

カンボジア国
女性省

カンボジア国
女性の経済的エンパワーメントのための
ジェンダー主流化プロジェクト

事業完了報告書

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独立行政法人
国際協力機構(JICA)

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対象地域



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目 次

目次
略語表

1. プロジェクトの背景と目的.....	1
1.1. 対象国	1
1.2. プロジェクト名.....	1
1.3. プロジェクト実施期間.....	1
1.4. 背景.....	1
1.5. 上位目標及びプロジェクト目標	2
1.6. 実施体制.....	2
2. 業務の実績と成果.....	3
2.1. 業務の実績	3
2.1.1. 日本側の投入実績.....	3
2.1.2. カンボジア側の投入実績.....	4
2.1.3. 活動（当初計画と実績）	4
2.2. プロジェクトの成果	11
2.2.1. 成果に係る指標.....	13
2.2.2. プロジェクト目標に係る指標.....	15
2.3. PDM の変遷	16
2.3.1. 2020 年 1 月（添付資料 3-2 参照）	16
2.3.2. 2022 年 1 月（添付資料 3-3 参照）	22
2.4. その他	22

3. プロジェクトの評価.....	23
3.1. DAC 評価項目による評価結果	23
3.1.1. 妥当性	23
3.1.2. 整合性	25
3.1.3. 有効性	25
3.1.4. 効率性	26
3.1.5. インパクト.....	27
3.1.6. 持続性	27
3.2. 活動実施と成果達成に影響を及ぼした要因.....	28
3.3. プロジェクトのリスク管理	28
3.4. 教訓.....	29
3.5. COVID-19 対応として実施した活動/支援	30
4. 上位目標達成に向けた提言.....	31
4.1. 上位目標達成の見通し.....	31
4.2. 上位目標達成に向けた実施計画及び実施体制	32
4.3. 提言.....	33
4.4. プロジェクト終了時から事後評価に向けたモニタリング計画.....	33

添付資料

- 添付資料 1 業務の実績
- 添付資料 2 成果品一覧
- 添付資料 3 PDM
- 添付資料 4 RD、MM、JCC ミニッツ
- 添付資料 5 モニタリングシート (Monitoring Sheet)

略語表

略語	正式名	日本語
ADB	Asian Development Bank	アジア開発銀行
AIMS	Accelerating Inclusive Markets for Smallholders	小規模農家のための包括的市場の加速化
ASEAN	Association of Southeast Asian Nations	東南アジア諸国連合
ASPIRE	Agricultural Service Programme for Innovation Resilience and Extension	イノベーションと拡張のための農業サービスプログラム
EDD	Economic Development Department	経済開発局
GBV	gender-based violence	ジェンダーに基づく暴力
GED	Gender Equality Department	ジェンダー平等局
GMAG	Gender Mainstreaming Action Group	ジェンダー主流化活動グループ
GMAP	Gender Mainstreaming Action Plan	ジェンダー主流化活動計画
IFAD	International Fund for Agricultural Development	国際農業開発基金
JICA	Japan International Cooperation Agency	国際協力機構
KCH	Kampong Chhnang	コンポンチュナン (州)
KPC	Kampong Cham	コンポンチャム (州)
KPT	Kampong Thom	コンポントム (州)
MAFF	Ministry of Agriculture, Forestry and Fisheries	農林水産省
MISTI	Ministry of Industry, Science, Technology & Innovation	産業・科学・技術・革新省
MOC	Ministry of Commerce	商業省
MOLVT	Ministry of Labour and Vocational Training	労働・職業訓練省
MORD	Ministry of Rural Development	農村開発省
MOT	Ministry of Tourism	観光省
MOU	Memorandum of Understanding	基本合意文書
MOWA	Ministry of Women's Affairs	女性省
NCDD	National Committee for Sub-National Democratic Development	民主的地方開発国家委員会
OVOP	One Village One Product	一村一品 (プロジェクト)
PDISTI	Provincial Department of Industry, Science, Technology & Innovation	州産業・科学・技術・革新局
PDWA	Provincial Department of Women's Affairs	州女性局
PGM	Projects on Gender Mainstreaming	ジェンダー主流化プロジェクト
PGM-WE	Project on Gender Mainstreaming for Women's Economic Empowerment	女性の経済的エンパワーメントのためのジェンダー主流化プロジェクト
PSD	Planning and Statistics Department	計画・統計局
RGC	Royal Government of Cambodia	カンボジア王国政府
SRP	Siem Reap Province	シェムリアップ (州)
TBK	Tbong Khmum Province	トボンクモム (州)

