



QUARTERLY AND ANNUAL PROJECT REPORT TEMPLATE

United Nations Development Programme Cambodia
Partnership for Gender Equality IV
[1 April to 30 June 2017]

Project ID & Title: 00095079 - Partnership for Gender Equity IV (PGE IV)

Duration: 31 March 2017 – 31 December 2019

Total Budget: USD940,522.80

Implementing Partners/Responsible parties: UNDP Direct Implementation

Country Programme Outcome: By 2018, national and sub-national institutions are more transparent and accountable for key public sector reforms and rule of law, are more responsive to the inequalities in the enjoyment of human rights of all people living in Cambodia, and increase civic participation in democratic decision-making.

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I. Executive Summary

The focus of PGE IV in April-June 2017 was on supporting some institutional arrangements and initiate some core processes to facilitate implementation of the 3-year 'Leading the Way for Gender Equality' (LWGE) program. Support was provided to MoWA to finalize proposal of LWGE program to Sida. Further negotiations with Sida for co-financing took place. Three key short-term consultancies were agreed with MoWA and corresponding TOR were drafted.

Meeting with development partners members of the Technical Working Group on Gender was organized and led by UNDP. This meeting helped to create some momentum for engagement of DPs with the LWGE program. It also facilitated a discussion for improvement in quantity and quality of ODA resources for gender equality in Cambodia. Establishment of a community of practice for gender practitioners facilitated by UNDP was agreed at the meeting as well.

Backlash for women after commune elections -with one point decrease in percentage of women elected as councillors in comparison to 2012 commune elections- represented a turning point in PGE IV strategy to advocate for gender equality in politics and decision making. The strategy is now aiming at endorsing the 'zip system' -where women and men are alternated in electoral lists-, or at least having more strategic public discussions about the importance of having many more women in leadership positions. Advisory support for improved public advocacy from MoWA on promotion of women in decision making and for SDG5 localization was provided during reporting period. Some meetings with CSOs representatives took place as well to facilitate their engagement in the LWGE program.

April-June 2017 was the first quarter with PGE IV project fully fledged. The International Gender Specialist, Project Assistant and Driver/Assistant of PGE IV were recruited and started their assignments during this period, and the PGE IV office was set up at MoWA.

II. Progress Updates

Progress towards project key deliverables

| KEY DELIVERABLES 1: Strengthened national machinery and institutional architecture for Gender Policy Implementation and Oversight | | | |
|---|-----------------|---|--|
| Output Indicators | Baseline | Target | Current Status |
| Indicator 1.1: Proportion of women in decision-making in the civil service from deputy chief of office to Director General is increased 3% | 19% (2012) | Y1: 1% Y2: 1% Y3: 1% Total at final: 22% | N/A [NOTE: This indicator shall be reviewed as there is an attribution gap issue because increase in number of women in civil service cannot be attributed to PGE IV project.] |
| Indicator 1.2: Number of line ministries that integrate measures from national gender policies (National Gender Policy, Neary Rattanak IV and Second NAPVAW) in their own ministerial action and budget plans | 0 (2015) | Y1: 1 Y2: 1 Y3: 1 Total at final: 3 | In progress. A short-term consultancy will be undertaken in Sept-Nov to identify measures of the GMAGs and ministerial portfolios of 4 ministries to be supported by the LWGE program. During reporting period, TOR of short-term consultancy were drafted and approval of MoWA was pending. |
| Indicator 1.3: First National Gender Policy is developed and launched | 0 (2016) | 1 | In progress. Development of First National Gender Policy is planned to start by beginning of 2018. Launch by second half of 2018 or beginning of 2019, after national elections. A short-term consultancy in Sept-Nov will evaluate the implementation of Neary Rattanak IV and will inform the development of the First National Gender Policy. During reporting period, TOR of short-term consultancy were drafted and approval of MoWA was pending. |
| Indicator 1.4: Country Gender Assessment is updated | 0 | Y1: 0 Y2: 1 Y3: 0 Total at final: 1 | No tangible progress on this indicator so far. Discussions with MoWA and Sida addressed the new focus of the next CGA, which will most likely be developed by a Cambodian research institute or a Cambodian university or a consortium of universities under leadership of MoWA. |

