....5 Others.....96 Please specify_____
2.1.3	When women work, they are taking jobs away from men.	Extremely disagree.....1 Disagree.....2 Agree.....3 Strongly agree.....4 Do not know.....888 No answer.....999
2.1.4	Women's rights come from the revocation of men.	Extremely disagree.....1 Disagree.....2 Agree.....3 Strongly agree.....4 Do not know.....888 No answer.....999

2.1.5	If a woman is entitled means men lose their rights	Extremely disagree.....1 Disagree.....2 Agree.....3 Strongly agree.....4 Do not know.....888 No answer.....999
2.1.6	The most important role of a woman is to take care of the home and cook for the family only.	Extremely disagree.....1 Disagree.....2 Agree.....3 Strongly agree.....4 Do not know.....888 No answer.....999
2.1.7	Men should have great power to decide on jobs in his home	Extremely disagree.....1 Disagree.....2 Agree.....3 Strongly agree.....4 Do not know.....888 No answer.....999
2.1.8	Currently, men and women really have equality (rights and decisions)	Extremely disagree.....1 Disagree.....2 Agree.....3 Strongly agree.....4 Do not know.....888 No answer.....999
2.1.9	Strengthening gender equality is improving  Gender-sided equality between men and women is getting better (e.g. decisions, participation....)	Extremely disagree.....1 Disagree.....2 Agree.....3 Strongly agree.....4 Do not know.....888 No answer.....999
2.1.10	Trying to make gender equality between men and women only gives most benefits to the rich	Extremely disagree.....1 Disagree.....2 Agree.....3 Strongly agree.....4 Do not know.....888 No answer.....999
<b>Part 2.2: This section will ask you about understanding the role of women and men in earning money for families and making decisions in spending money or spending time in the family (economics)</b>		
2.2.1	Earning a living is the role of men only.	Extremely disagree.....1 Disagree.....2 Agree.....3 Strongly agree.....4 Do not know.....888 No answer.....999
2.2.2	Only men have the right to decide to use the money they earn	Extremely disagree.....1 Disagree.....2 Agree.....3 Strongly agree.....4 Do not know.....888 No answer.....999

2.2.3	Who is the income earner in your family?	Husband.....1 Wife.....2 Husband and wife .....3 Other people.....4 Do not know.....888 No answer.....999
2.2.4	Who buy the food and clothes?	Husband.....1 Wife.....2 Husband and wife .....3 Other people.....4 Do not know.....888 No answer.....999
2.2.5	Who can spend money on big things including buy a car, a house, or any other materials?	Husband.....1 Wife.....2 Husband and wife .....3 Other people.....4 Do not know.....888 No answer.....999
<b>Part 2.3: Ask your idea about the perspective on dividing the roles of women and men on housework.</b>		
2.3.1	Who is responsible for taking care of home and cooking all food for the family members?	Husband.....1 Wife.....2 Husband and wife .....3 Other people.....4 Do not know.....888 No answer.....999
2.3.2	Who plays the role of changing the gastrointestinal tract for your child to feed it?	Husband.....1 Wife.....2 Husband and wife .....3 Other people.....4 Do not know.....888 No answer.....999
2.3.3	Buying food, cooking for family and children	Husband.....1 Wife.....2 Husband and wife .....3 Other people.....4 Do not know.....888 No answer.....999
2.3.4	Care/Shepherd the cattle	Husband.....1 Wife.....2 Husband and wife .....3 Other people.....4 Do not know.....888 No answer.....999
2.3.5	Care of crops in the field/farm	Husband.....1 Wife.....2 Husband and wife .....3 Other people.....4 Do not know.....888 No answer.....999