TWG-G	Technical Working Group on Gender	ジェンダー技術作業部会
TWG-G WEE	Technical Working Group on Gender, Sub- Group on Women's Economic Empowerment	ジェンダー技術作業部会 WEE サブグループ
WCCC	Women's and Children's Consultative Committee	女性と子どもの諮問委員会
WEE	Women's Economic Empowerment	女性の経済的エンパワーメント
WEE-WG	Working Group for Women's Economic Empowerment	女性の経済的エンパワーメントのための ワーキンググループ

1. プロジェクトの背景と目的

1.1. 対象国

カンボジア王国

1.2. プロジェクト名

女性の経済的エンパワーメントのためのジェンダー主流化プロジェクト

1.3. プロジェクト実施期間

2017年2月～2022年12月（5年10カ月）

1.4. 背景

カンボジア政府は、国家開発戦略の四辺形戦略（Rectangular Strategy）や国家開発計画、ネアリ・ラタナク（Neary Rattanak）（女性省戦略5カ年計画）などの国家政策に基づいて、ジェンダー平等と女性のエンパワーメントを促進するためのプログラムやプロジェクトを実施している。1990年代初頭から、女性省（Ministry of Women's Affairs: MOWA）と国際協力機構（JICA）は協力関係を築き、「ジェンダー主流化プロジェクト フェーズ 1」（PGM）と「同フェーズ 2」（PGM2）が実施された。

PGM2は、2010年に開始され、女性省（MOWA）及び州女性局（Provincial Department of Women's Affairs: PDWA）と関係省庁が実施するジェンダー視点に立った政策やプログラムを通して、女性の経済的エンパワーメント（Women's Economic Empowerment: WEE）が強化されるという上位目標に向けた取組が実施された。2015年2月の同プロジェクト終了時評価では、中央政府及び州レベルにおいて関係省庁・局に対するアドボカシーや調整機能を果たす女性省及び州女性局の能力が強化されたと評価された。また、PGM1で開発されたPGM手法（ジェンダー視点に立った事業実施管理手法）を適用し、コンポンチャム州（KPC）でパイロットプロジェクトを実施することによって、WEE促進のためのジェンダー主流化を推進する能力とメカニズムが州レベルで強化されたことも明らかになった。さらに、コンポンチャム州の「3カ年投資計画」が、PGM2の活動の結果、よりジェンダー視点に配慮したものとなったことが評価された。加えて、PGM2は、草の根レベルで以下のような社会経済的・ジェンダー的影響をもたらしたことが確認された。

- 経済的影響：女性及び男性双方の世帯収入の増加と生活水準の向上
- 社会的・ジェンダー的影響：家庭内のジェンダー関係の改善、夫婦間の調和の確立、ジェンダーに基づく暴力（Gender Based Violence: GBV）の減少、女性のエンパワーメント（女性の自信やリーダーシップの向上、家計管理（高額支出）に関する意思決定への参加、家族や地域社会の女性の能力に関する意識の向上など）

このように、ジェンダー主流化を推進するためのツールである PGM 手法に基づいて実施された PGM2 は、中央政府及び州レベルにおけるジェンダー主流化の促進に貢献したことが評価された。そうした成果をふまえて、2014 年 8 月、カンボジア政府は日本政府に対し、既存のジェンダー主流化メカニズムを強化し、より広い地域に普及・展開するための技術支援を要請した。