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| | | | Focus of CGA would not only be in providing relevant quantitative and qualitative data on the status of women and gender equality in each sector, but also in presenting success stories and depicting some women beneficiaries in each sector so their voices, interests and needs are better reflected. |
| Indicator 1.5: PBA for 3 TWG-G sub-groups completed | 0 | Y1: 1 Y2: 1 Y3: 1 Total at final: 3 | PBA for Violence Against Women is operational under the TWG-GBV. Sub-working groups on Women, Leadership and Governance (TWG-WLG) and on Women's Economic Empowerment (TWG-WEE) have not been launched to date. Launch of TWG-WLG is planned for the end of August or September with support from PGE IV. [NOTE: This indicator shall be reviewed as the focus of the program is on strengthening the PBA for gender equality and women in leadership and decision making through consolidation of the TWG and the TWG-WLG.] |
| Indicator 1.6: Gender Audit on chosen thematic area/s completed | 0 | Y1: 0 Y2: 2 Y3: 1 Total at final: 3 | In progress. Gender analysis of two sectors (Education & Public Behavioral Change and Governance & Public Administration) will be undertaken in Sept-Nov 2017. During reporting period, TOR of short-term consultancy were drafted and approval of MoWA was pending. |
| Indicator 1.7: NRIV final evaluation and report | 0 | Y1: 0 Y2: 1 Y3: 0 Total at final: 1 | In progress. Assessment of the NRIV implementation will be undertaken in Sept-Nov 2017. During reporting period, TOR of short-term consultancy were drafted and approval of MoWA was pending. |
| KEY DELIVERABLES 2: Strengthen institutional mechanism for mainstreaming SDG 5 and addressing ODA transition in promoting gender | | | |

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| Indicator 2.1: JMI and SDGs targets Identified and agreed | 0 | Y1: 1 Y2: 0 Y3: 0 Total at final: 1 | In progress. Ongoing advice was provided to MoWA for localization of SDG5. Final SDGs have not yet been approved by the Ministry of Planning/RGC. Draft JMIs were updated in first quarter of 2017. |
| Indicator 2.2: Mechanism is in place for dialogue on ODA in gender promotion | 0 | Y1: 1 Y2: 0 Y3: 0 Total at final: 1 | In progress. An informal meeting with development partners members of the TWG was organized by UNDP in April. There were two input presentations and discussion about how to improve effectiveness of ODA for gender. It was agreed that a community of practice (CoP) for gender practitioners from DPs will be established and coordinated by UNDP with the goal of improving quality of gender mainstreaming interventions from the DPs side. MoWA also agreed in cooperating further with CDC to improve data collection and analysis of ODA for gender. MoWA briefed DPs on the LWGE program at the meeting too. |
| Indicator 2.3: Monitoring mechanism for Gender and SDGs is established | 0 | Y1: 0 Y2: 1 Y3: 0 Total at final: 1 | A harmonized monitoring system for national gender policies is to be established under the CNCW. Short-term consultancy in Sept-Nov is expected to provide more insights for accomplishing this harmonization in an effective way. [NOTE: this indicator shall be reviewed as it is not clear what is meant to.] |
| Key Deliverable 3: Strengthened the PBA framework for gender equality (“Leading the Way for Gender Equality” program) and enhanced Gender Transformative advocacy and public outreach of MoWA. | | | |
| Indicator 3.1: Number of Cambodian young people are reached by activities with educational institutions, MoWA media outlets, social media and communications campaigns | N/A | Y1: 0.5M Y2: 1.25M Y3: 1.25M Total at final: 3M | Main activities for this indicator are under Sida funding support so there are no major progresses to be reported in this period. Discussion with an international training institution specialized on communications (<i>Deutsche Welle Akademie</i>) took place to co-organize a training on social |