<b>Part 2.4: will ask your thoughts on the real practice of dividing the roles of women and men to domestic affairs</b>		
2.4.1	Who is responsible for taking care of home and cooking all food for the family members?	I do all.....1 Normally, I do.....2 Work/share together.....3 Normally my partner does.....4 Do not know.....888 No answer.....999
2.4.2	Who plays the role of changing the gastrointestinal tract for your child to feed it?	I do all.....1 Normally, I do.....2 Work/share together.....3 Normally my partner does.....4 Do not know.....888 No answer.....999
2.4.3	Buying food, cooking for family and children	I do all.....1 Normally, I do.....2 Work/share together.....3 Normally my partner does.....4 Do not know.....888 No answer.....999
2.4.4	Care/Shepherd the cattle	I do all.....1 Normally, I do.....2 Work/share together.....3 Normally my partner does.....4 Do not know.....888 No answer.....999
2.4.5	Care of crops in the field/farm	I do all.....1 Normally, I do.....2 Work/share together.....3 Normally my partner does.....4 Do not know.....888 No answer.....999
<b>Part 2.5: This section will ask you about understanding the role of women and men in earning money for families and making decisions to spend money or spending time in the family (economy)</b>		
2.5.1	Earning a living is the role of men only man	Extremely disagree.....1 Disagree.....2 Agree.....3 Strongly agree.....4 Do not know.....888 No answer.....999
2.5.2	Only men have the right to decide to use the money they earn	Extremely disagree.....1 Disagree.....2 Agree.....3 Strongly agree.....4 Do not know.....888 No answer.....999
2.5.3	Income Role for Your Family	Husband.....1 Wife.....2 Husband and wife .....3 Other people.....4 You and other people together.....5

		Do not know.....888 No answer.....999
2.5.4	Buying food and clothes	Husband.....1 Wife.....2 Husband and wife .....3 Other people.....4 You and other people together.....5 Do not know.....888 No answer.....999
2.5.5	Big expenses including buying cars, house and other equipment	Husband.....1 Wife.....2 Husband and wife .....3 Other people.....4 You and other people together.....5 Do not know.....888 No answer.....999
<b>Part 2.6: Understanding on participation and women's rights for societal leadership.</b>		
2.6.1	Only men who have rights to join social events including ceremony, parties, etc...)	Extremely disagree.....1 Disagree.....2 Agree.....3 Strongly agree.....4 Do not know.....888 No answer.....999
2.6.2	Only men who are elected to be the leader or representative of community groups (saving groups or other CBO)	Extremely disagree.....1 Disagree.....2 Agree.....3 Strongly agree.....4 Do not know.....888 No answer.....999
2.6.3	Only men who are able to participate in political activities including politic candidacy to be village or commune chief.	Extremely disagree.....1 Disagree.....2 Agree.....3 Strongly agree.....4 Do not know.....888 No answer.....999
<b>Section 3: Community participation to promote women's rights.</b>		
3.1	How many types of domestic violence?	.....
3.2	What are those types of domestic violence?	Physical DV.....1 Mental DV.....2 Economical DV.....3 Sexual DV.....4 Others.....96 Do not know.....888 No answer.....999
3.3	Have you ever seen any domestic violent activities in your community?	Yes.....1 No.....2
3.4	In your community, who are the prompt helpers when there is domestic violence happening?	Family members.....1 Neighbor.....2 Friends.....3

		Others.....96 Do not know.....888 No answer.....999
3.5	In your community, who are the responsible for solving the domestic violence?	Family members.....1 Police.....2 Village leader.....3 CCWC.....4 Other.....96 Do not know.....888 No answer.....999
3.6	Do you think the domestic violence or violence again women and children are the community issue?	Yes.....1 No.....2 Do not know.....888 No answer.....999
3.7	When there is domestic violence, do local authorities take action to solve?	Yes.....1 No.....2 Do not know.....888 No answer.....999
3.8	Does your community have the supporting mechanism for the victims?	Yes.....1 No.....2 Do not know.....888 No answer.....999
3.9	What are those the supporting mechanisms?	
3.10	Have the local authorities ever provided awareness raising on the prevention of domestic violence?	Yes.....1 No.....2 Do not know.....888 No answer.....999
3.11	How can men as husbands/partners, fathers, sons, and other family members, support women's role in leadership?	
3.12	What can be done more to encourage more women's rights participation?	
<b>Section 4: Community participation in the process of election</b>		
4.1	Have you or any female members in your family ever participated in the process of election?	Yes.....1 No.....2
4.2	If yes, what are the activities you participated?	The process of checking the voter list1 Choosing candidate to be candidacy.2 Campaign in election.....3 Investigate in election day.....4 Others.....96 Do not know.....888 No answer.....999

# QUESTIONNAIRES FOR FOCUS GROUP DISCUSSION (FGD)

## WITH MEN AND WOMEN

### END-LINE EVALUATION

Before beginning the interview and focus group discussion, the consultant team will start with the project description, objective of the survey, ethical protocol, informant consent agreement, and confidentiality. The consultant will also build confidence with respondents before asking all the questions.

