



CLEARING FOR RESULTS PHASE IV Mine Action for Human Development



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Country Programme Outcome: Contribution of the national mine action programme to the human development of poor communities

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2020 Annual Report

Clearing for Results IV: Mine Action for Human Development



Photo: Community members living on cleared and released land in a Clearing for Results IV target province, Pailin



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Acronyms and Abbreviations

APM	Anti-Personnel Mine
APMBC	Anti-Personnel Mine Ban Convention
ATM	Anti-Tank Mine
BLS	Baseline survey
BPRC	Battambang Physical Rehabilitation Centre
CDNA	Capacity Development Needs Assessment
CfRIII	Clearing for Results III
CfRIV	Clearing for Results IV
CMAA	Cambodian Mine Action and Victim Assistance Authority
CMAC	Cambodian Mine Action Centre
CMAS	Cambodian Mine Action Standards
DFAT	Department of Foreign Affairs and Trade (Australia)
ERW	Explosive Remnants of War
GICHD	Geneva International Centre for Humanitarian Demining
GMAP	Gender Mainstreaming in Mine Action Plan
KOICA	Korea International Cooperation Agency
MAPU	Mine Action Planning Unit
MRE	Mine Risk Education
NMAS	National Mine Action Strategy
PMS	Performance Monitoring System
PWD	People with Disability
PWDF	People with Disability Foundation
QA	Quality Assurance
QC	Quality Control
QLS	Quality of Life Survey
QMT	Quality Management Team
RCA	Royal Cambodian Army
RCAF	Royal Cambodian Armed Forces
RGC	Royal Government of Cambodia
SDG	Sustainable Development Goal
SEPD	Socio-Economic Planning and Database Management Department
TNA	Training Needs Assessment
TNA	Training Needs Assessment
ToR	Terms of Reference
TRG	Technical Reference Group
TWG	Technical Working Group
UNDP	United Nations Development Programme
VA	Victim Assistance

1 EXECUTIVE SUMMARY

The Clearing for Results IV: Mine Action for Human Development (CfRIV) 2020-2025 project serves as the fourth phase of the United Nations Development Programme's (UNDPs) flagship project of support to the Royal Government of Cambodia's (RGCs) mine action efforts. CfRIV has been designed to support the transition of a humanitarian-driven mine action sector to one that utilizes the results of mine action to support targeted action for poverty reduction and human development in identified communities.

Managed by UNDP, the CfRIV project is a multi-donor funded project receiving contributions in 2020 from Australia's Department of Foreign Affairs and Trade (DFAT), New Zealand Foreign Affairs and Trade, UNDP and from the RGC. In 2020, CfRIV established a strong new partnership with the Korea International Cooperation Agency (KOICA) which is scheduled to be formally entered into in 2021.

Nationally implemented through the Cambodian Mine Action and Victim Assistance Authority (CMAA), CfRIV continues to support the implementation of the National Mine Action Strategy (NMAS) 2018-2025, the development of the Cambodian Mine Action Standards (CMAS), the mine-free village guideline, the NMAS resource mobilization strategy, and clearance activities in pursuit of Article 5 of the Anti-Personnel Mine Ban Convention (APMBC) by 2025. The project continues to provide technical and advisory support across land survey and clearance, information management, mine risk education (MRE), victim assistance (VA), gender mainstreaming in mine action, Performance Monitoring System (PMS), and institutional development to the CMAA to further strengthen the capacity of CMAA's management and coordination of the mine action sector throughout Cambodia.

Land clearance: In 2020, the project provided the technical support required to amend the 2020 clearance contracts in Battambang and Banteay Meanchey provinces. CfRIV cleared/released 11.42km² (2020 target: 7.46km²) of land which enabled 6,630 households in the provinces of Battambang, Banteay Meanchey and Pailin to access land deemed safe from mines/explosive remnants of war (ERW). Mine action operations resulted in 951 anti-personnel mines (APM), six (6) anti-tank mines (ATM) and 992 items of ERW being located and destroyed.

Victim Assistance and Mine Risk Education: Significant progress was made during the reporting period in relation to Output 2, most notably pertaining to VA and MRE activities. Following extensive consultations with CMAA, KOICA, and potential national implementation and support partners; the project drafted a 2021 VA and MRE Work Plan to be approved and initiated in the coming year. Key activities identified in the 2021 VA and MRE Work Plan include, amongst others, support for access to medical care and first aid response activities, improved rehabilitation and revitalization services, skills training, enhanced data collection system drawn from the Quality of Life Survey (QLS), rights and referral pathway public awareness campaigns, and the facilitation of MRE activities for police and educators in targeted provinces.

Socio-Economic Information Management: In late 2019, CMAAs Socio-Economic Planning and Database (SEPD) department, with support from the provincial Mine Action Planning Unit (MAPU) in Banteay Meanchey, collected socio-economic data regarding the contribution of mine clearance to the livelihoods of the people living in the former mine-affected commune of Tuol Pongro, Malai district of Banteay Meanchey province. In the second quarter of 2020, CMAA reviewed the outcome data captured in the PMS and identified the need for a data cleaning exercise. The project provided CMAA with the necessary technical advice to complete the data cleanse and produce two revised versions of the PMS report (attached as [Annex 7](#)). Lessons learned from this exercise have highlighted a need to review the future reporting requirements of the PMS, revise the data

collection methodology and build the capacity of the CMAA and MAPUs in effective collection, accurate entry, and data analysis capabilities.

Capacity and Gender Development: The project continues to support the follow-up activities on CMAA Capacity Development Needs Assessment (CDNA) and gender mainstreaming activities based on the 2019 Geneva International Centre for Humanitarian Demining (GICHD) Cambodian Mine Action Assessment. The gender mainstreaming activities included two training sessions on gender (gender analysis, gender mainstreaming in mine action, and basic understanding of Monitoring and evaluation (M&E) and result-based report writing) held on 24-24 November 2020 (Kampong Cham) and 21-22 December 2020 (Phnom Penh). During July to December 2020, a national consultant, recruited by the project, completed a capacity assessment of the CMAA Gender team and produced a Gender Team Terms of Reference (ToR) as well as revised the previous Gender Mainstreaming in Mine Action Plan (GMAP) 2018-2022 and developed a new GMAP 2021-2025 which built on the achievements of the previous GMAP and importantly outlined strategies to address remaining challenges and constraints. With the new GMAP 2021-2025, CMAA and CfRIV team will continue working together for gender mainstreaming in mine action in 2021 and beyond.

COVID-19 Impact: Despite the extraordinary year that was 2020, in the face of the global COVID-19 pandemic, efforts in the mine action sector forged on. Notwithstanding the associated restrictions and difficulties that the challenges of COVID-19 posed, CfRIV met and indeed exceeded its mine action targets. CMAA and the mine action sector operators leveraged off their engagement with the communities through their clearance operations to share community messaging on COVID safe behaviours and protective mechanisms. Additionally, at the request of DFAT, CMAA interviewed 320 migrant workers who had returned to Cambodia from Thailand due to the COVID-19 pandemic, who largely reside in the three CfRIV target villages. The survey covered their working period in Thailand, type of occupation, and the possible impact of landmines in their community and on their livelihood upon their return. Of the respondents, while 40 percent were agriculture workers, only 16 percent stated they received demined land, however 61 percent of the migrant workers indicated that they were aware of the mine risk in their villages (see [Annex 5](#) for full results).

Challenges: Since the last phase of the CfR project, CMAA have held a series of ongoing discussions with the Royal Cambodian Armed Forces (RCAF) to seek out the possibility of engaging Royal Cambodian Army (RCA) personnel in humanitarian mine clearance operations to achieve the target of a mine-free Cambodia by 2025. With the collaboration with RCA, 425 deminers from the RCA were trained in Q2 2020, however, were not deployed to clear minefields proposed as a result of a lack of demining equipment. The lack of funding to purchase the required equipment has direct and serious implications on the RGCs ability to meet their obligations under the APMBC.

Additionally, the RCA have requested to CMAA that no demining activities are undertaken within 7km of the Cambodian/Thai border and within a 1km radius of all military bases. Following a meeting between CMAA and RCAF on 22 December 2020, both parties agreed to submit a proposal to Samdech Techo Prime Minister to establish a working group consisting of officials from the CMAA and the RCA to assess and identify clearance operation zones to be assigned to different national and international clearance operators. With the serious implications of both the above RCA related issues, the project team is closely monitoring the progresses of the proposed joint working group and has brought to the attention of CMAA the consequence of the clearance matter in this buffer zone and its potential impact on the project's operational implementation for 2022 and beyond.

Looking Forward: The CfRIV project team will continue to support CMAA in implementing NMAS phase one (2018-2022) under each project's output components. Under output 1, the project will continue to provide support to CMAA on effective and efficient land clearance and release activities, including planning and prioritization processes and quality assurance activities. Under output 2, the

project will focus on the provision of support to VA, MRE, PMS and gender activities with CMAA and relevant partners. This will include medical care support for victims, first aid response activities, improved rehabilitation and revitalization services, skills training, utilization of data from the QLS, MRE to high-risk communities and groups, and implementation of PMS and GMAP 2021-2025. Lastly, under output 3, the project will continue to provide the required support to CMAA to implement the Capacity Development Plan (CDP), including recruitment of three Provincial Mine Action Coordinators and review recommendations of NMAS 2018-2025 implementation.

With the additional support being received from KOICA from 2021 onwards, the project is planning to undertake a review of the CfrIV Project Document, notably the activities under output 2 and their associated indicators. This is being planned for the first half of 2021 and will be shared with relevant stakeholders for input and review as developed.

2 RESULTS

Throughout 2020, the CfrIV project continued to successfully achieve its goals and objectives through the implementation of holistic approaches to maximize mine action results on human development by working towards the three outputs in accordance with the CfrIV Project Document. The CfrIV 2020 Work Plan and budget were approved by the CfrIV project board on 27 January 2020.

2.1 Output 1: The prioritized mine-impacted villages in Battambang, Banteay Meanchey and Pailin provinces are deemed mine-free

Output 1 focuses on effective and efficient implementation of land clearance and release contracts awarded through a competitive tendering process and monitored through robust and certified institutional mechanisms. Through an applied logical sequence, it is the first stage of creating safe and accessible land which can be put to productive use by community members.

The planning and prioritization system applied in Cambodia is a ‘top-down and bottom-up approach’ to ensure that clearance assets are directed to the most impacted communities (villages and communes) and clearance itself addresses the needs/priorities of the affected people. This is in line with the principle of needs-driven, people-centred clearance activities which serves to promote sustainable and inclusive development. The CMAA, in consultation with the provincial MAPU, clearance operators and key partners, identify priority communities (villages and communes) where clearance assets should be directed to. Data on population, socio-economic status, mine-related casualties, and contamination levels are used to identify the priority communities (villages for mine clearance and communes for ERW clearance). This is the top-down approach. Once priority communities (villages and communes) have been identified and issued by the CMAA, the MAPU work together with affected communities and clearance operators to identify the annual minefields to be cleared in the priority communities based on the needs/priorities of the communities. This is the bottom-up approach.

Table 1: CPD Output 1.3 Indicator + Output 1 Indicators¹

Output Indicators	Baseline (2019)	Target (2020)	Result (2020)	Status ²
Area of mine-affected land	244.19km ²	7.46km ²	June-December 2020: 11.42km ²	Target exceeded

¹ The project is planning to undertake a review of the CfrIV Project Document in 2021, notably the activities under each output and their associated indicators which will inform changes to the project’s Results and Resource Framework.

