



QUARTERLY AND ANNUAL PROJECT REPORT

United Nations Development Programme Cambodia
Partnership for Gender Equality -Phase IV
[1 July to 30 Sept 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 Modality

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 July-Sept 2017 continued on supporting institutional arrangement to prepare MoWA for the 3-year 'Leading the Way for Gender Equality' (LWGE) program.

An annual planning workshop to develop work plan of LWGE program for Sept-Dec 2017 was organized by end August. This consultative exercise helped to address some of the challenges experienced so far, especially when it comes to the lack of engagement and ownership of MoWA over the new program. 4-month work plan was later on finalized and approved by LWGE management team. The delivery and implementation of activities in 2017 remains concentrated in last quarter and will also require a very active response from MoWA staff.

The development of the 3-year Capacity Development Framework begun by end August after one national consultant was recruited to undertake it. She conducted a joint consultation with LWGE program staff and had several meetings with officers from various MoWA departments. Further consultation with DPs and line ministries will follow.

Selections processes for two international short-term consultancies were almost finished during reporting period, after feedback from MoWA on respective TORs was received. One consultancy will focus on evaluation of the NR4 implementation and monitoring to inform the development of next national gender policies and harmonized M&E system for those policies. Another consultancy will carry out a 'rapid' gender audit of two sectors (Education & Public Behavioral Change, and Governance) to analyse government and ODA resources in place for gender. This consultancy will also identify entry points for further cooperation with universities and the Royal School of Administration to promote gender-responsive curricula, among other issues.

Advice on localization of SDG 5 and gender mainstreaming across SDGs was provided on an ongoing basis. A meeting between the Minister and MoWA officials was facilitated to discuss on draft SDG 5 and agree on next steps. As a result, some of the indicators and targets of SDG 5 were improved: for example, one law to address discrimination against women in key and emerging issues was included as indicator; targets for women in decision making positions were made more ambitious to get closer to 50 percent, which will incentivize advocacy efforts from stakeholders and CSOs; and some indicators on prevalence of violence against women were corrected. Localized SDGs will be revised by end 2017 by a core group comprised by MoP, SNEC and MoEF, and submitted to Council of Ministers for final review and endorsement.

A discussion on NIM modality took place and involved UNDP Country Office (Nimnuon and Amara), PGE (Rodrigo and Chheng), LWGE program management team and MoWA officers in charge of finances in LWGE program. This discussion meant to clarify roles and responsibilities of MoWA for NIM modality, as the MoWA team members involved in LWGE program have not worked with NIM modality before.

Sida continued with its internal review and clearance of the LWGE program proposal. No feedback from Sida on the LWGE program proposal was received during reporting period.

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 last quarter of 2017 to identify measures of the GMAGs and ministerial portfolios of 5 ministries/institutions to be supported by the LWGE program. During reporting period, selection process for consultant was initiated after approval from MoWA on TOR.
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. Launching by second half of 2018 or beginning of 2019, after national elections. A short-term consultant was recruited during reporting period to evaluate the implementation of Neary Rattanak IV and inform the finalization of the First National Gender Policy.
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. 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 was initially planned for the end of August or September but due to MoWA delays it has been postponed to end 2017. [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 last quarter of 2017. During reporting period, selection process for short-term consultancy was initiated after MoWA approval of TOR.
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 last quarter of 2017. During reporting period, selection process for short-term consultant was initiated.
KEY DELIVERABLES 2: Strengthen institutional mechanism for mainstreaming SDG 5 and addressing ODA transition in promoting gender			