#### Section 1: Demographic Characteristics

No	Questionnaires	Answer
1.1	Province	
1.2	District	
1.3	Commune	
1.4	Village	
1.5	# of men/women/others	
1.6	Age range	
1.7	Interview Date	
1.8	Name of interview	

#### Section 2: the perception and understanding on gender

No	Questionnaires	Answer
2.1	Have you ever heard, participated in, or seen any campaign or activities promoting gender and women's rights in your area?	
2.2	What does the word "Gender" mean to you?	
2.3	Generally, what are the common daily tasks women do in their family? (Housework, outside work or any income generation activities)	
2.4	What do men help women in the daily task in the families?	
2.5	Between men and women, who do you think work more on these mentioned tasks? Why?	
2.6	Who is the main decision-maker in your family?	
2.7	What kind of task that women can make the decision?	
2.8	What do you think about this statement? "Only men who have rights to participate in social event including ceremonies, parties, etc.) or spend the money they earn"	
2.9	What do you think about this statement? "Only men who have rights to be the leaders/representatives of the community group"	
2.10	What do you think about this statement? "Only men that have rights to participate in political action to be elected as commune chief or village leader"	
2.11	What do you think if there are women as leaders in your commune? Why?	
2.12	Have you or any female members in your family participated in the election process?	

### Section 3: About domestic violence

No	Questionnaires	Answer
3.1	What are the domestic violence activities?	
3.2	Have you ever seen the domestic violence happening in your community?	
3.3	Do you think the domestic violence, violence against women and children is the issue of the community or not?	
3.4	When there is domestic violence in your community, who are the primary helpers?	
3.5	When there is domestic violence, do the local authorities help solve it out?	
3.6	Before and after COVID19, is the participation of community decreased? Why?	
3.7	Have you ever felt hesitated to join the project activities?	
3.8	Have you ever participated in the project activities through online platform?	

## KII Questionnaires for CCWC, WCCC, CC, Police Evaluation

### I. GENERAL INFORMATION

<b>Date of interview</b>	
<b>Name of interviewer</b>	
<b>Name of interviewee</b>	
<b>Sex</b>	
<b>Age</b>	
<b>Position</b>	
<b>Province</b>	
<b>District</b>	
<b>Commune</b>	

### II. PROJECT VISIBILITY

<p>1- Do you know if the CASWR program is being implemented in your District, Commune and Community? (Note: Gender)</p>	<p>1) Yes 2) No 888) Don't know 999) No respond</p>
<p>2- How long has the CASWR project been working in your District, Commune and Community? (Single choice)</p>	<p>1) 0-6 month 2) 6 month-1year 3) 1- 2 Years 4) 2-3 Years 5) More than 3 years 888) Don't know 999) No respond</p>
<p>3- Do you know what the objectives of the project are? (Multiple choice)</p>	<p>1) Women and youth are empowered to positively transform societal and political institutions to further gender equality and end GBV 2) Women and youth have favorable space to participate, lead and voice their concerns and needs 3) A stronger and better-mobilized network is built through more effective evidence-based advocacy. 4) Project partners and newly created SNCBT have increased knowledge to better advocate for women's leadership and political participation. 5) Women, youth and men have more knowledge and skills on human rights, gender analysis, facilitation and advocacy, women's leadership and conflict transformation. 6) Women and youth have favorable space to participate, lead and voice their concerns and needs 7) Gender issues are considered by the relevant authorities in their agenda 8) Evidence based information is captured and collected and used to lobby and influence the policy makers</p>

	9) Other: ..... 888) Don't know 999) No respond
4- How good is your communication with the project staff/team? (Single choice)	1) Very poor 2) Poor 3) Fair 4) Good 5) Very good 888) Don't know 999) No respond
5- What, if anything, reduces your ability to participate in project activities? (Single choice)	
6- What suggestion do you have to improve participation/engagement in the project activities?	