² Color legend: **Red** – no progress/significantly behind schedule; **Yellow** – potential for delays; **Green** – on schedule; **Blue** – completed.

released (total project target: 56.82km ²)		Cumulative: 251.65km ²	Cumulative: 255.61km ²	
CfRIV targeted villages identified through a consultative process and following agreed criteria	128	152 (24 villages)	152	On schedule
Number of CfRIV targeted villages deemed mine-free	30 villages	N/A	51 villages	On schedule
Number of QA Inspections completed annually by CMAA	1,399 inspections	1500 inspections	1580 inspections	Target exceeded
Number of people benefitting from land clearance (disaggregated by gender)	986,448 people	41,337 people (1,027,785) (female 50%)	28,979 people (1,015,427) (female 48%)	On schedule
Gender and socially inclusive development strategy for mine-free villages endorsed by PMAC in the targeted provinces for distribution (Yes/No)	No	No	No	N/A

2.1.1 Release of contaminated land through clearance activities

As a result of a competitive tendering process, CMAA awarded clearance contracts in Battambang and Banteay Meanchey to the Cambodian Mine Action Centre (CMAC) and in Pailin to HALO Trust. The duration of these three contracts was for seven (7) months from June to December 2020. The total value of the three contracts (including top-up) was approximately USD 1.6 million. As of December 2020, operations under the three contracts cleared and released a combined 11.42km² across Battambang (4.94 km²), Banteay Meanchey (4.75km²), and Pailin (1.73km²). Mine action operations resulted in 951 APM, six (6) ATM, and 992 items of ERW being located and destroyed. As a direct result, 6,630 households consisting of 28,979 individuals (48 percent women) in Battambang, Banteay Meanchey, and Pailin can now access the cleared land safely, see Table 2. The cleared and released land will be productively used for agriculture (80 percent), infrastructure

(irrigation - 7 percent, and road - 4 percent), risk reduction (5 percent), and housing (4 percent) by the affected communities.

Table 2: CfRIV land release beneficiaries (June to December 2020)

Type of Land Use	Area (km ²)	No. of Households	No. of People	No. of Women	No. of People with Disability (PwD)
Agriculture and Housing	11.42	375	1,611	791	10
Infrastructure		6,255	27,368	13,098	226
Total	11.42	6,630	28,979	13,889	236

In total, 12 percent of the quality assurance (QA) inspections identified minor non-compliance and no major non-compliances, see Table 3. The minor non-compliances included the absence of clearance requests in the minefield dossiers, insufficient medicine for first-aid kits, absence of a deployment sketch map to update clearance progress, improper perimeter marking at demining sites, etc. Most of the issues were resolved at the time of the Quality Management Team (QMT) visit, with some issues needing to be addressed after the visit. During this reporting period, 32 quality control (QC) inspections were conducted on baseline survey (BLS) polygons in the CfRIV sites and 132 QC inspections were conducted in non-CfRIV sites, but not on released land. In addition, QMTs found no quality control failures in the sites visited as seen in table 4.

Table 3: Quality Assurance Inspections from April to December 2020

Location	Number of QA Inspections	Non-Compliance			Suspended operation
		Minor (%)	Major (%)	Critical (%)	
CfRIV Sites	180	19%	0%	0%	0%
Non- CfRIV Sites	875	5%	0%	0%	0%
Total	1,055	12%	0%	0%	0%

Table 4: Quality Control Inspections from April to December 2020

Location	Number of QC inspections	Area inspected	Number of QC failed
CfRIV sites	32	8,400m ²	0
Non-CfRIV sites	132	48,215m ²	0
Total	164	56,615m ²	0

2.2 Output 2: Mine action activities are aligned to national and sub-national sectorial policies and planning strategies

Efforts under output 2 of CfRIV gained strong positioning during 2020 ready for initiation in 2021 and beyond due to the new partnership with KOICA which will provide the much-needed resourcing to implement in 2021 and beyond. Activities under output 2 move from technical mine and land clearance operations as seen in output 1, to the peace-humanitarian-development nexus;

prioritising MRE, VA, gender, and the effective utilization of the PMS data to inform outcome and impact planning and reporting.

With the additional support being received from KOICA from 2021 onwards, the project is planning to undertake a review of the CfrIV Project Document, notably the activities under output 2 and their associated indicators. This is being planned for the first half of 2021 and will be shared with relevant stakeholders for input and review as developed.

Table 5: Output 2 Indicators³

Output Indicators	Baseline (2019)	Target (2020)	Result (2020)	Status
Number of people with disabilities are aware of their rights and services available to them through CMAA's survivor network (disaggregated by gender)	5000 people	Develop Work Plan 2021	Detailed Work Plan for 2021 has been finalised.	On schedule
Number of people who are aware of mine-risk through mine-risk education activities in affected areas (disaggregated by gender)	TBD	Develop Work Plan 2021	Detailed Work Plan for 2021 has been finalised.	On schedule
Number of communes where PMS data is collected	1	1	Data collection processes of the 1 commune and 121 minefields completed and two PMS reports produced.	On schedule
The revision of GMAP strategy completed with clear action plans to ensure the gender-sensitive process in prioritization and land release	No revision of GMAP strategy	Review and revise during the third quarter of 2020.	National Consultant recruited and completed the required deliverables.	On schedule

2.2.1 Support to Victim Assistance and Mine Risk Education activities

The project team held four official consultations and several unofficial discussions with the People with Disability Foundation (PWDF) and the Battambang Physical Rehabilitation Centre (BPRC) to gain insight into the required rehabilitation support and identify potential areas of collaboration. Alongside the above consultations, the project team also met with the CMAA Victim Assistance and

³ The project is planning to undertake a review of the CfrIV Project Document in 2021, notably the activities under each output and their associated indicators which will inform changes to the project's Results and Resource Framework.

Mine Risk Education departments to explore their needs and support requirements for their Work Plan 2021.

The result of the consultations with relevant partners and field visits was the project's drafting of the 2021 Work Plan for VA and MRE activities which was finalised during the third quarter period. The 2021 VA Work Plan will focus on medical care support for victims, first aid response activities, improved rehabilitation and revitalization services, skills training, utilization of data from the QLS, and support to the CMAA survivor network to raise awareness amongst survivors about their rights and referral pathways to various services available in the provinces. The 2021 MRE Work Plan will focus on providing MRE training to mine risk educators and police officers through specific campaigns in target provinces. The draft Work Plans were submitted to KOICA and CMAA for their review and received approval for implementation in 2021.

2.2.2 Improved PMS data collection, analysis, and dissemination

In late 2019, SEPD, with support from MAPU Banteay Meanchey, collected socio-economic data of minefields cleared during 2018 in two districts of Banteay Meanchey for PMS reporting. The project provided the necessary technical advice to CMAA to complete a data cleanse and produce a revised version of the two PMS reports on the contribution of mine clearance to the livelihood of the people living in previously mine-affected commune of Tuol Pongro, Malai district and 121 minefields in Thma Puok Districts, Banteay Meanchey province. The reports were shared with relevant partners and have been attached as [Annex 7](#) to this report. The lessons learned from this exercise have highlighted a need to review the future minefields selection requirements of the PMS, revise the data collection methodology and build the capacity of the CMAA and MAPUs in effective data collection, accurate entry, and data analysis capabilities. Addressing these lessons learned are being prioritised within the project as planning commences for 2021.

2.2.3 Support to gender activities

Through the combined efforts of CMAA and the CfRIV project, between June and December 2020, the project recorded gender-disaggregated data of 28,979 people benefiting from land cleared, including 13,889 women (48 percent) and 236 people living with disabilities (0.8 percent).

To seek to better achieve development results across gender and following the recommendations from the GICHD Gender and Diversity Baseline Assessment in 2019 and the CMAA GMAP 2018-2022; the project recruited a national consultant to complete a Gender Training Needs Assessment (TNA) for the CMAA. This work contributed to the revision of previous GMAP 2018-2022 and development of a new GMAP 2021-2025 and associated LogFrame, which built on the achievements of the previous GMAP and considered strategies to address continued challenges and constraints of gendered development in mine action. The GMAP 2021-2025 was finalised in Q4 2020 has been shared with national stakeholders, including operators, for their review and comment before finalization and approval processes will be undertaken by CMAA.

To provide the much-needed structure to the CMAA Gender Team, the project's national consultant drafted a ToR and job descriptions for the CMAA Gender Team. Additionally, the consultant provided two Gender Mainstreaming in Mine Action training sessions to the CMAA Gender Team and relevant CMAA staff on 24-25 November (32 participants, 13 females) and 21-22 December 2020 (17 participants, 10 females). The two training sessions covered 1) general concepts of gender; 2) conceptual understanding of gender analysis; 3) application of gender mainstreaming in Mine Action; 4) Monitoring and evaluation concepts and application to Gender work in CMAA; and 5) Result-based report writing.

The consultant submitted their final report on Gender Assessment to CMAA in late 2020. The CMAA Gender Team, with technical support from the project, finalized a CMAA management response to the Gender Assessment recommendations in December 2020 (see [Annex 4](#)). CMAA Gender Team and the UNDP team will continue to collaborate to develop an action plan to implement GMAP 2021-2025 activities from 2021 and beyond.

2.3 Output 3: The mine action sector management is strengthened and broader national capacities to address residual threats are established.

Output 3 tackles the forward-looking components of the CfrIV project, with primary focus shifting to this output in the coming years, notably supporting efforts under the NMAS Goal 7: Establish a sustainable national capacity to address the residual threats after 2025.

In 2020, the NMAS three-year implementation strategy 2018-2020 had targeted CMAA to complete a review of the legal, institutional and operational framework strategy and capacity needed to address the residual threats, however, CMAA has now proposed to undertake this in 2022 in accordance with the new NMAS three-year implementation strategy 2021-2023.

Table 6: Output 3 Indicators⁴

Output Indicators	Baseline (2019)	Target (2020)	Result (2020)	Status
Capacity Development Plan (CDP) activities based on management response to Capacity Development Needs Assessment (CDNA) is developed and implemented.	CDNA management response	Management response to CDNA recommendations developed and ToR for Provincial Mine Action Coordinator position developed.		On schedule The management response to CDNA recommendations has been jointly developed with CMAA in June 2020. ToR for the Provincial Mine Action Coordinator position finalized in Q4.
CMAA is compliant with the reporting commitments to the international treaties and conferences (Yes/No)	Yes	Yes	No	On schedule Due to COVID-19 pandemic, all international conferences have been cancelled or via online.

⁴ The project is planning to undertake a review of the CfrIV Project Document in 2021, notably the activities under each output and their associated indicator. There are some possibilities to the project's logframe and indicators can be changed from the CfrIV Project Document.

Residual threat strategy in place (Yes/No)	No	No	No	N/A
Management response to the review recommendations of NMAS 2018-2025 implementation developed and implemented by CMAA (Yes/No)	No	No	No	N/A

2.3.1 Support to CDP activities based on the CDNA

The management response to the CDNA recommendations was developed by the CMAA project team in consultation with the UNDP CfRIV project team. The selected CDP activities include the enhancement of CMAA and MAPUs institutional and functional capacities in terms of delivering mandates, core functions and responsibilities as per the NMAS 2018-2025, and the ability to manage the mine action agenda to 2025. In acknowledgment of the Project Board's support for the establishment of the three Provincial Mine Action Coordinator positions for each target province, UNDP and CMAA finalized the ToR of Provincial Coordinator (3 positions) in Q4 2020. The updated management response to CDNA recommendations is attached as [Annex 3](#) of this report.

3 PROGRESS TOWARD COUNTRY PROGRAMME OUTPUTS

Table 7: CPD/CPAP Output progress

CPD/CPAP OUTPUT 1.3: Left-behind and mine-affected communities have access to safe land for better livelihoods.				
Output Indicators	Output	Baseline (2019)	Target (2020)	Status
CPD Indicator 1.3.1: Area of mine-affected land released (56km ²)	Output 1: The priority mine-impacted villages in Battambang, Banteay Meanchey and Pailin provinces are deemed mine-free.	244.19 km ²	7.47 km ² Cumulative: 251.65 km ²	June- December 2020: Clearance: 11.42 km ² (Cumulative: 255.61 km ² (244.19km ² +11.42km ²))

CPD/CPAP OUTPUT 1.3: Left-behind and mine-affected communities have access to safe land for better livelihoods.