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| | | | media to 12 MoWA staff by October 2017 in Phnom Penh. UNDP is to cover costs of training venue and food only, while trainers will be provided by DW Akademie. |
| Indicator 3.2: Proposal of LWGE program is finalized | 0 | Y1: 1 Y2: 0 Y3: 0 Total at final: 1 | Target achieved. Support to MoWA for finalization of proposal was provided during reporting period. Additional discussions with Sida took place as well. Final proposal was sent by MoWA to Sida on 19 th June. Supplementary support was provided to MoWA for further adjustments on proposal after some feedback from Sida was received. |
| Indicator 3.3: Number of Multi-media campaign is developed and disseminated | 0 | Y1: 1 Y2: 1 Y3: 1 Total at final: 3 | (Same than for above indicator 3.1) |
| Indicator 3.4: Number of measures to promote the rights of disadvantaged groups of women and girls take place | 0 | Y1: 1 Y2: 2 Y3: 2 Total at final: 5 | No progress on this indicator during reporting period. |
| Indicator 3.5: Number of trainings in strategic areas are undertaken | 0 | Y1: 2 Y2: 2 Y3: 2 Total at final: 6 | No trainings have been provided or supported during reporting period. |
| Indicator 3.6: Annual Operational Plan of LWGE program is developed and monitored | 0 | Y1: 1 Y2: 1 Y3: 1 Total at final: 3 | Annual OP is to be developed by end August in a 2-day consultative Technical Planning Workshop with around 25 MoWA staff involved in implementation of LWGE program. |
| Indicator 3.7: Advocacy strategy for MoWA is finalized | 0 | Y1: 0 Y2: 1 Y3: 0 Total at final: 1 | Technical support and advice was provided to MoWA on the issue of women in politics and decision making after commune elections. Advocacy strategy will be developed in second year. |
| Indicator 3.8: Code of conduct for gender-sensitive reporting is developed | 0 | Y1: 0 Y2: 1 Y3: 0 Total at final: 1 | This deliverable will be undertaken in second year after endorsement of bilateral agreement between MoWA and Ministry of Information. |
| <input type="checkbox"/> delivery exceeds plan | | <input type="checkbox"/> Delivery in line with plan | <input type="checkbox"/> delivery below plan |

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Progress towards project/country programme (CPAP) output

| OUTPUT 2.2: Mechanisms to increase percent of women in leadership and decision-making are more effective | | | |
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| Output Indicators | Baseline | Target | Current status |
| <p>Indicator 2.2.1: Effectiveness of policy measures to increase the share of women leaders across the civil service</p> <p>Data source, frequency: Ministry of Women’s Affairs through Ministry of Civil Service and line ministries (annually)</p> | Not effective (2015) | Effective (2019) | No progress on this indicator during reporting period. MoWA and MoCS will establish a bilateral agreement to promote gender equality through specific activities. Gender analysis of the sector will be undertaken in Sept-Nov and will help to inform about focus and identification of measures to be included in agreement. The TWG on Women, Leadership and Governance is also expected to serve as a platform for better inter-ministerial and multi-stakeholders coordination to increase number of women in decision making. This Working Group is to be launched with PGE IV support by end August or Sept. |
| <input type="checkbox"/> delivery <i>exceeds</i> plan | <input type="checkbox"/> delivery <i>in line with</i> plan | | <input type="checkbox"/> delivery <i>below</i> plan |

Progress towards country programme (CPAP) outcome

| OUTCOME 3: By 2018, national and sub-national institutions are more transparent and accountable for key public sector reforms and rule of law, are more responsive to the inequalities in the enjoyment of human rights of all people living in Cambodia, and increase civic participation in democratic decision-making. | | | |
|--|----------------------------------|--------------------------------|--|
| Outcome Indicators | Baseline (month/year) | Target (month/year) | Current status (month/year) |
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Progress towards SP output