1.5. 上位目標及びプロジェクト目標

本プロジェクトの上位目標とプロジェクト目標は以下のとおりである。

上位目標	対象州および非対象州において、女性省/局のアドボカシー・調整を通じて、連携省庁/局によるジェンダー視点に立った施策や事業が実施されることにより、女性の経済的エンパワーメント (WEE) が促進される。
プロジェクト目標	女性省/局によるアドボカシーおよび調整を通じて、連携省庁/局がサブナショナルレベルの WEE を推進するためのジェンダー主流化メカニズムが強化される。

1.6. 実施体制

カンボジアの実施体制は以下のとおりである。

プロジェクト責任機関	女性省 (MOWA)
プロジェクト・ディレクター	長官 (H. E. Chan Sorey)
プロジェクト・マネージャー	計画・統計局長 (Ms. Vouchlim Te)
カウンターパート (C/P)	計画・統計局、経済開発局、ジェンダー平等局
連携省庁	農林水産省 (MAFF)、商業省 (MOC)、産業・科学・技術・革新省 (MISTI)、労働・職業訓練省 (MOLVT)、農村開発省 (MORD)、観光省 (MOT)、民主的地方開発国家委員会 (NCDD)
対象州	コンポンチャム (KPC) 州、コンポンチュナン (KCH) 州、コンポントム (KPT) 州、シェムリアップ (SRP) 州、トボンクモム (TBK) 州の 5 州
連携州局	女性局 (PDWA)、農林水産局 (PDAFF)、商業局 (PDOG)、産業・科学・技術・革新局 (PDISTI)、労働・職業訓練局 (PDLVT)、農村開発局 (PDRD)、観光局 (PDOT)、計画局 (PDOP)

2. 業務の実績と成果

2.1. 業務の実績

2.1.1. 日本側の投入実績

(1) 専門家派遣

専門家の派遣実績を下表に示す。

表 2-1-1 専門家派遣実績

担当	現地人月	国内人月	合計
総括/ジェンダー主流化 1	8.72	7.70	16.42
副総括/ジェンダー主流化 2	4.73	4.25	8.98
組織強化/ガバナンス	7.10	5.20	12.30
女性の経済的エンパワーメント	9.30	6.50	15.80
市場ビジネス開発	7.73	6.85	14.58
研修管理	0.50	0.70	1.20
モニタリング	0.47	0.35	0.82
業務調整/ジェンダー成果分析	7.40	6.60	14.00
合計	45.95	38.15	84.10

(2) 機材調達

プロジェクト活動の実施に必要な機材を添付資料 1-5-1 のとおり調達した。

(3) 本邦研修の実施

2020 年度と 2021 年度に本邦研修を予定していたが、2020 年 3 月以降の新型コロナウイルス感染症（COVID-19）の拡大による渡航制限のため、カンボジア国内でのリトリートプログラム（2022 年 7 月実施）に変更して実施した。

(4) 現地活動費

現地活動費（一般業務費、機材費、在外事業強化費）は以下のとおり。

表 2-1-2 現地活動費実績

費目	金額
一般業務費	137,869 千円
機材費	1,262 千円
在外事業強化費	17,000 千円

2.1.2. カンボジア側の投入実績

(1) カウンターパートの配置

プロジェクト実施期間を通じて、プロジェクト・ディレクターとして女性省長官、プロジェクト・マネージャーとして同省計画・統計局長が配置された。その他、対象州におけるパイロット活動実施のためのフォーカル・ポイントとして、女性省の計画・統計局、ジェンダー平等局、経済開発局からそれぞれカウンターパート（C/P）が配置された（詳細は添付1-2、1-3を参照）。