Output Indicators	Output	Baseline (2019)	Target (2020)	Status
	Output 2: Mine action activities are aligned to national and sub-national sectorial policies and planning strategies.	<ul style="list-style-type: none"> 1) VA - 5000 people 2) MRE- TBD 3) PMS- 1 commune 4) Gender- No revision of GMAP strategy 	<ul style="list-style-type: none"> 1) VA and MRE- Develop Work Plan 2021 2) PMS- 1 commune 3) Gender- Revision of GMAP 2021-2025 	<ul style="list-style-type: none"> 1) The Work Plan 2021 for VA and MRE approved by CMAA and KOICA. 2) After the completion of data cleanse, the two PMS reports on Tuol Pongro and 121 minefields in Banteay Meanchey province have been produced and shared with relevant partners. 3) GMAP 2021-2025 and LogFrame revised by National Consultant; finalized ToRs/ Job Descriptions for CMAA Gender Team; and conducted two gender mainstreaming in mine action trainings to the relevant CMAA staff.
	Output 3: The mine action sector management is strengthened and broader national capacities to address residual threats are established.	CDNA management response	Management response to CDNA recommendations developed and ToR for Provincial Mine Action Coordinator position developed.	ToR for the three Provincial Mine Action Coordinator positions finalised in Q4.

4 PROJECT MANAGEMENT

4.1 Project Board Meetings

The 2019 Annual Report and the 2020 Budget and Work Plan were approved at the Project Board meeting held in January 2020. The implementation status of the approved 2020 budget and Work Plan was presented to the project board members at the 2020 mid-year project board meeting in July 2020.

During the mid-year Board meeting, CMAA and UNDP CfrIV team presented the project's mid-year achievements, budget expenditures, implementation status of management response to CFRIII final evaluation (see [Annex 2](#)) and CDNA (see [Annex 3](#)), and an update on the Safe Ground Campaign project.

The end-year Project Board meeting, held in January 2021, provided an update on the project implementation status, budget expenditures, implementation status of management response to CFRIII final evaluation and CDNA, gender of 2020, the launch of the Safe Ground Campaign, and the Work Plan 2021 with 2021 budget to the project board members.

The discussion and recommendations resultant from the 2020 end-year Board meeting will be reflected in the Work Plan 2021 and 2021 budget allocation.

4.2 Donor Field Visit

A joint donor field visit took place on 8-11 September with the delegation of DFAT, KOICA, the Embassy of the Republic of Korea, CMAA, and UNDP. Two joint monitoring visits took place on 5-8 October with the participation from KOICA, CMAA, and UNDP/Cambodia country office and on 18-20 November with the participation from DFAT, CMAA, and UNDP team. The teams visited clearance sites and affected communities in Pailin, Battambang, and Banteay Meanchey provinces.

The joint donor field and monitoring visits aimed to understand the impact of mine clearance activities in assisting the affected villages and to further recognize the challenges these communities continue to face as community members expressed needs for their community and productive land uses, such as better irrigation systems, road, and electricity facilities. They also expressed their happiness, gratitude, and relief in knowing their village is mine-free, and that they can use the land safely.

4.3 Technical Working Group – Mine Action

The Technical Working Group – Mine Action (TWG-MA) planned to be held in March, November, and December 2020; however, due to the uncertainty and restrictions brought about by the COVID-19 pandemic, CMAA did not hold a TWG-MA in 2020.

5 COMMUNICATION/VISIBILITY

Consistent with the UN Mine Action Strategy 2019–2023's Cross-Cutting Strategic Outcome 1, mine action remained visible to the public in 2020 with stories highlighting successes and key events of mine actions regularly released on the internet and social media. Both UNDP and CMAA communication teams posted project activities on their respective Facebook and Twitter pages⁵.

⁵ UNDP Facebook: <https://www.facebook.com/UNDPCambodia/>
UNDP Twitter: <https://twitter.com/UNDPCambodia>

The CMAA Public Relations department uploaded 361 posts and four CfRIV bidding advertisement on the CMAA website and on Facebook⁶. The UNDP communication team released an article (see [Annex 6](#)) related to mine clearance activities in a pandemic. The article was published in a local news.⁷

6 LESSONS LEARNED

6.1 Gender

According to the Gender TNA undertaken in 2020, many good practices on gender mainstreaming in mine action have been implemented since the CMAA Gender Team was established. Gender has been integrated into the NMAS (2018-2025), and following on from the GMAP 2018-2022, the new GMAP 2021-2025 provides a sound roadmap to address persistent challenges and constraints pertaining to gender in mine action.

In 2020, the project strengthened efforts across the policy, institutional and individual components with regard to the CMAA Gender Team, however, the following are observed areas requiring improved effectiveness for 2021 and beyond.

- 1) Policy level - With the revised GMAP 2021-2025, the project provided advice to the CMAA Gender Team to ensure consistency between NMAS 2018-2025, GMAP 2021-2025, and the NMAS three-year implementation plan 2021-2023. Whilst gender has been incorporated at the policy level, it is noted that a limited understanding of gender as a concept and importantly how it is applied in the mine action sector with some operators and stakeholders face difficulties implementing the policies. The project is working with the CMAA Gender Team to increase their outreach activities on the dissemination of the GMAP 2021-2025 and the 2019 Guidelines on Gender Mainstreaming in Cambodian Mine Action with relevant stakeholders.
- 2) Organization level - With a revised ToR now in place for the CMAA Gender Team, CMAA's current Gender Team's organization system needs to be re-established. As it currently stands, the CMAA Gender Team is constructed with one full time Gender Coordinator and team members who act as focal points for each directorate within CMAA. While established in this way to ensure connectivity and relevance of gender activities across the Authority, it has also resulted in a sense of gender being 'secondary' to the primary work of each focal point and has also resulted in an overwhelming task for the Gender Coordinator. In consultation with the project, as a means to seek to provide additional strength and support to the CMAA Gender Team, CMAA are investigating the option of an additional CMAA Gender Team member who can support in both coordination of departmental focal points, but also in the monitoring and reporting elements of the CMAA Gender Team. Outside of the CMAA Gender Team design, the project is continuing advocacy at a senior management level within CMAA as to the importance of gender within mine action and throughout CMAA to promote buy-in and management championship of gender mainstreaming throughout the Authority and sector as a whole.
- 3) Capacity building - Based on the Capacity Assessment conducted by GICHD, the CMAA Gender Team needs to have a comprehensive understanding of Gender Mainstreaming in Mine Action and how to integrate gender perspectives into 1) QMT plans, systems, procedures and practices; 2) information management systems and data; 3) planning and prioritization systems, procedures and practices; and 4) strategic planning systems, procedures and practices. The

⁶ CMAA webpage: <http://www.cmaa.gov.kh/>; Facebook: Cambodian Mine Action Authority

⁷ The Phnom Penh Post: <https://www.phnompenhpost.com/opinion/mine-clearance-pandemic>

project is working with the CMAA Gender Team to develop their capacity in management skills, monitoring and evaluation (M&E) and result-based report writing skills.

6.2 Performance Monitoring System (PMS)

The Performance Monitoring System (PMS) serves the function of a data and reporting tool, with two primary purposes, outputs (minefield cleared and released) and outcomes (socio-economic and environmental benefits).

However, the identified issues and resultant need to cleanse PMS data and duplicate work in the redrafting of the Tuol Pongro, Malai district report have brought to the forefront the complexity of issues regarding the CMAA PMS. As projected in the 2019 CfR/III Final Evaluation Report, the PMS project as a whole is ambitious and is not currently being fully utilized due to a lack of clarity of purpose and limited human capacity, both in terms of resourcing and skill. This has impeded CMAAs willingness to take on the responsibility for the PMS and use it to its full capability.

The PMS is designed to systematically gather, analyse, and ultimately report on the development impact of landmine clearance. The significance of this is fundamental to the purpose of the CfR/IV: Mine Action for Human Development as the project seeks to support the transition of a humanitarian-driven mine action sector to one that utilizes the results of mine action to support targeted action for poverty reduction and human development in identified communities. It is, however, in this transition that the tangible mine action results become much more difficult to define and articulate - as is the case in development programmes globally.

To fully enable CMAAs ownership of the PMS, the project supported CMAA to review the learnings gained from the pilot project in Tuol Pongro, Malai district and delved deeper into the root causes of the challenges associated with the full implementation of the PMS. At this preliminary stage, this is anticipated to be a protracted process, with considerations across the entire purpose of and process involved in the PMS. A clear vision of what knowledge products, their aim and intended use are needs to be established. This will inform the data collection methodology and deliverable timeframes and dependencies. In turn, implications then arise for how provincial MAPUs in the field are expected to ensure rigorous and accurate data collection and upload with limited resourcing to manage voluminous amounts of data. Capacity development from the point of data collection surveying through to incisive, high-level statistical analysis is required. The developments in this arena will be an ongoing priority for CfR/IV moving into 2021 and beyond as efforts to get the PMS to a functioning, effective, reliable, and sustainable state are implemented.

7 CHALLENGES AND ISSUES

7.1 Royal Cambodian Army Mine Clearance and Border Buffer Zone

Since the last phase of the CfR project, CMAA have held a series of ongoing discussions with the RCAF to seek out the possibility of engaging RCA personnel in humanitarian mine clearance operations to achieve the target of a mine-free Cambodia by 2025. Through a feasibility assessment undertaken to map out the required human and financial resources required to meet the RGCs 2025 target of a mine-free Cambodia, it was estimated that approximately 2,000 deminers from the RCA would be required to leverage the manpower required. By Q2 in 2020, 425 deminers from the RCA were trained, however, were not been deployed to clear minefields proposed to be as a result of a lack of demining equipment. The lack of funding to purchase the required equipment has direct and serious implications on the RGCs ability to meet their obligations under the APMBC.

Additionally, the dynamic situation regarding mining operations on the Cambodian/Thai border (northwest Cambodia) became a prominent concern from August 2020 onwards. The RCA have requested to CMAA that no demining activities are undertaken within 7km of the Cambodian/Thai border and within a 1km radius of all military bases. At the CfrIV Project Board meeting held on 6 January 2021, CMAA reported that following a meeting between CMAA and RCA on 22 December 2020, both parties agreed to submit a proposal to Samdech Techo Prime Minister to establish a working group consisting of officials from the CMAA and the RCA to assess and identify clearance operation zones to be assigned to different national and international clearance operators. The working group will be tasked to discuss the possibility of establishing the RCA's demining platoons to support the attainment of the 2025 deadline and consider the possibility of supporting RCA's clearance operations along the border. CMAA will submit the agreed proposal to Samdech Techo Prime Minister and H.E. expressed his hope to receive the PM's approval in the future.

With the serious implications of both the above RCA related issues, the project team is closely monitoring the progresses of the proposed joint working group and has brought to the attention of CMAA the consequence of the clearance matter in this buffer zone and its potential impact on the project's operational implementation for 2022 and beyond.

7.2 Updated Project Risks and Actions

The project reviewed and updated the project risk log. Newly identified risks captured this year relate to the COVID-19 pandemic, the border buffer zone discussion between CMAA and RCA, and flooding. As was seen globally, the COVID-19 pandemic brought with it difficulties in arranging face to face events and impacted on being able to organize the TWG-MA, international conferences, and gender trainings in 2020. CMAA and the project team have been closely monitoring the insecure situations and progresses on project implementation planning.

An updated project risk log is attached as the [Annex 1](#) of this report.

8 FINANCIAL STATUS AND UTILISATION

Funds received are subject to the UN operational rate of exchange at the time funds were received (if contribution was in a currency other than the US dollar). Expected funds are in accordance with the donor agreement and presented in US dollars at the UN operational rate of exchange at the time the last tranche of funding was received. Required funds show the funds needed to deliver the project as outlined in the project document.