## II. Authority Engagement and Support

7- Have you ever joined any training conducted by the project staff? (Single choice)	1) Yes 2) No 888) Don't know 999) No respond
7.1 If yes, what activities have you learnt during the training/program?	1) ..... 2) ..... 3) ..... 4) ..... 5) ..... 6) ..... 7) ..... 8) ..... 9) Other: ..... 888) Don't know 999) No respond
7.2 How do you think those activities benefit the community?	
7.3 Which activities are the most important ones or they are interested the most? Why?	

7.4. If no, what barriers prevent you from attending the training provided by the program?	
8- How have those training topics helped you or increased your knowledge in responding to CASWR as the CCWC?	
9- Have you ever applied what you have learned with other people in your community or in your roles and responsibility? (Single choice)	1) Yes 2) No 888) Don't know 999) No respond
9.1 If yes, how did you apply the training you received?	
9.2. If no, why have you not been able to apply the training?	
10- How would you rate your confidence in carrying out your role in respect of CASWR project implementation? (Single choice)	1) Very poor Not confident at all 2) Poor 3) Fair 4) Very good 888) Don't know 999) No respond
11- Has the project organized the reflection meeting to decide on the gender issues that are brought in by women and youth in council meetings, and reflect the needs of women and girls?	1) Yes 2) No (If no, skip to question 14) 888) Don't know 999) No respond
12- Has the meeting been helpful for you to understand more about CASWR mechanisms in your area? (Single choice)	1) Yes 2) No 888) Don't know 999) No respond
12.1. If yes, how is it helpful?	
13-Do you have any suggestions to improve its service?	

14-Have you ever referred the issues raised by women and youth to the project? (Single choice)	1) Yes 2) No 888) Don't know 999) No respond
14.1. If yes. How often have you referred?	
15-How did your response to those issues were raised?	
16-Have you ever joined events conducted by the elected officials and members of the public forum? (Single choice)	1) Yes 2) No 888) Don't know 999) No respond
16.1 If yes, what are the benefits from that event?	
16.2. If no, what barriers prevent you from attending the training provided by the program?	
17-Has the project contributed to strengthening your cooperation with villages, communes and other NGOs in your area? (Single choice)	3) Yes 4) No 888) Don't know 999) No respond
17.1. If yes, how is your cooperation with villages, communes and other NGOs in your area?	
17.2. If not, what barriers prevent you from having better cooperation with villages, communes and other NGOs in your area?	
18-Have you received support from sub-national quarterly meetings to share information and seek support from the relevant roles when necessary (women leaders at provincial, district, commune, youth, NGOs, CSOs)? (Single choice)	1) Yes 2) No 888) Don't know 999) No respond
18.1. If yes, what is the benefit to CSWR, your roles and responsibility?	
18.2. If not, what barriers prevent you from having better cooperation with the project in your area?	

### III. PROGRAM IMPACT AND SUSTAINABILITY

19-How are the achieved results going to be sustained after this project ends, especially the empowerment of women and gender equity?	
20- What elements of the project (in order of priority) should continue if further funding is available?	
21- What documentation of project activities, new knowledge and practice has been conducted?	
22- What are the key lessons learned that can be shared with other practitioners on empowering women and girls?	
23- Can you tell us one thing about the things that you think are working the best?	
24-What strategies and approaches are successful in engaging male activities in shifting the gender inequality of women in decision-making?	
25-When the program ends, will the community focal events/action and annual reflection on gender continue to do it? (Single choice)	1) Yes 2) No 888) Don't know 999) No respond
33.1. If yes, how do you think it will continue to work without the program's support?	
26- Do you have any general comments?	

**IV. Covid outbreak section**

27-How did the program continuously support you in terms of training, meeting and other activities during Covid-19 outbreak?	
28-Has the program supported you with the advice of preventing you from the Covid-19 infection? If yes, how?	
29-Has the program supported you with the materials to prevent you from Covid-19 infection? If yes, how?	