| SP Output 2.1. Parliaments, constitution making bodies and electoral institutions enabled to perform core functions for improved accountability, participation and representation, including for peaceful transitions | | | |
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| Indicators | <i>Baseline (month/year)</i> | <i>Target (month/year)</i> | <i>Current status (month/year)</i> |
| <p>Indicator 2.1.1. Number of Parliaments, constitution making bodies and electoral institutions which meet minimum benchmarks (to be defined) to perform core functions effectively</p> <p>Data source, frequency: MoWA, in every election round (5 years)</p> | <p>Baseline (2013): 14.7 % (Proportion of women's Seat in the Senate), 20% (Proportion of women's Seat in the National Assembly), 18% (Proportion of female councilors in Communes/Sangkats)</p> | <p>Milestone (2017): 30% (Proportion of women's Seat in the Senate), 20% (Proportion of women's Seat in the National Assembly), 18% (Proportion of female councilors in Communes/Sangkats)</p> | <p>1,940 women commune council members (16.75%) were elected in commune elections held in June, which represents almost 100 women (or 1% less than in 2012, when 2,038 women (or 17.78%) were elected. 21.33 percent of elected female candidates from CPP (21.48 percent in 2012) and 11.04 percent of elected female candidates from CNRP (11 percent in 2012).</p> <p>Some advocacy support was provided to MoWA to respond to this backlash for women in commune elections. MoWA released a public statement to the media and MoWA social media channels. MoWA also agreed to address this issue at the launch of the TWG-WLG, expected for end August or Sept 2017. The TWG-WLG is to serve as an advocacy platform to promote women in government in sight of 2018 national elections.</p> |

Capacity Development

Capacity Development is a core element of the PGE IV project and the LWGE program. The development of a Capacity Development Framework for the LWGE program will be undertaken in Sept-Oct with support from a national short-term consultant recruited under PGE IV. This framework will incorporate measures for building capacities across the 3 components of the program and focused on 4 levels: individual, program, institutional and stakeholders-network levels. This framework will build on the previous capacity development assessments undertaken so far, the 3-Year Work Plan of the LWGE program and the measures initially identified in there. It will also include a monitoring and results matrix with baselines, targets and indicators to measure progresses in capacity building of MoWA staff.

Gender Marker (GEN3)

The PGE IV project is entirely focused on promoting gender equality and the empowerment of women as principal objective. Two additional focuses are on promoting the rights of disadvantaged groups of women and girls as well as on engaging men for gender equality. Hence the gender marker GEN3 is applicable for all deliverables and activities of the project and does not require further revision.

Lessons Learned

The PGE IV Prodoc will need to be adjusted to fully align it under the LWGE program and better outlining the expected results of PGE IV in document. Further lessons learned, challenges and solutions can be found below under “Updated project issues and actions” section.

III. Project Implementation Challenges

a. Updated project risks and actions

| # | Description | Type | Impact & Probability | Countermeasures / Management response | Submitted, updated by | Last Update | Status |
|---|---|-----------------------------|----------------------|---|-----------------------|-------------|--|
| 1 | Limited cooperation from other line ministries might delay input to CGA updating | Organizational | P = 4 I = 4 | Learn from past experience to avoid unnecessary delay by ensuring conformity to the instructions of the Council of Ministers. | | | No update/progress on this. Process to develop next CGA has not been initiated. |
| 2 | The capacity development may be hindered to some extent by GMAG's lack of access to annual work plans and budgets as they are not shared widely within each Ministry. | Financial Organizational | P = 5 I = 3 | Emphasize in the invitation letter the importance of having annual work plans and budget to work on during the CD exercise. Keep following up and ask MoWA to provide additional follow up support | | | No update/progress on this. |
| 3 | Specific targets for increasing women in leadership could be difficult to agree upon and met by line ministries as promotion within the government system is very political and thus a sensitive issue. | Organizational Political | P = 4 I = 4 | Keep insisting that targets are needed to measure achievements. Be realistic with them and respect their proposed targets. | | | After backlash for women in commune elections, the advisory strategy from PGE IV is focused on advocating for quotas for women in leadership. The most effective and fair system is the zip system, where women and men are alternated in electoral lists. |
| 4 | Gender Audit: the lengthy process for the formal request for cooperation with Line Ministries, and lack of willingness to cooperate may inhibit this activity. | Organizational Political | P = 4 I = 5 | Organize meetings with relevant line Ministries to explain in person the real intention of GA and its benefits for policy making and planning. | | | Gender analysis in two sectors will be undertaken in Sept-Nov. MoWA will have to coordinate appointments with target line ministries. |
| 5 | Delay in SDG localization and interaction in selecting indicators for gender (SDGs) may delay process of mainstreaming SDG5 in gender | Organizational | | Organize dialogues with Ministry of Planning and SNEC in order keep engaging, providing input tracking on consultation process of SDGs localization | | | Process for SDGs localization led by Ministry of Planning is slow. MoWA has participated at meetings convened by MoP and sent inputs to them for SDG5 localization timely, and with advisory backstop from UNDP. |