The last updated budget in December 2020 showed the total amount of **USD 2,303,277.03**. From January to December 2020, the project spent up to **USD 2,222,415.14** with delivery rate of **96.49%**. The balance of **USD 80,861.89** will be used between January to March 2021 to cover the remaining activities such as 10% final payment to the operators, audit and spot check costs.

Table 8: Total Donors Commitment and Funds Received

DONORS	Proposed Budget in Project Doc (2020-2025)	Actual donors' contributions per signed agreement (included Levy)	Committed contributions from donors in USD (BRVG02) (2020-2025)	Remarks
DFAT	5,000,000	AUD 7,800,000	5,304,020	<ul style="list-style-type: none"> - The planned contribution for 2021, AUD 1 million, is included in this table. - The exchange rate of AUD 1.4340 and 1.5320 was applied to the first and the second instalments under DFAT's contribution. - The exchange rate for the following planned contributions is applied to AUD 1.4500.
KOICA	10,000,000	USD 9,238,094	9,146,628	
New Zealand		NZD 5,928,000	3,762,866	- The exchange rate of the first instalment was NZD 1.5591.
UNDP	500,000	USD 505,000	500,000	
Government Cost Sharing	2,000,000	USD 2,000,000	1,803,076	
UN Levy 1% (DFAT, KOICA, NZL)			175,307	
TOTAL	20,000,000		20,009,139	

Table 9: Funds Received and Annual Expenditures

DONORS	Funds Received (2020)	Expenditures (2020)
AUS/DFAT	1,207,469	1,079,222
New Zealand	1,270,097	425,105

	KOICA	-	-
	UNDP	505,000	475,157
	GCS	242,931	242,931
	TOTAL	3,225,496	2,222,415

- GCS budget allocation for 2021 is currently under revision process due to the changes after project board meeting in Jan 2021.

Table 10: Summary Expenditures per Outputs

#	Responsible Party	Descriptions of Expenditures	AWP Budget 2020 (BRVG02)			Expenditure			Related Outputs
			Donor	GCS	Total	(Jan-Dec 2020)			
						Donor	GCS	Total	
I	Mine Action Clearance budgets	Non Technical Survey	0	0	0	0	0	0	KD1
		Mine Clearance Activities	1,560,895	0	1,560,895	1,551,510	0	1,551,510	KD1
	Sub-total Clearance Budgets:		1,560,895	0	1,560,895	1,551,510	0	1,551,510	
II	UNDP Technical Assistance and Other Expenses	Consultancy cost (Gender Training Need Assessment, Impact Evaluation, Mid term Evaluation, Final Evaluation, ...)	0	0	0	7,389	0	7,389	KD2,KD3, PMC
		Annual Audit and Spot Check	7,000	0	7,000	0	0	0	PMC
		International Conference/Meeting	0	0	0	0	0	0	PMC

		Local Travel/Mission (Project/Programme staff)	4,293	0	4,293	9,189	0	9,189	PMC
		Online Training	500	0	500	80	0	80	PMC
		Office Equipment	2,000	0	2,000	165	0	165	PMC
		Remuneration (Project Coordinator, NMA advisor, Project and Finance Assistant, Driver)	138,829	0	138,829	133,469	0	133,469	KD1,KD2, KD2,PMC
		Direct Project Cost (Assurance and Management Support Cost)	90,000	0	90,000	71,604	0	71,604	PMC
		Office utilities, Communication and Advertisement Cost	10,500	0	10,500	6,917	0	6,917	PMC
		DPC2 (ISS cost)	24,976	0	24,976	25,466	0	25,466	PMC
		Support to gender mainstreaming activities	15,000	0	15,000	12,801	0	12,801	KD2
		Sub-total UNDP Technical Assistance Budgets:	293,105	0	293,105	267,080	0	267,080	-
III	Support to CMAA Operation Cost	Meeting/Workshop (TWG, MACC, relevant Dep't mtgs)	45,000	76,905	121,905	35,248	38,307	73,555	KD2,KD3
		Consultancies (International & National)	2,000	0	2,000	0	0	0	KD2,KD3
		Meeting/Workshop (VA related)	0	0	0	0	2,796	2,796	KD2

	PMAC to develop a strategy to promote a sustainable,	0	0	0	0	0	0	KD1
	Support to gender mainstreaming activities	18,000	0	18,000	11,421	1,084	12,505	KD2
	Audit Operator	0	0	0	0	0	0	PMC
	PMS related activities	0	0	0	0	0	0	KD2
	International Conferences	0	20,000	20,000	0	0	0	KD2,KD3
	Travel costs/DSA of QMT teams in 4 provinces	0	33,912	33,912	0	38,400	38,400	KD1
	Local Travel/Mission	2,370	12,200	14,570	2,323	40,132	42,455	KD1,KD2, KD3,PMC
	Remuneration of QMT (4 teams)	0	20,484	20,484	0	27,760	27,760	KD1
	Remuneration of DBU staff	0	30,000	30,000	0	25,200	25,200	KD2
	Remuneration of Finance and Admin staff, TWG, Cabinet	0	16,320	16,320	0	18,120	18,120	KD3
	Support ASEAN regional Mine Action Center	0	0	0	0	0	0	KD3
	Mine action related equipment	0	0	0	0	0	0	KD1
	Office utilities, Communication and other related costs (Website, Design, Translation, Printing, Copy, Advertisement, Phone Card, others)	0	57,836	57,836	472	41,003	41,475	PMC

		CMAA's equipment and materials	500	0	500	0	10,128	10,128	PMC
	Sub-total CMAA Operations Cost Budget:		67,870	267,657	335,527	49,463	242,931	292,394	
IV	Legal General Management Costs	GMS 8%	113,750	0	113,750	111,432	0	111,432	UNDP HQ
	Sub-total GMS:		113,750	0	113,750	111,432	0	111,432	
GRAND TOTAL:			2,035,620	267,657	2,303,277	1,979,485	242,931	2,222,415	

Table 11: 2020 Budget allocation per Key Outputs

Description	AWP 2020 (BRVG02)			Expenditure			Balance	Delivery Rate	Summary activities Description
	Donor	GCS	Total	Jan-Dec 2020		Total			
				Donor	GCS				
Key Output 1: The prioritized mine-impacted villages in Battambang, Banteay Meanchey, and Pailin provinces are deemed mine-free.	1,560,895	0	1,560,895	1,551,510	0	1,551,510	9,385	99.40%	Clearance Contract and NTS
	41,994	54,396	96,390	38,893	66,160	105,053	(8,663)	108.99%	Support to QMT, PMAC, and VA activities
Sub-total:	1,602,890	54,396	1,657,286	1,590,403	66,160	1,656,563	723	99.96%	
Key Output 2: Mine action activities are aligned to national and sub-national sectorial policies and planning strategies.	71,870	62,200	134,070	60,733	73,568	134,301	(231)	100.17%	Support activities to VA, MRE, DBU/SEPD, Gender, and R&M
Sub-total:	71,870	62,200	134,070	60,733	73,568	134,301	(231)	100.17%	

Key Output 3: The mine action sector management is strengthened and broader national capacities to address residual threats are established	29,834	35,600	65,434	30,174	11,416	41,590	23,844	63.56%	Support CMAA compliance with and reporting commitment to international treaties.
Sub-total:	29,834	35,600	65,434	30,174	11,416	41,590	23,844	63.56%	
General Operation Support to project implementation (UNDP)	172,276	0	172,276	151,022	0	151,022	21,254	87.66%	Operational support to project (UNDP)
Sub-total:	172,276	0	172,276	151,022	0	151,022	21,254	87.66%	
General Operation Support to project implementation (GAD-CMAA)	45,000	115,461	160,461	35,720	91,787	127,506	32,955	79.46%	Operational support to project (CMAA)
Sub-total:	45,000	115,461	160,461	35,720	91,787	127,506	32,955	79.46%	
Total:	1,921,870	267,657	2,189,527	1,868,053	242,931	2,110,983	78,544	96.41%	
General Management (GMS-8%)	113,750	0	113,750	111,432	0	111,432	2,318	97.96%	GMS (8%) as stated in the donors 'agreement
GRAND-TOTAL:	2,035,620	267,657	2,303,277	1,979,485	242,931	2,222,415	80,862	96.49%	

Annex 1: Project Risks Log

Updated: 1 March 2021

#	Event	Cause	Impact(s)	Risk Category*	Impact and Likelihood = Risk Level	Risk Treatment / Management Measures	Risk Owner	Risk Valid From/To
1	Change in government policy to its regular budget allocated for mine action	Modification of government policy on budget	Stakeholders lose confidence and withdraw support to the sector.	Political	<p>P (Likelihood) = 3</p> <p>I (Impact) = 5</p> <p>Risk level = Substantial</p>	<p><i>Time plan for treatment:</i> On-going until 31/12/2025</p> <p><i>Activities for treatment:</i> Based on the multi-year Work Plan in the CfR4 project document, RGC has 10 per cent GCS for coming five years. Due to the current COVID climate, there is a possibility that the funds could be diverted. CfR4 is maintaining and on-going dialogue and advocacy with CMAA and RGC for stable implementation of the GCS budget plans and allocations.</p> <p><i>Expect effect from treatments:</i> The current level of GCS is maintained.</p> <p><i>Responsible for treatments:</i> CfR Project Manager and Project Director</p>	CMAA	<p>Risk valid from: 01/04/2020</p> <p>Risk valid to: 31/12/2025</p>

						<i>Status: ongoing</i>		
2	Change in government staff of CMAA	Changing the political party, modification of government policy, natural attrition rates, and staff turnover	CFRIV project delivery is delayed with potential impact on CMAA's institutional memory and capacity development.	Organisational	<p>P (Likelihood) = 2</p> <p>I (Impact) = 4</p> <p>Risk level = Moderate</p>	<p><i>Time plan for treatment:</i> On-going until 31/12/2025</p> <p><i>Activities for treatment:</i> To strengthen the Authority's capacity to maintain their mandate irrelevant of staff turnover, Cfr team is providing the on-going information management and institution development support to CMAA. E.g. PMS support to SEPD department, standardizing reporting templates and procedures, and following-up on management responses to Cfr3, CDNA, and gender capacity assessment.</p> <p><i>Expect effect from treatments:</i> CMAA are equipped to fulfill their mandate.</p> <p><i>Responsible for treatments:</i> Cfr Project Manager and Project Director and Cfr project team</p> <p><i>Status: ongoing</i></p> <p><i>Comments:</i></p>	CMAA	<p>Risk valid from: 01/04/2020</p> <p>Risk valid to: 31/12/2025</p>

						CfR is undertaking the aforementioned treatments under Output 2 and 3; however, have limited direct control of the cause and event.		
3	Decrease of ODA	The economic growth of Cambodia	Project delivery impacted.	Financial	P (Likelihood) = 2 I (Impact)= 4 Risk level = Moderate	<i>Time plan for treatment:</i> On-going until 31/12/2025 <i>Activities for treatment:</i> On-going resource mobilization efforts and the maintain the donor relations to promote timely release of funds as per agreement. Treatment as per risk #1 regarding RGC's GCS. <i>Expect effect from treatments:</i> Sufficient resources to implement project activities. <i>Responsible for treatments:</i> CfR Project Manager and Project Director and UNDP <i>Status: ongoing</i>	CMAA & UNDP	Risk valid from: 01/04/2020 Risk valid to: 31/12/2025
4	Environmental disaster (flooding)	Climate change and natural weather patterns	Delivery of output 1 impacted, i.e. area cleared is less than target.	Environmental	P (Likelihood) = 2 I (Impact)= 4 Risk level = Moderate	<i>Time plan for treatment:</i> On-going until 31/12/2025 <i>Activities for treatment:</i> Operational planning around current weather patterns	CMAA & UNDP	Risk valid from: 01/04/2020 Risk valid to: 31/12/2025