(2) 執務室の提供

女性省やコンポンチュナン州（KCH）とシェムリアップ州（SRP）の女性局から、プロジェクトに執務室が提供された。2019年末からパイロット活動を開始したコンポントム州（KPT）とトボンクモム州（TBK）については、新型コロナウイルス感染症拡大の影響により、主な活動は遠隔で行ったため、同2州に執務室の設置は行わなかった。コンポンチャム（KPC）州についても、パイロット活動を実施しないため（先行フェーズのパイロット活動のフォローアップのみ）、執務室の設置は行わなかった。

2.1.3. 活動（当初計画と実績）

プロジェクト・デザイン・マトリックス（PDM）と活動計画（PO）に示された当初計画に対する活動実績を下表にまとめる（PDMは添付資料3、POは添付資料5を参照）。

表 2-1-3 当初計画と実績

PDM・PO 記載の活動	実績
成果1：サブナショナルレベルにおいてWEEを促進するための女性省/局のアドボカシーおよび調整に関する能力が強化される。	
[1-1]ジェンダー能力アセスメントが実施される。	[1-1] 2020年1月と2022年7月にジェンダー能力アセスメントを実施した。
[1-2]アセスメントの結果に基づき、WEEに関する能力強化計画が作成される。	[1-2] アセスメントの結果に基づき、女性省と女性局の能力開発の内容を計画した。
[1-3]WEEを促進するための女性省/局のアドボカシー・調整に関する能力強化に向けた一連の研修等が計画・実施される。	[1-3] 1-2の内容に基づき、ジェンダー合同研修（2020年1月実施）やリトリートプログラム（2022年7月実施）のほか、連携省庁とのやり取りや州レベルでのパイロット活動を女性省・局が主導できるようになるための技術ミーティング（添付資料1-6で整理したWSや研修の前に実施）など、一連のワークショップ及び研修が実施された。
[1-4]「ジェンダー用語集」が改訂される。	[1-4] ジェンダー用語集の最終版が2022年11
[1-5]「ジェンダー統計リーフレット」が改訂	月末に女性省で承認された。しかし、印刷・配

<p>される。</p> <p>[1-6]「州ジェンダー統計」が各地方対象州で作成される。</p>	<p>布については、同時期に策定作業が進んでいたジェンダー平等政策とジェンダー・アセスメント報告書（閣議決定が必要な文書）と併せて印刷・配布することが望ましいという大臣の命令により、同文書の最終承認を待っていたが、プロジェクト期間終了までに閣議決定には至らなかった。今後の閣議決定の見込みも不明である。女性省として必要な予算を確保し、承認後すぐに印刷を行うことが期待される。</p> <p>[1-5] 2021年12月にジェンダー統計リーフレットが改訂された。</p> <p>[1-6] 州別ジェンダー統計がKCH州（2021年6月）、KPT州（2020年7月）、SRP州（2022年12月）、TBK州（2020年5月）でそれぞれ作成されたほか、KPC州（2022年12月）では更新された。</p>
<p>[1-7]サブナショナルレベルでのパイロット活動の開始時に「ジェンダー視点に立ったバリューチェーン分析手法」が開発され、「州レベルにおける女性の経済的エンパワーメントのためのジェンダー主流化ガイドライン」（改訂版WEEガイドライン）にまとめられる。</p>	<p>[1-7] ジェンダー視点に立ったバリューチェーン分析手法を開発・改訂し、KPT州、TBK州、SRP州の各州パイロット活動に適用した。同手法の概要を改訂版WEEガイドラインにも取りまとめた。</p>
<p>[1-8]サブナショナルレベルのパイロット活動を通じて、ジェンダー視点に立ったモニタリング・評価（政策ベース）に関する技術的助言（WEE該当箇所に限る）が、女性省/局から連携省庁/局へ提供される。</p>	<p>[1-8] 州レベルのパイロット活動を通じて、連携局に対するジェンダー視点に立ったモニタリングにかかる技術的助言を行った。連携省庁については政策ベースのモニタリング・評価を限定的に実施している現状をふまえ、2022年11月連携省庁のジェンダー主流化活動グループ（GMAG）メンバーを対象とした会議を通じ、ジェンダー視点に立ったモニタリング・評価（政策ベース）の基本概念を共有し、今後取り組むべき課題等について議論を促進した。</p>
<p>[1-9]ジェンダー主流化とWEEに関する本邦研修が実施される。</p>	<p>[1-9] 新型コロナウイルス感染症拡大による渡航制限の影響により、取り止め（2022年7月にカンボジア国内（シアヌークビル）で実施したリトリートにおいて、ジェンダー主流化とWEEに関する能力強化の機会として代</p>