## KII Questionnaires for evaluation with GADC and NGO partners

### I- For both of Community Facilitator and project Coordinator)

- 1.1. How long have you been working with the project?
- 1.2. From the beginning, what was the most difficult part of the project?
  - a . Project set up?
  - b . Administrative matter?
  - c . Building Relationships with local authority and community (women in human rights)?
- 1.3. Is the project implementation on track?
  - If “Yes” why? And
  - If “No” why?

Please provide detail.....

- 1.4. What are the problems or challenges during the project implementation?
- 1.5. What are the key successful points in this project? What are the factors contributing to achieving the result?
- 1.6. What are the lessons learnt from the project implementation so far?
- 1.7. How did you use them for improving the implementation?
- 1.8. Any specific problem with the process of authority’s approval? (How long would it take to get approval)
- 1.9. What are the organisational factors contributing to slowness or challenge the process of work?
- 1.10. What are the procedural factors that help to drive more successful project implementation?
- 1.11. Are there any specific tasks that should be reduced to help accelerate the project implementation if the project continues?
- 1.12. Are there any specific problems with project stakeholders? (DOSVY, Police, CCWC and WCCC? If yes, how was the problem solved?
- 1.13. Which activities do you struggle the most? Why? How is this problem solved? Some activities that specified clearly in the logical framework were overlooked and failed to record the outcome properly, what was the reason?
- 1.14. From your experience, what key factors influence the local authorities' participation?
- 1.15. Any specific problem with data recording while implementing the project? (Note: some data of the implementation failed to record)

- 1.16. Is the staffing structure sufficient to manage and implement the project? Why?
- 1.17. During the prevention of the spread COVID-19, did the program continue to operate? Why?

## **II- For Project Coordinator only**

- 2.1. What are technical factors to success in project design?
- 2.2. What are the technical factors compulsorily included in the project?
- 2.3. What is mitigation strategy toward the COVID-19 pandemic?
- 2.4. What mitigation strategy toward fund reduced, natural disasters such as severe flooding and storm damages?
- 2.5. What is the mitigation strategy on the project data which is not sufficiently linked, and required sources of data available to track progress against all indicators and targets?
- 2.6. What have you done when staff do not have fully qualified (knowledge) to work on the project?
- 2.7. Can the project be divided into small components to increase the level of the project impact? Why? Why not?
- 2.8. Are all elements of the model necessary at a larger scale? Why? Why not?
- 2.9. At what point do some parts of the originally designed project become optional or redundant? Why and why not? Why? Why not?
- 2.10. Does the budget spent in this project reflect the project impact? Why? Why not?
- 2.11. Based on the current project implementation, do you think the new project will be less spent?
- 2.12. How do you describe the personal commitment of the project partners?
- 2.13. How can support for scale-up be promoted among project partners or key persons at this level?
- 2.14. What steps required to build government interest and capacity to take on this project (either activities or funding)?
- 2.15. What are the critical requirements of any partners for this project?
- 2.16. Could you describe how the project implemented its activities during the COVID19?

**Gender and Development for Cambodia (GADC)  
Term of Reference (ToR)**



Job title: Consultant for Baseline and End-line project studies	
Division/Unit/Department: CASWR Project	Job Family: CASWR Project Manager
Working Station: General	Budget responsibility: N/A
Working Duration: 4 months (September-December 2021)	

**VISION:** A just Cambodia where all people, especially women and girls, are equally empowered to participate in development and to protect and fulfill their human rights.

**MISSION:** To advance gender equality as a fundamental human right.

**PROJECT:** With the support from USAID Cambodia, GADC, together with three other local NGO partners, AMARA, Alliance for Conflict Transformation (ACT), Women Peace Makers (WPM), is implementing a 2 years and 9 months project called **Collective Action to Support Women's Rights (CASWR)** aimed at increasing women and youth's participation and leadership in political processes in Cambodia. The project has goal to build linkages between civil society, local communities, and government by increasing women and youth participation and leadership in political process in Cambodia. CASWR has three main objective:

- Empower women and youth to positively transform societal and political institutions to further gender equality and ending GBV (Gender Based Violence) (a capacity building dimension)
- Enrich an enabling environment for women and youth participation and leadership in political processes (an advocacy dimension)
- Develop a stronger and better mobilized network of women, youth, and gender NGOs (non-governmental organizations) with evidence-based advocacy (research to support evidence and advocacy)