			Landmines flushed from minefields into cleared areas.			<p>encouraged. Survey and re-clearance post significant flooding.</p> <p><i>Expect effect from treatments:</i> Land clearance activities are able to be undertaken with limited disruption.</p> <p><i>Responsible for treatments:</i> CfR Project Manager and Project Director and UNDP</p> <p><i>Status:</i> ongoing</p>		
5	COVID-19 Pandemic	Global pandemic	Delivery of outputs impacted, i.e. area cleared is less than target and planned project activities can be postponed (workshops, trainings, and international conferences).	Environmental	<p>P (Likelihood) = 2</p> <p>I (Impact) = 4</p> <p>Risk level = Moderate</p>	<p><i>Time plan for treatment:</i> Unknown/ on-going</p> <p><i>Activities for treatment:</i> Operational and project management planning to include contingency plans.</p> <p><i>Expect effect from treatments:</i> Potential for delayed activities minimized.</p> <p><i>Responsible for treatments:</i> CfR Project Manager and Project Director and UNDP</p> <p><i>Status:</i> ongoing</p>	CMAA & UNDP	<p>Risk valid from: 01/04/2020</p> <p>Risk valid to: unknown/on-going</p>
6	Border Buffer Zone (7km	National security issue	Delivery of output 1—the	Political	P (Likelihood) = 4	<p><i>Time plan for treatment:</i> Unknown/ on-going</p>	CMAA	Risk valid from: 08/2020

	from border with Thailand)		project's clearance/ land release operational implementation for 2022 and beyond— impacted. If not resolved, CMAA may potentially be in breach of APMBC with implications for UNDP's ability to provide on-going support under such circumstances.		<p>I (Impact)= 5</p> <p>Risk level = High</p>	<p><i>Activities for treatment:</i> The project team brought to the attention of CMAA the implication of the clearance matter in this buffer zone. The project team is consistently monitoring the progresses on operational planning, such as a joint working group between CMAA and RCA.</p> <p>The issue was also raised at the 2020 end-year project board meeting held on 6 Jan 2021.</p> <p><i>Expect effect from treatments:</i> CMAA and RCA will work together to resolve this issue.</p> <p><i>Responsible for treatments:</i> CfR Project Manager and Project Director</p> <p><i>Status: ongoing</i></p>		Risk valid to: unknown/ on-going
7	Newly identified minefields added to the national database do not present with enough	Information management issue Intentional inflation of the size of minefields	Donors lose confidence and suspend their support to the project/sector until the matter is addressed.	Operational	<p>P (Likelihood) = 4</p> <p>I (Impact)= 5</p> <p>Risk level = High</p>	<p><i>Time plan for treatment:</i> On-going until 31/12/2025</p> <p><i>Activities for treatment:</i> The project team will bring to the attention of CMAA the implication of the poor quality of new minefields</p>	CMAA	<p>Risk valid from: Jan 2021</p> <p>Risk valid to: Dec 2025</p>

	evidence for their inclusion.	Lack of adherence to survey requirements Lack of QA/QC processes	Net change of minefields in database continues to increase rather than decrease, resulting in an unmanageable workload.			added to the national database and request that CMAA addresses the matter as a priority. <i>Expect effect from treatments:</i> Historical data cleaned and new minefields checked for credible evidence prior to entry to the database. <i>Responsible for treatments:</i> CMAA <i>Status: ongoing</i>		
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Annex 2: CFRIII Final Evaluation Management Responses
Updated: 10 December 2020

Management response: Disagreed, Partially Agreed, Agreed
Status update: Not yet initiated, Initiated, Not applicable, Completed.

#	Findings	Recommendations	Management Response and Key Action(s)	Responsibility	Deadline	Status
1	CfRiii's logframe is flawed in several respects, and this compromises the ability of the program to confidently demonstrate concrete results.	CfRIV's logframe should be more straightforward, precise, and oriented toward results (rather than activities). The logframe should 'unpack' different components and frame benchmarks more precisely and place elements within a results chain. Monitoring report templates should be more detailed, and the program should track progress towards all logframe indicators in a single file which is updated periodically.	Agreed Engage internal UNDP M&E department to update CfRIV logframe.	CfRIV Project team	July 2020	Completed CfRIV project team has updated CfRIV logframe in June 2020.
2	It is difficult to gauge the results of participating in international fora, although doing so is warmly welcomed by stakeholders who point to many benefits. These include showcasing lessons learned from Cambodia's longstanding mine action sector, as well	CfR should better articulate the purpose of participating in international fora. It should distinguish between educating officials from disseminating best practices and lessons learned from the Cambodia experience. If the latter is indeed a major aim, then a more comprehensive course of action should be pursued.	Agreed Mention more specific results in sharing information with other member states, lessons learned. Specify actions for learning at the forum, and actions for sharing Cambodian best practices. Work with UNDP M&E department to develop indicators to monitor	CMAA	Q1 2021	Not yet initiated With support from CfRIV Project team, CMAA will develop indicators to monitor results from attending international fora.

#	Findings	Recommendations	Management Response and Key Action(s)	Responsibility	Deadline	Status
	as learning from global best practice.		results from attending international fora.			
3	The capacity building support extended by CfR is widely appreciated. However, results are impossible to fully gauge in the absence of a current needs assessment, strategy, and targets.	This evaluation strongly endorses CfR's current effort to conduct a broad-based capacity building needs assessment. CfR is also encouraged to develop a flexible yet coherent capacity-building strategy. This strategy should clearly distinguish between topics (e.g., landmine technical support, financial management, reporting, gender, data analysis, etc), and between national and sub-national levels.	Agreed Capacity building will be addressed in the management response to CDNA recommendations.	CMAA/ CfRIV project team	Q3 2020	Completed CMAA and CfRIV project team has finalized management response to CDNA recommendations in Jun 2020.
4	Landmine clearance enables socioeconomic development in some of Cambodia's most remote and impoverished areas. However, CfR represents a unique funding and work stream which should not be diluted. CfR and CMAA are not ideally equipped to implement development programs, but can more directly	CfR should retain its focus, precisely because it is both exceptional and critical. Although there may be lost opportunities for enhancing landmine clearance-to-development pathways, CfR (and the landmine sector) should not redirect resources nor seek to implement development programs. They should, however, pro-actively seek and welcome other agencies who may be poised to more directly catalyze synergies. UNDP's move toward area-based programming is likely to facilitate this, and so should be encouraged.	Agreed CfRIV will continue to maintain its focus on mine clearance and capacity development of CMAA. As recommended by CDNA, CMAA with support from CfRIV will establish Coordinator position at MAPU office in BTB, BMC and PLN to provide referral pathways for post-clearance development in villages receiving mine clearance intervention. The development of this capacity will be addressed in the management	CMAA/ CfRIV project team	Q3 2020	Completed CMAA and CfRIV project team has finalized management response to CDNA recommendations in Jun 2020.

#	Findings	Recommendations	Management Response and Key Action(s)	Responsibility	Deadline	Status
	facilitate linkages to them.		response to CDNA recommendations.			
5	The foundation for gender mainstreaming has been laid within CfR. An action plan is in place which encompasses key areas. However, gender mainstreaming is not yet mature and there are opportunities for a more nuanced approach. Other social inclusion considerations are largely absent. Disability is a particularly striking gap.	CfR should build on its foundation for gender mainstreaming and consider ways to strengthen and nuance the approach. CfR should also consider lost opportunities for mainstreaming disability and other social inclusion topics.	Agreed Action plan to support and engage with gender mainstreaming is included in the CfRIV 2020 work plan. Based on GICHD Gender and Diversity Baseline Assessment in 2019, CfRIV will recruit a gender consultant who will provide technical training in gender analysis, planning, monitoring, and communication.	CMAA with support from CfRIV team	Q3 2020	Completed Gender assessment completed and management response to assessment recommendations developed.
6	The PMS represents an important and ambitious effort to quantify the development impact of mine action. This is an important nascent effort. Questions surrounding data	The PMS is still nascent, and thus now is precisely the right time to review and course-correct if necessary. Decision-makers should realistically assess how sustainable and practical the PMS is, whether it may ultimately 'poach' resources from the mine action national database and identify opportunities to enhance linkages with development	Agreed PMS aims to measure sector outputs and outcomes. Output matrix is used to collect data to measure the outputs and outcome matrix is used to collect data to measure	CMAA	Q4 2021	Initiated PMS report for Tuol Pongro commune prepared and shared with donors. The project plans to produce few

#	Findings	Recommendations	Management Response and Key Action(s)	Responsibility	Deadline	Status
	quality, sustainability, and capacity should be considered. However, many are focused on immediate operational matters, i.e., data collection and database-building.	agencies. CfR management should define what deliverables or other knowledge products are expected to be prepared and when, and plan accordingly.	<p>the outcomes of the mine action.</p> <p>CMAA will continue to collect data to measure outputs and will stop measuring outcomes when quality evidence of mine action contributions is available to present to development partners.</p> <p>Note: Cambodia is obliged to clear all known mined areas from its territory. It is anecdotal that mine clearance contributes in many ways (save lives, improve livelihood of affected communities and support development)</p>			additional reports in 2021.
7	CfRiii has exceeded its target to clear landmines, which is a welcome measure of success and effectiveness.	CfRiii should be congratulated for its impressive results, while seeking improvement to further improve effectiveness and efficiency. For example, exceeding targets partially reflects that many suspicious areas do not pose current risk, and so can be released via non-technical survey.	<p>Agreed</p> <p>CfRIV will continue to conduct land reclamation non-technical surveys (LRNTS) in its target villages to release land requiring no technical intervention (TS and/or clearance).</p>	CMAA/ CfRIV project team	Q4 2021	<p>Initiated</p> <p>The project team has requested Norwegian People's Aid (NPA) to establish a non-technical survey (NTS) team to support the project. NPA is in</p>

#	Findings	Recommendations	Management Response and Key Action(s)	Responsibility	Deadline	Status
						the process of establishing the team with financial support from the project.
8	Land mine clearance in Cambodia is efficient insofar as the cost per square meter is lower than international norms. However, there are several confounding factors which may exaggerate the cost-effectiveness of operations.	CMAA should maintain a high standard of quality assurance to ensure no risk of mine accidents.	Agreed CMAA will maintain the 8 QMT teams and will seek to improve their QA/QC when possible.	CMAA	2021	Initiated 8 QMT are deployed
9	Which locations are prioritized for landmine clearance is a controversial topic, insofar as there are tensions and trade-offs between clearing as per development priorities versus technical ones.	This evaluation endorses the current approach to prioritize areas according to development priorities (i.e., settlements, agricultural areas, concentration of identified poor, etc). The chief reasons are that villagers in FGDs unanimously endorsed this approach, and the sector's environmental safeguards need to be strengthened before any shift in emphasis to sensitive habitats. Objections to current prioritization are nevertheless valid.	Agreed We believe that high density minefields should not be the deciding factor for clearance prioritization. Mine action is more than the removal of mines themselves from the ground. It is about addressing the needs and priorities of the affected communities. This approach is in line with	CMAA	Q4 2020	Initiated The current planning and prioritization are being applied.