	替実施)。
[1-10]ジェンダー能力アセスメント(事後)が実施される。	[1-10]2022年12月上旬に女性省と州女性局のジェンダー能力アセスメントを実施した。
成果2:パイロット活動を通じて、WEEを促進するための実施体制・手法の有効性が、女性省/局および連携省庁/局により検証される。	
[2-1]コンポンチャム州において、PGM2で実施した養鶏に係るパイロット活動のモニタリングとフォローアップ活動が実施される。	[2-1]第1期活動として、KPCにおける養鶏活動のモニタリングとフォローアップ活動を実施した。
[2-2]コンポンチュナン州において、女性局と連携局が、WEEを促進するための農業/養鶏に関する活動をパイロット活動として計画・実施・モニタリングし、抽出された成果や教訓がWEE-WGにおいて共有される。	[2-2]農業/養鶏に関する活動を、2018年12月から2020年2月まで、KCH州の女性局と連携局が計画、実施、モニタリングし、抽出された成果や教訓がWEE-WGにおいて共有された。(活動の概要は添付資料1-6-3を参照。)
[2-3]シェムリアップ州において、女性局と連携局がWEEを促進するための観光業に関する活動をパイロット活動として計画・実施・モニタリングし、抽出された成果や教訓がWEE-WGにおいて共有される。	[2-3]2019年5月から2022年10月まで、SRP州において、観光分野におけるWEE推進のための一連のビジネス研修とフォローアップ活動を計画・実施・モニタリングし、抽出された成果や教訓がWEE-WGにおいて共有された。(活動の概要は添付資料1-6-2を参照。)
[2-4]トボンクモム州とコンポントム州において、女性局と連携局が農業と手工芸の分野で活動する女性及び女性グループを支援する既存の事業(経済活動)にジェンダーの視点を組み込み、その成果や教訓、経験をWEE-WGで共有する。	[2-4]2021年12月から2022年9月まで、KPT州とTBK州の女性局と連携局が、農業と手工芸における農村女性の既存の経済活動を、ジェンダーの視点とWEEの側面に焦点を当てて強化・支援し、その成果や教訓、経験がWEE-WGで共有された。(活動の概要は添付資料1-6-4、1-6-5を参照。)
[2-5]コンポンチャム州とコンポンチュナン州において、女性局と連携局が農業分野で活動する女性や女性グループを取り巻く状況分析を行い、ニーズを特定し、経済活動により活発に参画するための効果的な支援について検討するとともに、その成果や学びをWEE-WGで共有する。	[2-5]2021年11月から2022年8月にかけて、KPC州とKCH州において、女性局と連携局が農業分野で活動する女性や女性グループを取り巻く状況分析を行い、ニーズを特定し、経済活動により活発に参画するための効果的な支援について検討するとともに、その成果や学びがWEE-WGで共有された。(活動の概要は添付資料1-6-3、1-6-6を参照。)
[2-6]シェムリアップ州において、女性局と連携局が観光分野で活動する女性や女性グループを取り巻く状況分析を行い、ニーズを特定し、経済活動により活発に参画するための効果的な支援について検討するとともに、その	[2-6]活動2-3に続き、観光産業に従事する農村女性のジェンダー課題とニーズを把握するため、ジェンダー分析を行った。その上で、女性たちの生計向上に向けた効果的な施策を立案し、SRP州でのパイロット活動として実施