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 finalized 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	TOR for community of practice (CoP) for gender practitioners from DPs was drafted. [NOTE: this indicator shall be reviewed as it seems that TWG-G -which was established years ago- functions already as a mechanism for dialogue on ODA for gender]
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. Recruitment process for short-term consultant was almost finalized. Consultant will provide further recommendations 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. Negotiations with an international training institution specialized on communications (<i>Deutsche Welle Akademie</i>) continued during reporting period to co-organize a training on social 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 in previous quarter. Final proposal was sent by MoWA to Sida on 19 th June. Supplementary support was provided to MoWA for further adjustments of 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	In progress. TOR for short-term consultancy for vulnerable groups of women and girls was discussed with MoWA.
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 for 2017 was developed by end August in a 2-day consultative Technical Planning Workshop with around 25 MoWA staff involved in implementation of LWGE program. Monitoring of OP has taken place on an ongoing basis.
Indicator 3.7: Advocacy strategy for MoWA is finalized	0	Y1: 0 Y2: 1 Y3: 0 Total at final: 1	No progress during reporting period. Advocacy strategy will be developed in second year (2018).
Indicator 3.8: Code of conduct for gender-sensitive reporting is developed	0	Y1: 0 Y2: 1 Y3: 0 Total at final: 1	MoWA agreed that, instead of a code of conduct for gender-sensitive reporting, the focus will be on implementing and disseminating the Media Code of Conduct for Reporting on Violence Against Women cases, launched in June 2017. During reporting period, advice was provided on an ongoing basis to MoWA, and especially for responding to the case of a TV news host making a joke on air about a woman who was raped and killed. [NOTE: this indicator shall be reviewed because of the reason explained above]

delivery exceeds plan		<input type="checkbox"/> Delivery in line with plan	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			
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 governance sector will be undertaken last quarter of 2017 and will help to inform about focus and identification of measures to be included in agreement. The TWG on Women, Leadership and Governance (TWG-WLG) is also expected to serve as a platform for better inter-ministerial and multi-stakeholders coordination to increase number of women in decision making. The launching of this Working Group has been postponed by MoWA until end 2017.
<input type="checkbox"/> delivery exceeds plan	<input type="checkbox"/> delivery in line with plan		<input type="checkbox"/> delivery below 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)



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			
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>No updates during reporting period.</p> <p>Commune elections took place in previous quarter so relevant data and results provided in previous quarterly progress report.</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 begun in reporting period, 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.			No update/progress. The TWG-WLG has not been launched yet.
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 last quarter of 2017. MoWA will have to coordinate appointments of consultant 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 has been slow and unclear, so mainstreaming gender across SDGs rather complicated. Technical officers of MoWA (director of Planning Dpt. and head of TWG-G Secretariat) have not been taking SDGs very seriously,

							but UNDP gender specialist managed to arrange a meeting between them, Minister and other MoWA senior officials for an internal discussion about SDG 5 and mainstreaming gender across SDGs.
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, due to the facts that Sida's funds have not yet been in place and that DIM modality contravenes ownership of MoWA.

b. Updated project issues and actions

The Annual Technical Planning Workshop organized by end August helped to address and define the roles and responsibilities of MoWA staff for the program, and it also helped to increase sense of ownership and engagement of MoWA.

Despite some management gaps of LWGE program team, the speed in implementation of activities gained traction after Work Plan was developed in a participatory process. Planned activities from Sept to Dec 2017 will also help to exercise the MoWA team and their capabilities.

It is foreseen that MoWA will be even more on top of the program once official agreements with Sida are endorsed and when the Program Steering Committee starts functioning. Change of PGE IV from DIM to NIM is expected to contribute to increase engagement of MoWA for the program as well.

Clear roles and responsibilities of LWGE program management team should also be laid out in their TOR approved by the Program Steering Committee.

Close follow-up with Sida is required in order to ensure that agreements are signed the soonest in 2017, especially because there is almost none TRAC budget available for implementation of activities in 2018.

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	176,827
ex: EC			
ex: SIDA			
TOTAL	940,523	326,039	176,827

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	2,019.70	38,885.30	5%
Activity 2 [Strengthen institutional mechanism for mainstreaming SDG 5 and addressing ODA transition in promoting gender]	36,920	206.25	36,713.75	1%
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	15,305.05	22,981.95	40%
Activity 4 [Project management]	209,927	131,680.56	78,246.44	63%
Total	326,039	149,211.56	176,827.44	46%

Table 3: Cumulative expenditure by Activity (in Atlas format) [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	2,019.70	38,885.30	5%
Activity 2 [Strengthen institutional mechanism for mainstreaming SDG 5 and addressing ODA transition in promoting gender]	36,920	206.25	36,713.75	1%
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	15,305.05	69,281.95	18%
Activity 4 [Project management]	778,110.80	131,680.56	646,430.24	17%
Total	940,522.80	149,211.56	791,311.24	16%