#	Findings	Recommendations	Management Response and Key Action(s)	Responsibility	Deadline	Status
			<p>'needs-driven, people-centered' principles.</p> <p>CMAA will continue to apply the current approach to prioritization.</p>			
10	CfRIII's new Mine-Free Village Strategy calls for clearing (or releasing via non-technical survey) the entire boundaries of a village before moving to a new area.	This evaluation endorses the Mine-Free Village Strategy. It makes no sense to leave possible 'pockets' of contamination, which introduces inefficiencies over the long-term. Moreover, the Mine-Free Village Strategy presents many development benefits, including psychological relief and improved land values.	<p>Agreed</p> <p>The project will continue to implement mine-free village strategy initiated in 2018.</p> <p>A procedure to implement the mine-free village strategy has been drafted and presented to CMAA management in August 2019. The CMAA will accelerate the introduction of mine-free village procedure in the sector.</p>	CMAA	Jul 2020	<p>Initiated</p> <p>The project is implementing the mine-free village procedure.</p> <p>The mechanism to implement mine-free village procedure in the sector has been drafted and implementation of the mechanism will start next year following consultative meeting with stakeholders.</p>
11	Community outreach and landmine education are an important component of field-level demining	A number of institutions in the mine action sector – including the operators – are engaged in community outreach and landmine education activities. However, these efforts are not included in CfR's logframe or monitoring. Going forward,	<p>Agreed</p> <p>CfRIV will mainly focus its efforts on clearance activities to enable Cambodia to achieve its 2025 target.</p>	CMAA with support from CfRIV project team	Q4 2020	<p>Completed</p> <p>MRE component of the project has been finalized in consultation with CMAA and KOICA.</p>

#	Findings	Recommendations	Management Response and Key Action(s)	Responsibility	Deadline	Status
	operations, but are not explicitly recognized or tracked by CfR's logframe and project documents. Qualitative evidence suggests that these components of the program are strong and sound, but their results are not fully articulated or documented.	CfR should 'unpack' Key Deliverable 3 to more explicitly address and follow community outreach and landmine education conducted by the operators that it funds.	However, as per CfRIV donor requests, CfRIV will support some MRE activities. This will include training community leaders and police officers in high-risk communities in the targeted provinces. The number of beneficiaries of the mine risk education component of CfRIV will be recorded and reported in project quarterly and annual reports.			
12	Victim Assistance and disability services are not an explicit focus of CfRiii, although they are part of the mine action sector. There are ample opportunities for improvement.	CfR and/or CMAA should pro-actively identify opportunities to improve victim assistance and disability services. One of CfRIV donors has expressed interest in financing this unmet need and this should be encouraged.	Agreed CfRIV team will work closely with CMAA Victim Assistance department as well as KOICA to discuss detailed workplan for 2021. More detailed VA activities and the work plan 2021 will be discussed in 2020.	CMAA with support from CfRIV project team	Q4 2020	Completed VA component of the project has been finalized in consultation with CMAA and KOICA.
13	Cultural heritage risks were not systematically investigated, and there are no reports	CfR should liaise with the Apsara Authority in regard to safeguarding potential archaeological sites, and operators should put strict controls on equipment. Any broken or outdated	Disagree There is no known archaeological site in CfRIV target villages. The safeguarding of potential	No	No	Not applicable

#	Findings	Recommendations	Management Response and Key Action(s)	Responsibility	Deadline	Status
	of damage to archeological sites. However, demining operations are suspected to be the source of metal detectors and other equipment used to loot such sites.	equipment should be securely discarded so as to not fall into the hands of looters.	archaeological sites is under the responsibility of Apsara authority and CMAA has no authority to control equipment of operators.			
14	Land conflicts are a pervasive problem within Cambodia. The issue was not investigated thoroughly in this evaluation, but qualitative evidence suggests that protocols are in place and officials in both Phnom Penh and in the provinces can articulate them. Villagers in FGDs did report any controversies or problems, and suggest that demining improves tenure security because the	CfR should continue to take measures to safeguard against inadvertently contributing to land conflicts or disputes. Post-clearance monitoring of land use and tenure is also important and should be continued.	Agreed CMAA will continue to ensure that post-clearance monitoring (PCM) by MAPU is conducted every year to detect any land conflicts or disputes.	CMAA	Q4 2021	Initiated MAPU is conducting PCM every year.

#	Findings	Recommendations	Management Response and Key Action(s)	Responsibility	Deadline	Status
	improved utility and value of land incentivizes them to sort/upgrade their land documents.					

Annex 3: CDNA Management Responses
Updated: 8 December 2020

Management response: **Disagreed**, **Partially Agreed**, **Agreed**
 Status update: **Not yet initiated**, **Initiated**, **Not applicable**, **Completed**.

#	Findings	Recommendations	Management Response and Key Action(s)	Responsibility	Deadline	Status
1	Environment constrains: The Royal Decree and Sub-Decrees governing CMAA predate NMAS. As such, there are inadequacies in terms of certain “organizations and functions” necessary for implementing 2018-2025 NMAS.	Review, internally, the Articles inside those Sub-Decrees that need updating in NMAS context and initiate the updating process.	Disagreed. There is no need to revise those Royal Decree and Sub-decrees as they do not prevent CMAA and PMAC/MAPU from involving in post-clearance development activities. The involvement of CMAA and PMAC/MAPU is limited to providing referral pathways for development in villages receiving mine clearance.	N/A	N/A	Not applicable
2	Organizational constraints: 2.1) Existing organizational arrangements are not fully supportive of NMAS: CMAA and PMAC/MAPU structure and organizational arrangements now need to re-structure in ways suitable for leading, coordinating and supporting the NMAS: 2.1.1) The post clearance livelihoods and socio-economic	Establish CMAA strategic management support office with three full time suitably qualified professionals on contract. This office is designed to support CMAA leadership and senior management with policy-, decision-, and strategy-support knowledge functions and knowledge services: writing high quality position papers, policy briefs, fund raising proposals, concept notes and papers on partnership, engagement, collaboration,	Disagreed. After consideration and consultation with UNDP project team, UNDP project team agreed to provide support to CMAA Management to perform the functions. Thus, the CMAA will not consider this recommendation.	N/A	N/A	Not applicable

#	Findings	Recommendations	Management Response and Key Action(s)	Responsibility	Deadline	Status
	needs and related issues as per NMAS strategic goal #5. 2.1.2) In the NMAS frame, CMAA needs to acquire the below technical skills urgently technical writing and drafting, proposal formulation for fund raising, policy and position briefings, MOU drafting, advocacy, campaigning, international and South to South engagement in English. 2.2) CMAA also needs to streamline, update and standardize its management, operations and policies, procedures, manuals, operations and management processes across its departments and units to recognized standards and norms. 2.3) Post clearance socio economic development and management is under PMAC's jurisdiction with technical guidance and support from CMAA. It is strongly recommended here to technically support PMAC/MAPU with services of a full-time resident coordinator in the three priority provinces.	cooperation, advocacy, presentation slides, donor and treaty reports. Given its nature, this office be staffed with a minimum of three suitably qualified and skilled professionals through a competitive and transparent process.				
		Measurably strengthen management and operations related policies, systems, procedures, processes and practices preferably, through ISO 9001 certification. CMAA to engage in ISO 9001 certification process.	Disagreed. CMAA will not pursue for ISO 9001 certification as this will involve regular costs, efforts, constant commitment for little benefit.	N/A	N/A	Not applicable
		Establish Provincial Coordinator position to support PMAC/MAPU and local governments in NMAS frame. Support PMAC/MAPU and local governments moving forward with post-clearance inclusive socio-economic development through full time services of Provincial Coordinators (BTB, BMC and Pailin), as a pilot.	Agreed. CMAA agrees to establish a Provincial Coordinator position at each CfRIV target province. CMAA and CfRIV project team will review the job description proposed by the consultant to ensure better coverage. The positions to be recruited by CMAA and a member from CfRIV project team will be a member of the recruiting committee and one person from UNDP CO as an observer. The CMAA will manage and supervise and the CfRIV will fund the positions for a period	CMAA	2021	Initiated TOR for the Provincial Mine Action Coordinator position has been finalized and recruit will start from Q1 2021.

#	Findings	Recommendations	Management Response and Key Action(s)	Responsibility	Deadline	Status
			of 3 years from 2021 to 2023. If it is proven to be working well, the CMAA will absorb the positions within CMAA structure from 2024.			
3	<p>Individual constraints: CMAA managers and MAPU staffs have been receiving training after training. It is now necessary for CMAA and especially, for PMAC/MAPU to fill in the current gaps through acquisition of NMAS-supporting knowledge, skills and competencies and retention. For examples: English proficiency for the managers, reports writing skills, extraction and analysis of databases to inform decision making and programmatic management by results.</p>	<p>Option A: Learning-by-doing and on the job competency improvement of CMAA managers. As opposed to classic class-room style training model, imparting knowledge through learning by doing assignments specific to real life job functions and supported by subject matter-specific expert/coach is proven to be more effective model for know-how transfer and building functional competencies sustainably. Hence, this modality of knowledge, skills development and know-how transfer is strongly recommended. A short list of tentative topics relevant to CMAA and MAPU managers: English proficiency to TOFEL score of 78, report writing, project, proposal writing, TOR writing, progress monitoring, performance review and analysis, supporting senior managers and leadership with donor and accountability reporting, data use and analysis and</p>	<p>Partly agreed. It is expensive to procure freelance subject-matter experts. As such, the CMAA decided the followings:</p> <ul style="list-style-type: none"> - For non-mine action subjects, the CMAA will procure customised courses from professional training institutions in country for selected CMAA officials. The costs of the training will be covered by CfrIV. - For mine action subjects, the CMAA will organize in-house training/ orientations provided by qualified staff from within the CMAA structure to selected staff from other Departments. This training will allow sharing of knowledge and experience exist within the organization. This training/ orientation 	CMAA	2021	Not yet initiated

#	Findings	Recommendations	Management Response and Key Action(s)	Responsibility	Deadline	Status
		<p>management by results. Topic-specific freelance subject-matter experts should be procured on a retainer fee for service basis to serve in the role of on-line expert/coach and mentor.</p> <p>Option B: Procure several short-term subject matter experts. This option is not as suitable to the CMAA competency improvement needs and is not as effective as option A above.</p>	<p>should be organized regularly (once per month) and managed and coordinated by General Administration Department.</p>			

Annex 4: Gender Assessment Management Responses
Updated: 17 December 2020

Status update: Not yet initiated, Initiated, Not applicable, Completed.
Management response: Disagreed, Partially Agreed, Agreed

Findings	Recommendations	Management response and key action	Responsible party	Timeframe for action	Status
<p><u>Institutional and policy level</u></p> <p>1. Unclear structure of Gender and Gender is not mentioned in the revised roles and responsibilities of CMAA for 2020.</p> <p>2. There is no clear ToR for the GT members which leads to poor performance.</p> <p>3. The implementation activities are focused on the three-year implementation plan in which some activities set forth in GMAP are missing.</p> <p>4. Gender activities within the CMAA is still considered as separated activities and is not the core work of the GT members.</p>	<p>1. Develop ToR that dedicate the specific roles and responsibilities of each position in the existing structure.</p>	<p>Agreed</p> <ul style="list-style-type: none"> Gender team will finalize the ToR that dedicate the roles and responsibilities of each member in the existing structure for approval by CMAA management. CMAA management will ensure that the roles and responsibilities are implemented. 	CMAA Management/ Gender Team	Q1 2021	Initiated
	<p>2. The Gender Team needs to pay attention on the process of GMAP implementation that puts into the three-year implementation plan.</p>	<p>Agreed</p> <ul style="list-style-type: none"> The CMAA Gender Team have developed a LogFrame based on GMAP 2021-2025 in line with the three-year implementation plan 2021-2023. Quarterly monitoring against the LogFrame will be undertaken by the CMAA Gender 	Gender Team	Quarterly 2021 - 2023	Initiated

Findings	Recommendations	Management response and key action	Responsible party	Timeframe for action	Status
<p>5. There is lack of cooperation amongst the five departments on how to integrate gender mainstreaming activities into their respective departments' activities.</p> <p>6. There is limited guidance on how to report gender issue provided to the MAPUs, QMT and Operators and follow-up, reporting mechanism and M&E to assess against the indicators set forth in GMAP.</p>		Team and progress reported to CMAA management.			
	3. The GMAP needs to be developed.	<p>Agreed</p> <ul style="list-style-type: none"> • GMAP 2021-2025 has been developed. CMAA management to approve the GMAP 2021-2025. • CMAA whole-of-management support to be provided to the implementation of the GMAP 2021-2025, including CMAA Department Directors allocating a proportion of their respective Gender Team staff's weekly working hours to enable the activities of the Gender Team to be completed. 	CMAA	Approval Q1 2021 and ongoing	Initiated
	4. Through advocacy activity, the head of gender team need to raise awareness that show gender is a cross-cutting issue and is supposed to integrate in each department's activities and the gender	<p>Agreed</p> <ul style="list-style-type: none"> • Head of CMAA Gender Team to meet with each department to brief them on the Gender Team ToR and identify links to the department's work. 	Gender Team/ CMAA's departments	Q1 2021-2023	Initiated