**JOB PURPOSE:**

- Consultant will conduct a data collection of Baseline study and End-line study to analyze the impacts changes over period of implementing the project. These are often understood by comparing the data with project indicators as stated in the baseline project rationale. The studies can also identify the gaps of the project implementation in the targeted area, reviewing back on the study design of the project, and providing a recommendation for the future study of the project implementation. Endline result will be used to answer whether gender and inclusion were mainstreamed and if the project substantial and sustantially contributed to more locally-led women/youth empowerment response.

**KEY RESPONSIBILITIES OF THE CONSULTANT:**

- The consultant is expected to develop a detailed methodology including sampling, tool, margin of error, etc.... (encourage of both qualitative and quantitative method by applying feminist or human right-based approach) for conducting the study, considering the local context and covid-19 consideration. The methodologies to collect data will be further discussed with CASWR project manager and partners.
- Assist in establishing accountability systems with each partner organization, or where already established assess functionality and accessibility of the accountability system.
- Possibly evaluate the monitoring tools for the project coordinating structure and implementation and gender based questions.
- Evaluate of how effective as the project been in delivering gender impact and what unutilized potentials can identified.
- Connect the project to sustainable cooperation, and to what extend have these consideration been implemented.
- Demonstrate how the project achieved its intended outcomes and determine what changes it brought to the targeted households and communities. □ To estsblish how well gender and inclusion were mainstreamed and if the project subststantially/sustainably contributed to more locally-led women/youth empowerment response.

**TIME-FRAME, REPORT SCOPE AND WORKPLAN**

- The full process of baseline and end-line study is from **September 2021 to December 2021**. The baseline study and End-line study will be conducted in 6 provinces, namely, Battambang, Pursat, Kampong Chhnang, Kampong Speu, Kampot, and Mondulkirri in 6 districts, working closely with implementing partners GADC, AMARA, ACT and WPM.
- The consultant will cover at least 12 communes in 6 districts, and will interview community members, youth, as well as local authorities, GADC and partner staffs. The period of doing the data collection should be finished before the end of the project.
- The Specific activities and timeframe are provided in below table:

Specific Activities		Timeframe
1	□ Preparerelevanttoolsandreview documentation for baseline and End-line studies	2 weeks
2.	□ Conduct data collection based on the two outcomes highlighted in Baseline Rationale and End-line Rationale	1 month
3.	□ Compiling the information gathered, analyses, draft and complete the baseline	2 weeks

	and endline report.	
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4	<input type="checkbox"/> Prepare a presentation of the findings, lists and tables, facts and figures on the base-line and End-line Studies	1 week
5	<input type="checkbox"/> Finalize the final report after including the comments from GADC staff	2 weeks

GADC encourages consultants to develop a suitable workplan for the full process of conducting baseline and end-line. The content of the baseline and endline report shall be:

- Executive summary (1 page)
- Introduction (1.5-2 pages)
- Methodology, including sample and limitations (1.5-2pages)
- Analysis and findings of the evaluation. The analysis should be done according to the objectives (10-15pages)
- Address concerns, lessons learned and comments from GADC (2-3pages) - Stories of change and quotes from respondents (5-7pages)
- Conclusions for each of the end line evaluation objectives (2page)
- Recommendation for future project (1-2pages)
- Relevant annexes

**BUDGET PLAN**

GADC encourages consultants to develop a budget plan for the full process of conducting baseline and end-line.

**SKILLS AND COMPETENCE**

Essential	Desirable
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<ul style="list-style-type: none"> <li>❑ Solid exepreince in working with Gender and Development sector in Cambodia, preferably a minimum of 10 years.</li> <li>❑ Demonstrable experience in leading evaluations of gender and development responding to women and youth empowerment.</li> <li>❑ Experience in field research in gender, women empowerment, and political.</li> <li>❑ Experience in working with local authority, villagers, and youth.</li> <li>❑ Proven track record in conducting mixed methods survey, including but not limited to evaluation design; development of KAP surveys and quantitative monitoring tools; development of participatory tools; training and supervision of research teams; data collection, data quality control management; quantitative analysis (including advanced statistics).</li> </ul>	<ul style="list-style-type: none"> <li>❑ Experience working for USAID or experiences of evaluating projects funded by USAID.</li> <li>❑ Knowledge of local language is seen as an asset.</li> <li>❑ Experience in gender and inclusive sensitive analysis.</li> <li>❑ Familiarity and experience with the feminist research too is an asset.</li> </ul>
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- ❑ Excellent writing skills in English.
- ❑ Capacity to deliver outputs in a timely manner.