成果や学びを WEE-WG で共有する。	した。(活動の概要は添付資料 1-6-2 を参照。)
[2-7]2-2～2-6 の活動に基づき、サブナショナルレベルで WEE を促進するための既存の仕組みに基づいた実施体制・手法が改訂版 WEE ガイドラインにまとめられる。	[2-7] 改訂版 WEE ガイドラインが取りまとめられ、女性省に承認された。
成果 3：女性省/局との活発な議論を通じて、ジェンダー視点に立った政策の立案・実施のための提言（助言や教訓）が、連携省庁/局および NCDD ジェンダーチームによって認知の上、受け入れられる。	
[3-1]女性省との調整・協力の上、プロジェクト活動が「第 5 次ジェンダー平等と女性のエンパワーメントのための国家戦略計画 2019-2023」（ネアリ・ラタナク 5）と民主的開発委員会（NCDD）の「民主的開発のためのジェンダー平等推進政策」の活動計画に組み込まれる。	[3-1]ネアリ・ラタナク 5 のアクションプランに、PGM-WEE の関連する活動を統合した。「民主的な地方開発のためのジェンダー平等推進政策」の活動計画については、EU などのドナーによる支援が停止されていることに起因する NCDD の予算不足により、プロジェクト期間中にプロジェクト活動と関連性の高い活動実施は行われなかった。
[3-2]ジェンダー技術作業部会の WEE サブグループ（TWG-G-WEE）やジェンダー主流化活動グループ（GMAG）を通じて、女性省はプロジェクトのパイロット活動の進捗、成果、経験、教訓等を連携省庁と共有し、サブナショナルレベルで WEE を促進するためのアドボカシーを行う。	[3-2] 州レベルにおける WEE 促進のための連携省庁に対するアドボカシーとして、2022 年 10 月に実施された TWG-G-WEE 会合や、2022 年 11 月に実施した GMAG メンバーとの協議を通じて、パイロット活動の成果や経験、教訓等を共有した。
[3-3]サブナショナルレベルで WEE を促進するための提言が女性省 C/P により議論され、取りまとめられる。	[3-3] 2022 年 7 月に実施したりトリートプログラムで、州レベルでの WEE を推進するための提言が、関係者の議論をふまえて取りまとめられた。
[3-4]取りまとめられた提言が TWG-G WEE 及び GMAG の会合で共有される。	[3-4] 2022 年 10 月に開催された TWG-G WEE および 2022 年 11 月に開催された GMAG メンバーとの協議を通じ、州レベルにおける WEE 推進の具体的方法が共有・議論された。
[3-5]共有された提言をセクター計画、年間計画、連携省庁の行動計画、NCDD の「民主的な地方開発のためのジェンダー平等推進政策」の行動計画に反映するため、女性省 C/P が連携省庁及び NCDD ジェンダーチーム（女性省のジェンダー平等局と NCDD から構成される）と活発に議論し、調整する。	[3-5]2022 年 2 月以降、NCDD ジェンダーチームと、PGM-WEE の経験を NCDD ジェンダー政策の計画にどのように統合していくかについて、一連の議論を行った。議論の結果、パイロット活動から得られた成果と教訓は、「民主的な地方開発のためのジェンダー平等推進政策」との親和性が高く、有効であるため、今後策定する戦略計画に取り込んでいくことが合