Findings	Recommendations	Management response and key action	Responsible party	Timeframe for action	Status
	<p>team members from each department shall have the roles to be the focal person in their respective departments.</p>	<ul style="list-style-type: none"> Department Gender Team focal point to identify gender specific activities and indicators for annual work plans. 			
	<p>5. A) In each department's reports shall have a section that indicates to gender mainstreaming activities within their scope of work.</p>	<p>Agreed</p> <ul style="list-style-type: none"> CMAA departments to update quarterly/annual report format to include a specific gender section and will track and report on activities and indicators accordingly. The Head of Gender Team will review each department's report (Quarterly/Annual report) to ensure the gender mainstreaming activities are included in their reports. 	<p>Gender Team/ CMAA's departments</p>	<p>Quarterly 2021-2023</p>	<p>Initiated</p>
	<p>5. B) Review and integrate gender perspective into all the report formats that introduces by the CMAA to operators, MAPUs and QMT.</p>	<p>Agreed</p> <p>The Gender Team will work with head of relevant departments under the technical support from DBU to integrate gender perspective into all the relevant report formats.</p>	<p>Gender Team/DBU/ CMAA's departments</p>	<p>Q4 2021</p>	<p>Initiated</p>

Findings	Recommendations	Management response and key action	Responsible party	Timeframe for action	Status
	5. C) Gender Team shall develop M&E plan for internal use and to trace the progress of implementation of gender mainstreaming against indicators set forth in GMAP/three-year implementation plan/NMAS.	<p>Agreed</p> <p>The GMAP 2021-2025 LogFrame has been developed. Based on the LogFrame, the Gender Team will work with each department to develop annual work plans to monitor gender activities.</p>	Gender Team	Q1 2021-2023	Initiated
<p>Gender representation</p> <p>1. By using occupational gender segregation tool to analyze, the number of female staff is not considered as gender responsive just yet because number of women at decision making positions is very limited.</p> <p>2. The increasing number of female staff happens with only international operators and still finds it low with national operators.</p> <p>3. CMAA haven't collected detailed data by positions and female retaining rate from all the operators.</p>	1. The Gender Team of CMAA needs to collect data of female staff who are working in mine action by positions and also retaining rate of female staff from relevant stakeholders.	<p>Agreed</p> <ul style="list-style-type: none"> • Gender and role disaggregated data collection has been included in the revised GMAP 2021-2025. • CMAA Gender Team to develop a template/tool for data collection. • CMAA Gender Team to inform the ongoing data collection to the member of the TRG-G meeting in 2021 and present the tool for approval and implementation, including expected reporting period 	Gender Team	Q4 2020 and ongoing reporting	Initiated

Findings	Recommendations	Management response and key action	Responsible party	Timeframe for action	Status
<p>4. Based on current situation, gender needs and challenges, the QMT that composes of all male can be considered as gender-responsive because the nature of work and existing services provided is insufficient to recruit women; however, in the future more women shall be recruited with a better working condition.</p> <p>5. CMAA doesn't have equity and diversity policy which is stated fundamental areas for measuring implementation of operators and relevant stakeholders on the progress of gender.</p>		timelines i.e., quarterly/annually			
	2. Through advocacy work, head of gender team shall raise the concern of low women representation during TRG-G meeting.	Agreed Referencing gender data, the gender team will raise this issue in the TRG-G meeting.	Gender Team/TRG-G members	2021-2023	Initiated
	3. CMAA shall provide more support to better working condition of the QMT in which it can increase the interest of women to apply for the job.	Partly Agreed CMAA fully support the better working condition for future QMT female staff; however, the implementation will depend on the availability of additional resources to fund requirements.	CMAA	2021-2023	Initiated
	4. CMAA shall develop a standard equality and diversity policy which include PSEA in order to assess the performance of the relevant stakeholders	Agreed <ul style="list-style-type: none"> Following the discussion in December 2020 with GICHD, CMAA gender team will engage with GICHD 	Gender Team	Q4 2022	Initiated

Findings	Recommendations	Management response and key action	Responsible party	Timeframe for action	Status
	in promoting the gender equality.	and NPA to develop a CMAS chapter on gender, including an annexed gender equality diversity policy and PSEA content.			
Capacity Building 1. Capacity building for CMAA needs to be continued with both technical and management skills. 2. Gender knowledge both in general and in mine action is a main topic that needs to be provided all staff. 3. M&E and result-based reporting is also proved to be a main topic that needs to be trained. Lacking knowledge on result-based reporting leads to missing a number for useful activities that had been done. 4. Capacity to implement following and responding to the three-year implementation plan is also a main topic because for gender per se the implementation activities	1. CMAA's gender team needs to strengthen their capacity on gender and gender mainstreaming in mine action, M&E, and reporting writing. Result-based report writing is a main skill that needs to improve.	Agreed <ul style="list-style-type: none"> A National Consultant was employed in Q3 2020 to develop and deliver training on gender and gender mainstreaming in mine action, M&E, and result-based reporting. CMAA Gender Team will complete annual capacity development plans to roll out additional training as required. The CMAA Gender Team will engage GICHD to provide the required trainings. 	Gender Team	Q4 2020 (point 1) Q2 2022 (point 2)	Initiated
	2. The team also needs to improve their knowledge on management skills such as development workplan with the follow-up method, working as a	Agreed <ul style="list-style-type: none"> The Gender Team has developed a LogFrame and will develop annual road maps. The gender team will use the road 	Gender Team	2021-2023	Initiated

Findings	Recommendations	Management response and key action	Responsible party	Timeframe for action	Status
<p>sometimes are not responded to the indicators set forth and some indicators haven't paid attention on when it comes to practical implementation.</p>	<p>team, setting up follow-up mechanism, etc.</p>	<p>maps to track progresses at their quarterly team meetings.</p> <ul style="list-style-type: none"> If gender team identifies any areas of training they need, they will engage with GICHD and other relevant partners as part of the above-mentioned capacity development plan. 			

Annex 5: Report on Survey of Cambodian Migrant Workers Who Returned to Cambodia During COVID-19 Pandemic Period

Report on survey of Cambodian migrant workers who returned from Thailand to Cambodia at the time of the COVID-19 pandemic

Introduction

The Covid-19 pandemic is impacting everyone's lives to a different degree around the world. In March 2020, tens of thousands of Cambodians who had previously migrated to Thailand for work flocked back to Cambodia.

At a request from DFAT to understand the percentage of returnees that will be involved in agriculture and other activities to support their living while they are back in Cambodia, the CMAA designed a questionnaire, organized a survey, and trained MAPU staff to collect data. Trained MAPU staff from the Clearing for Results Phase IV (CfRIV) target provinces (Battambang, Banteay Meanchey and Pailin) carried out the survey in the villages where the interviewees live.

A total of 320 migrant workers were interviewed and 53% (170) are women. The number of interviewees from each of the three provinces is relatively equal, and most of them are from CfRIV target villages.

43% (138) of the interviewees are heads of their families and 57% (182) are family members in the following age groups: age 18-30: 163 persons (51%), age 31-40: 111 persons (35%), and age 41 and above: 46 persons (14%).



The survey work took about two weeks to complete, from late June to early July 2020. The following details the results from the survey:

How long have they been working in Thailand?

The interview data shows that 31.5% (101) worked in Thailand less than one year, 24% (76) worked in Thailand between 1 to 2 years, 13% (42) worked in Thailand between 3 to 4 years, and 31.5% (101) worked in Thailand for over 4 years.

In what sector did they work when in Thailand?

40% (129) were agriculture workers, 26% (83) were construction workers, 15% (47) were factory workers, 6%

(19) worked in casinos, 5% (15) worked as cleaners, and 8% (27) worked in other sectors (including as sales assistants, restaurant workers, etc.) in Thailand before they returned to Cambodia.

Will they go back to Thailand when the border reopens?

100% (320) said they earned more money in Thailand than would if they stayed and worked in Cambodia. 87% (279) said they would go back to Thailand when the border is reopened, and 13% (41) said they would not go back to Thailand. Reasons for returning included that they make more money in Thailand (152), there is a lack of jobs in Cambodia (73), and they did not believe farming could fully support their families (47). 48 interviewees did not mention any reasons.



What are they doing presently in Cambodia?

After their return from Thailand to Cambodia, 25% (79) are working on their agricultural land, 15% (49) are selling their labor in agriculture, 5% (16) are selling their labor outside of agriculture, and 55% (176) are still in search for employment.

How many received land cleared of mines?

84% (270) said they did not receive land cleared from landmines before, with 16% (50) saying they had received land cleared from landmines before.

How many do not have agricultural land?

64% (204) said they do not have agricultural land in their villages, with 36% (116) saying that they have agricultural land in their villages. Notably, only 1.5% (5) said their agricultural land is contaminated with landmines.

Are they aware of mine risk in their village?

61% (194) said they know mine risk is present in their village and 39% (126) said they do not know.

Contact person:

For more details on the survey, please contact:

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Posted on August 24, 2020

Mine clearance in a pandemic



As governments and businesses rushed to close down or freeze activities to contain the pandemic and focused resources on frontline services, the essential work of demining has continued in Cambodia. The country remains one of the most mine affected in the world, with an estimated 4 to 6 million remnants posing a continued threat to its population.

Both COVID-19 management and mine clearance are primarily about saving lives. With early action from the Royal Government of Cambodia and low levels of infection in the Southeast Asia region, Cambodia has so far escaped community transmission of COVID-19 and has a zero-mortality rate to date. The same is not true for death and injury from mines. There have

been 39 casualties from mines and explosive remnants of war in Cambodia since COVID-19 was declared a pandemic in March 2020. As we consider priority areas of work during the pandemic, we cannot afford to cut back on this essential lifesaving humanitarian work – for more than one reason.

Beyond its direct ability to save lives, mine clearance is critical to agricultural production in Cambodia. Agriculture is one of the few sectors doing well despite the pandemic. According to the Minister of Agriculture, Forestry and Fisheries, Veng Sakhon, exports of milled rice have significantly increased this year, up 38% in the first seven months of 2020 compared to the same period in 2019. This highlights the urgent need to decontaminate mine-affected fields and give them back to communities for productive use.

Creating livelihood opportunities is especially important with the influx of migrant workers returning to Cambodia from Thailand due to COVID-19. A survey undertaken of 320 migrant workers in mine-affected areas of the country revealed that over half have not yet found employment. Without any timeline in sight as to how long they will stay in their home country, there is a pressing need to ensure they have productive, mine-free land to work on.

Since the start of the pandemic, mine clearance operators in Cambodia have continued to operate at full capacity to deliver these results. They have implemented new measures to comply with health and hygiene guidelines set out by the Royal Government of Cambodia and the World Health Organization. Yet these changes to protocol have not come without challenges. Health and sanitary equipment need to be purchased, field training and meetings are difficult to hold while adhering to social distancing guidelines, and travel between minefields has become increasingly challenging.

Supporting mine clearance operators to make these required shifts and continue to deliver lifesaving work is critical to the efforts of the Clearing for Results project supported by the Cambodian Mine Action and Victim Assistance Authority, UNDP Cambodia, the Australian Department of Foreign Affairs and Trade, the Korea International Cooperation Agency, and New Zealand. Operating since 2006, this is the first pandemic the project has worked under.

While it presents new challenges, it also brings important opportunities for mine clearance work to save lives across the country and to build resiliency for Cambodia's steps beyond recovery.

Annex 7: PMS Reports

1. PMS Report on the Socio-Economic Contribution of Mine Clearance in Malai and Thma Puok Districts of Banteay Meanchey Province

Report on the Socio-Economic Contribution of Mine Clearance in Malai and Thma Puok Districts of Banteay Meanchey

Purpose and scope

The purpose of this report is to identify the socio-economic contribution of mine clearance to the livelihood of the people living in mine-affected areas.