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| 6 | Some project activities rely on Capacity of MoWA to mobilize resource for ensuring the continuation of LWGE if Sida delays in funding the program | Organizational | P=1 I=5 | Closely engage and link up the collaboration of MoWA, Sida, UNDP. | | MoWA has not been fully onboard with the program yet, in part due to the fact that Sida's funds have not yet been in place. |
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b. Updated project issues and actions

Due to limited human resources, PGE IV has a high dependency on MoWA staff for the successful and timely implementation of the program. In addition, the LWGE program is an innovative program with a strong focus on increasing ownership of MoWA. All this requires that MoWA staff are fully in charge of program's outputs and activities.

However, to date, roles and responsibilities ('who does what') of MoWA staff for the PGE IV-LWGE program are not entirely defined yet. Moreover, the program mostly relies on one person (the MoWA program coordinator), which can pose a risk because this official tends to be busy with other tasks.

As response to those challenges, the Annual Technical Planning Workshop scheduled for end August will address and define the roles and responsibilities of MoWA staff for the program. The Prodoc of PGE IV will be adjusted and shall also include a list with MoWA staff in charge of relevant program's outputs and activities. Roles and responsibilities of MoWA staff for the LWGE program should also be discussed at the next Project Steering Board meeting. All these measures are expected to contribute to overcome the current gaps. In addition, it is foreseen that MoWA will be more on top of the program once official agreements with Sida are endorsed.

IV. Financial status and utilization

Table 1: Contribution overview [Project start 31 March 2017 – 31 December 2017]

| DONOR NAME | CONTRIBUTIONS | | CONTRIBUTION BALANCE |
|--------------|----------------|----------------|----------------------|
| | Committed | Received | |
| ex: UNDP | 940,523 | 326,039 | 246,992 |
| ex: EC | | | |
| ex: SIDA | | | |
| | | | |
| | | | |
| TOTAL | 940,523 | 326,039 | 246,992 |

Table 2: Annual expenditure by Activity (Project start 31 March 2017 – 31 December 2017)

| Activity | APPROVED BUDGET | EXPENDITURE | BALANCE | DELIVERY (%) |
|---|-----------------|------------------|-------------------|--------------|
| Activity 1 [Strengthened national machinery and institutional architecture for Gender Policy Implementation and Oversight] | 40,905 | 0.00 | 40,905 | 0% |
| Activity 2 [Strengthen institutional mechanism for mainstreaming SDG 5 and addressing ODA transition in promoting gender] | 36,920 | 0.00 | 36,920 | 0% |
| Activity 3 [Strengthened the PBA framework for gender equality (“Leading the Way for Gender Equality” program) and enhanced Gender Transformative advocacy and public outreach of MoWA] | 38,287 | 0.00 | 38,287 | 0% |
| Activity 4 [Project Management] | 209,927 | 79,046.64 | 130,880.36 | 38% |
| Total | 326,039 | 79,046.64 | 246,992.36 | 24% |

Table 3: Cumulative expenditure by Activity [Project start 31 March 2017 – 31 December 2019]

| Activity | TOTAL PROJECT BUDGET | CUMULATIVE EXPENDITURE | BALANCE | DELIVERY (%) |
|---|----------------------|------------------------|-------------------|--------------|
| Activity 1 [Strengthened national machinery and institutional architecture for Gender Policy Implementation and Oversight] | 40,905 | 0.00 | 40,905 | 0% |
| Activity 2 [Strengthen institutional mechanism for mainstreaming SDG 5 and addressing ODA transition in promoting gender] | 36,920 | 0.00 | 36,920 | 0% |
| Activity 3 [Strengthened the PBA framework for gender equality (“Leading the Way for Gender Equality” program) and enhanced Gender Transformative advocacy and public outreach of MoWA] | 84,587 | 0.00 | 84,587 | 0% |
| Activity 4 [Project Management] | 778,110.8 | 79,046.64 | 699,064.16 | 10% |
| Total | 940,522.80 | 79,046.64 | 861,476.16 | 8% |