**HOW TO APPLY?**

Interested consultants are invited to submit her/his CV updates and proposal and financial proposal (included or excluded tax) via email: [info@gadc.org.kh](mailto:info@gadc.org.kh) by **September 26<sup>th</sup>, 2021** at 5:00PM, Cambodia time. Candidates are requested to provide two recent samples of similar work. Only shortlisted candidate will be contacted by email/call for interviewing.

## Appendix 5- A case study in Pursat

### From an arrogant and drunkard man to be a change-maker

Domestic violence is common in most families. It is mostly committed by men toward their wife and children. It is not only a waste of resources but also a broken relationship and wellbeing of a family. Such a case happened in Sophorn's family during the last 20 years. He committed severe domestic violence and drank much alcohol. His wife and 4 children never had one day without crying then.

Sophorn and his family live in Srae Popeay Village, Santre Commune, Kravanh District, Pursat Province. He and his wife have been married for 20 years now. They have 4 children (1 girl). His wife's name is Hoern Hiek, 45 years old. Since they got married, Sophorn did not play the role as a husband because he always drank alcohol and committed domestic violence especially when he was drunk. He used to drink alcohol every day (at least



2 liters a day). Not only drank alcohol but also he committed gambling which spent a lot of money of his wife. Speaking with a sad face, his wife said that ***“During that time, I was so miserable. I had to take care of children by myself and earn a living as well. My husband did not do anything besides drinking alcohol and beat me and the kids”***. Sophorn is extremely arrogant. He always broke the kitchen materials if his wife did not cook on time. His attitude was so bad that no one in the village wanted to approach him. His wife and children have lived with sorrow and misery for almost 20 years.



After rain, comes the rainbow. It is true. Sophorn's life was dramatically changed after he joined the "Collective Action to Support Women's Right (CASWR) project activities. He reduced drinking alcohol and domestic violence from time to time. In 2018, CASWP project staff had engaged him (he was drinking alcohol) to join the awareness raising on gender and women's rights for a whole morning. After he listened to

the concept provided by project staff, he started to feel ashamed of himself and thought of the bad actions he did to his wife and children. One day, he almost committed suicide due to worse actions but he changed his mind after a while. After joining the meeting with the project a few times, he committed to changing himself until he became the community volunteer. He changed his life for almost 100% from being a drunkard to a very lovely husband and father.

***"I was so sad to review back my past experience. I was not able to lead my family due to drinking alcoholic drink, gambling, and careless of my family",*** said Sophorn.

Since then, he has worked very actively in promoting gender, domestic violence, and women's rights. He rides the motor to play the message on loudspeaker; he facilitates small group awareness raising, and home to home education. The way he changed his wife is very surprising to the community people because they always feel bad about him. Now people start to listen to his good role model.

In addition, he also supported his wife by improving family economics dramatically. He started by working as a construction worker. He could save some money to start small-scale business including animal raising (chicken, pig, and cow). Now he has plenty of chicken, 10 cattle, and 10 pigs. He could also allocate his savings to buy some farmland plots for the size of 5 hectares now. His family is now recognized as the good model family in his village. He could send 2 of his children to study



in the capital city of Phnom Penh at his own cost as well. And they are also working at the same time as studying.

Engaging men, even though they seemed not to be engaged, is a good way the project applied. Like this case, nobody in the village wanted to approach him. However, the project staff valued him and motivated him to change other people through his personal experience. It is much more practical and successful than the theories. Sophorn is just one of hundred



cases happening in the project area. The project has not only supported training but also changing lives. Enabling other people to act their potentials is our desire.