This report provides a snapshot of the socio-economic contribution of clearing 121 minefields in Malai and Thma Puok districts. The socio-economic contribution of other minefields cleared in the two districts are not covered in this report as their data were not available.

Data collection

The collection of socio-economic data from the 121 cleared minefields was carried out from June to July 2019 by the Mine Action Planning Unit (MAPU) of Banteay Meanchey. The collected data was quality checked by the Socio-Economic Planning and Database Department (SEPD) of the Cambodian Mine Action and Victim Assistance Authority (CMAA) prior to its analysis and interpretation.



[photo by MAPU Banteay Meanchey]

Minefield clearance

Almost 100% of the 121 minefields were cleared in 2018 by the Cambodian Mine Action Centre (CMAC) and the HALO Trust with funds from different donors. The total size of the 121 minefields is **520.44 ha**. Resulting from the clearance, **808** anti-personnel mines, **19** anti-tank mines, and **474** items of explosive remnants of war (ERW) were discovered and destroyed rendering the cleared land safe for productive use by the affected communities.

Beneficiaries of the cleared minefields

The clearance of the 121 minefields directly and indirectly benefited **80,574** households consisting of **354,986** people of which **49%** were women. Among the people, there were **3,106** persons living with disabilities. Of the total households, **7,777** households were headed by women.

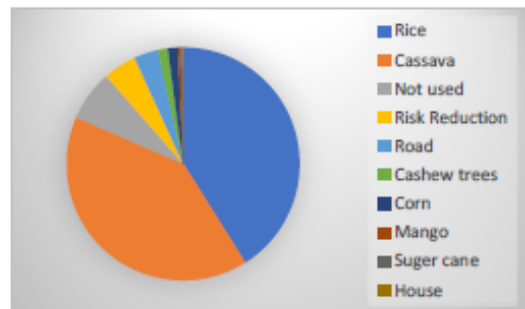
Price of the cleared land

On average, the price of the cleared land before clearance was **USD 1,397** per ha. After clearance the average price was **USD 9,701** per ha. This equates to a **694% increase** in land value. If the cleared land was sold before mine clearance, the total price of the cleared land would be **USD 669,345**. After clearance, the same land could be sold for a total value of **USD 4,649,417**. This calculation does not include the cleared land that was used for road and house construction and risk reduction. The increase in land price after clearance could be influenced by the increase in land price in the area in the recent years.

Utilization of the cleared land

At time of data collection, the MAPU observed the cleared land was used as follows:

- 213.74 ha (41.07%) was used for farming rice,
- 210.71 ha (40.49%) was used for farming cassava,
- 24.09 ha (4.63%) was used for risk reduction,
- 17.07 ha (3.28%) was used for constructing road,
- 7.54 ha (1.45%) was used for planting cashew trees,
- 7.07 ha (1.36%) was used for farming corn,
- 2 ha (0.38%) was used for planting mango trees,
- 1.5 ha (0.29%) was used for farming sugar cane,
- 0.24 ha (0.05%) was used for housing,
- 36.48 ha (7.01%) was not in use.



Clearance for risk reduction

24.09 ha (4.63%) of the cleared land was for risk reduction purpose—clearing contaminated land where people will walk through the land to carry out their livelihood activities.

Clearance for road

17.07 ha (3.28%) of the cleared land was used for road construction. The cleared land enabled the construction of **15.4 km** of road.



[photo by MAPU Banteay Meanchey]

Clearance for housing

0.24 ha (0.05%) of the cleared land was used for housing by seven families consisting of 26 people of which 14 are females. Out of the seven families, five were headed by women.

Rice farming

213.74 ha (41.07%) of the cleared land was used for rice farming. The rice harvest in the season before the data collection was **685,922 kg** of which **364,393 kg** (53%) was kept for household consumption and the rest was sold generating an income of **USD 70,747**. The average productivity of rice farming was **3,209 kg** per ha.



[photo by MAPU Banteay Meanchey]

Cassava farming

210.71 ha (40.49%) of the cleared land was used for cassava farming. The cassava harvest in the season before the data collection was **4,943,193 kg**, which was sold generating an income of **USD 250,568**. The average productivity of cassava farming was **23,460 kg** per ha.



[photo by MAPU Banteay Meanchey]

Corn farming

7.07 ha (1.36%) of the cleared land was used for corn farming. The corn harvest in the season before the data

collection was **34,337 kg**, which was sold generating an income of **USD 4,807**. The average productivity of corn farming was **4,860 kg** per ha.

Mango trees planting

2 ha (0.38%) of the cleared land was used for planting mango trees. Results from the mango trees will be realized in the next few years as the trees mature and bear fruit.

Sugar cane farming

1.5 ha (0.29%) of the cleared land was used for sugar cane farming. The sugar cane harvest in the season before the data collection was **1,500 kg**, which was sold generating an income of **USD 990**. The average productivity of sugar cane farming was **1,000 kg** per ha.

Cashew trees planting

7.54 ha (1.45%) of the cleared land was used for cashew trees planting. Like the mango trees, results from the cashew trees will be realized in the next few years.

Cleared land not in use

36.48 ha (7.01%) of the cleared land was not in use at time of data collection. Information shows that owners of the land could not put the land into productive use due to a lack of upfront investment capital.

Summary

After clearance, the price of the cleared land increased **694%** of the initial price before clearance. While the increase of land price, to some extent, could be influenced by the increase of land price in the area in the recent years; funding mine clearance is an investment benefiting rural communities living in mine-affected areas.

The total income generated from farming on the cleared land for just one season was **USD 327,112**. This figure does not include the value of rice that was kept for household consumption, nor the mango and cashew trees plantations for which the harvest will result in the next few years. The economic value of the **15.4 km** of road built on the cleared land, and the area cleared for housing and risk reduction purposes have also not been included in the above financial total. Additionally, the removal of **808** anti-personnel mines, **19** anti-tank mines and **474** items of explosive remnants of war have prevented the potential loss of lives and injuries to many people living in the two districts.

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2. PMS Report on the Socio-Economic Contribution of Mine Clearance in Tuol Pongro Commune, Malai District of Banteay Meanchey Province

Report on the Socio-Economic Contribution of Mine Clearance in Tuol Pongro Commune, Malai District of Banteay Meanchey Province

Purpose

The purpose of this report is to capture the socio-economic contribution of mine clearance to the livelihood of the people living in mine affected commune of Tuol Pongro, Malai district of Banteay Meanchey province.

Scope

This report provides a snapshot of the socio-economic contribution of mine clearance completed in 2018 in the Tuol Pongro commune. Contribution of mine clearance completed in the commune before and/or after 2018 is not reflected in this report.

Data collection

There were 32 minefields cleared in Tuol Pongro commune in 2018 alone. The collection of socio-economic data from the 32 cleared minefields was carried out from June to July 2019 by the MAPU of Banteay Meanchey province. The collected data was quality checked by the Department of Socio-Economic Planning and Database Management of the CMAA before it was used to write this report.



Minefield clearance

There were 32 minefields cleared in Tuol Pongro commune in 2018. The minefields were located in seven villages (Akphivat, Banteay Timuoy, Kaoh Snuol, Khla Ngoab, O' Ampil, Tuol Prasat, and Tuol Pongro). Clearance of the 32 minefields were conducted by CMAC and HALO Trust with funds from different donors and the clearance was completed in different dates in 2018. The total size of the 32 cleared minefields is **171.73 hectares**. Resulting from the clearance, **454** anti-personnel mines, **13** anti-tank mines, and **71** items of explosive remnants of war (ERW) were discovered and destroyed rendered the cleared land safe for productive use by the affected people.

Beneficiaries of the cleared minefields

The clearance of the 32 minefields benefited directly and indirectly **19,276** households consisting of **100,856** people of which **50%** are female beneficiaries. Among the beneficiary people, there were **790** persons living with disabilities. Of the 19,276 households, **2,110** households were headed by females.

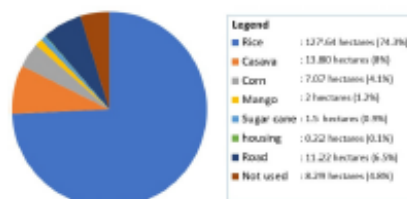
Price of the cleared land

On average, the price of the cleared land before clearance is **USD 2,093** per hectare. After clearance the average price of the cleared land, if sold, jumped to **USD 22,359**. This means that the price of the cleared land jumped **10.68 times higher** than the initial price before clearance. If the cleared land was sold before mine clearance, the total price of the cleared land would be **USD 335,952**. After clearance, the total price of the cleared land (if sold) would be **USD 3,588,892**. This calculation did not include land that was used for road construction as it is public land and cannot be sold. The increase in land price after clearance could also be contributed by the increase in land price in the recent years.

Utilization of the cleared land

The cleared land (**171.73 hectares**) were used as follows:

- 127.64 hectares (74.3%) was used for rice farming,
- 13.80 hectares (8%) was used for cassava farming,
- 11.22 hectares (6.5%) was used for construction of rural road,
- 7.07 hectares (4.1%) was used for corn farming,
- 2 hectares (1.2%) was used for mango tree planting,
- 1.5 hectares (0.9%) was used for sugar cane farming,
- 0.22 hectare (0.1%) was used for housing, and
- 8.29 hectares (4.8%) was not in use at time of data collection due to the lack of upfront investment on agriculture.



It should be noted that the utilization of the cleared land for agriculture may switch from one season to another. For example, the land that was used for corn in 2018 may switch to cassava in 2019.

Result from rice farming

As mentioned earlier, **127.64 hectares** (74.3%) of the cleared land were used for rice farming. The rice

harvest in the season before the data collection was **304,635 kg** of which **107,212 kg (35%)** were kept for household consumption and **197,423 kg (65%)** was sold generating an income of **USD 49,356**. The average productivity of rice farming was **2.39 tons** per hectare.



Result from cassava farming

13.80 hectares (8%) of the cleared land were used for cassava farming. The cassava harvest in the season before the data collection was **227,490 kg**, which was sold generating an income of **USD 18,199**. The average productivity of cassava farming was **16.49 tons** per hectare.



Result from clearance for road

11.22 hectares (6.5%) of the cleared land were used for road construction. The cleared land allowed the construction of three sections of rural roads with the total length of **10.32 km** in the commune.



Result from corn farming

7.07 hectares (4.1%) of the cleared land were used for corn farming. The corn harvest in the season before the data collection was **34,337 kg**, which was sold generating an income of **USD 4,807**. The average productivity of corn farming was **4.86 tons** per hectare.

Result from the mango tree planting

2 hectares (1.2%) of the cleared land were used for planting mango tree. Result from the mango tree planting will be realized in the next few years.

Result from sugar cane farming

1.5 hectares (0.9%) of the cleared land were used for sugar cane farming. The sugar cane harvest in the season before the data collection was **1,500 kg**, which was sold generating an income of **USD 990**. The average productivity of sugar cane farming was **1 ton** per hectare.

Use of cleared land for housing and land not in use

A piece of the cleared land equals to **0.22 hectares** were used for housing, and **8.29 hectares** were not in use at time of data collection due to the lack of upfront investment on agriculture.

Economic contribution of the cleared land

After clearance, the price of the cleared land jumped **10.68 times higher** than the initial price of the land before clearance.

The total incomes generated from farming on the cleared land for one season before the data collection was **USD 73,352**. This did not include the value of rice that was kept for household consumption, the mango tree farming that the harvest will be resulted in the next few years, and the economic value of the **10.32 km** of rural roads built on the cleared land.

Additionally, the removal of **454** anti-personnel mines, **13** anti-tank mines and **71** items of explosive remnants of war have prevented the potential loss of lives and injuries to many people living in Tuol Pongro commune.

From the data presented, it can be concluded that mine clearance is not a cost, but it is an interesting investment for development funds.

Contact person

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