***I will never return to my past!***  
**Sophorn**

## Appendix 6 – A case study in Kampot

### From A shy and isolated girl to a commune council candidate



*"Be yourself, do what you want to do, you will find it so passionate, rather than live by someone's words. Everyone is equal".*

Ms. Touch Srey Neang, CG of Collective Action to Support Women's Rights (CASWR)

Girls were not prioritized in the education especially in rural community in the previous time. It becomes norm when the family prevent their female children from going to school, yet allow the boys to go to school. Srey Neang is one of those girls who used to be vulnerable by such case.

Touch Srey Neang, a 38-year-old woman, is married with has 4 own family members. She lives in Kandal village, Chumpok phnom commune, Chum Kiri district, Kampot province. She used to face a lot of pressure from culture and traditional norm. There were a lot of obstacles in her life. In her community as well as her family, people did not value education. They did not encourage children especially daughter to study. Her parents had never talked to her about her study at all. **"I would be very happy if my parents asked me about my study. My study was not as good as my friend. However, I could pass the exam"**, Said Srey Neang. She was sometimes wanted to drop out of school due to lack of encouragement from her family, but full of blames and traditional norms. Some of her neighbors discouraged her to stop study if she felt that it is hard. They also said that there will be better job beside farmer though she tried to study. Though there were a lot of discourages, she did not drop out. She still continued.

Besides, she used to have a lot of roles in her family. She was a mother, a wife, a farmer, a worker, also a household head of her family. As the eldest daughter in the family, she had high responsible for taking care of her parents. **"When there is a**

**problem, I'm the one who face it. It made me feel so much pressure both mentally and physically. Sometimes people said that I am like a man. I feel like I'm different from the other girl, I don't like myself."** she said. She used to be shy girl and coward, hesitated in making decision, and couldn't control her anger. When she heard her parents argued, her stress increased; it made her committed suicide sometime, and she just wanted to run away from all of this problems. Due to the responsibility in her family that she need to take place, she's rarely interested in or concern about community issues. She did not have good relationship with the local authority. She never talked to them or even went to the commune hall.

One day, Srey Neang heard that there was an organization choosing community core group (CCG). She was interested in this opportunity. She decided to explore more on that. After registering and being interviewed



by Women Peace-Maker organization (WPM), she was selected to be a community volunteer in CCG. After that she joined training on Gender and other activities such as knowledge sharing with community, campaign, gender camp, public forum, gender café, commune meeting. **"WPM has opened my world and I know a lot of new things"**, said Srey Neang. She also added that before joining this project, she used to know that women's work is to clean dishes, cook and men's work is in a field or farm. Women cannot go anywhere far away like men. **"I thought, I was difference from the other, I used to think a lot about the other words. I thought, I was like a weird person; I always did whatever I wanted and went wherever I needed, without thinking much"**, she said.

She also has more confident and gains more knowledge on gender and always advocate when she heard the social norm in her community, especially when someone does not encourage girls to have education or want them to stop studying or discriminate about gender role or gender appearance. She also finds her motivation to encourage herself, give more value to herself, dare to speak up and love herself more. She also shared her knowledge with her friends, family and community, and involved in social works.

With joining commune meeting, she feels closer with local authority also build a good relationship and connection with them. Unlike before that she didn't even talk with them. She said that the village chief in her village always gives a floor to her to report the issues which happed in her village, and encourages her to be a sub-village chief, but she still wants to learn more and be a part of project. In the end, she was appointed to

be the commune council candidate in the new mandate. ***"I'm very happy that the local authorities trust in my capacity. They allow me to join the government structure as commune council candidate. My family and neighbor also change their perspective on women; they are now very proud of me. I'm happy that they give me more value and also listen to my opinion"***, she said with a happy face.

Ms. Touch Srey Neang really appreciates to be a part of CASWR project and has a chance to develop herself, to change her world and to be herself without hesitation. "Learn about your rights, and don't hesitate to do the right think. Don't drown in the negative speech and norm, move on and learn from the failure".

Promoting women to join the political process is extremely crucial for development. One country could not be well developed unless strong participation from women. They are very important for social inclusion. Such as does not happen to Srey Neang, it also happens to a lot of women in the project target beneficiaries.