	意された。
[3-6]女性省 CP と協力の下、活動 3-4 で承認される提言、活動 2-7 で取りまとめられる改訂版 WEE ガイドライン、プロジェクト活動から導き出された成果や教訓を、連携省庁と広く共有するための成果発表ワークショップが開催される。	[3-6] 2022 年 12 月に経験共有ワークショップを実施し、州レベルで WEE を推進するための具体的方法や経験を共有し、改訂版 WEE ガイドラインに取りまとめた。
[3-7]東南アジア諸国連合（ASEAN）各国とプロジェクトの成果や好事例、教訓を共有し、情報交換を行うための地域セミナーを実施する。	[3-7] 2022 年 10-11 月に ASEAN 関連のフォーラムや会議が複数予定され、女性省による追加の会議開催が難しいことが判明した。そのため、活動 3-7 に代えて経験共有ワークショップ（活動 3-6）の内容・参加者を増やして実施することにより、プロジェクトの成果や教訓を幅広くカンボジア国内に普及させた。

以下に、女性省と州女性局のジェンダー能力アセスメントの実施（成果 1-1、1-10）について、詳細をまとめる。

女性省と州女性局のジェンダー能力アセスメントは、2020 年 1 月の PDM 改訂によって、成果 1 で強化する能力の内容と測定方法を明確にすることを目的として追加された活動であり、プロジェクト開始時点でアセスメントは行っていないことから、元々プロジェクトの実施前後での比較を想定したものではない。さらに、特に女性省のフォーカル・ポイントは先行フェーズの PGM2 から関わっている者から、実務経験もほとんどない若手まで多様であり、その能力を一律に比較することが困難であること、またアセスメントの設計にあたり、女性省幹部が省職員個人の能力の優劣が明らかになることについて難色を示したことから、（従事開始時期は各自異なることを前提に）プロジェクト活動に従事した前後で自身の能力がどのように変化したかについて、フォーカル・ポイント自身が自己評価を行った結果を比較分析する形でアセスメントを実施することとした。

アセスメントの内容については、強化する能力を「基礎知識」、「ジェンダー分析」、「ジェンダー視点に立った計画策定」、「ジェンダー視点に立ったモニタリング・評価」、「ジェンダー・アドボカシー」の 5 つの要素に分類し、要素ごとに強化を図る能力を定義した（表 2-1-4 参照）。なお、特に女性省のフォーカル・ポイントは、所属する計画・統計局、ジェンダー平等局、経済開発局の本来業務との関連性を考慮した形で能力強化を図ることが望ましいが、女性省幹部の意向により、プロジェクト活動では業務所掌による分担は行わず、総合的なジェンダー能力強化を行うこととした。なお、基礎知識とジェンダー分析は各局共通で重要な要素であるが、本来業務との関連性を考慮すると、計画・統計局はジェンダー統計とジェンダーの視点に立った計画策定、ジェンダー平等局はジェンダー視点に立ったモニタリング・評価とジェンダー・アドボカシー、経済開発局は女性の経済的エンパワーメントの促進にかかる事業の実施に関する能力強化がより必要となる。

アセスメントは、各要素の評価項目ごとに、5 段階評価で能力を自己評価する質問票を配布し、プロジェクト活動従事前と 2022 年 12 月 1 日時点と比較する形で行った。回答者数

は女性省 14 名、州女性局は KPC 州 6 名、KCH 州 3 名、KPT 州 5 名、SRP 州 2 名、TBK 州 4 名の計 20 名であった。

表 2-1-4 ジェンダー能力アセスメントの評価項目

5つの要素	評価項目
1.基礎知識	1-1 ジェンダーのコンセプト理解 1-2 WEE のコンセプト理解 1-3 州レベルにおけるジェンダー主流化の重要性の理解 1-4 既存の計画や活動におけるジェンダー主流化に対する意欲 1-5 ジェンダー視点に立った事業実施管理の理解
2.ジェンダー分析	2-1 性別データの収集・分析 2-2 農村女性の状況や直面している課題の理解 2-3 ジェンダー分析にかかる知識とスキル（ジェンダー課題の特定） 2-4 女性の状況を把握するためのジェンダー分析の重要性の理解 2-5 計画の前段階で女性の活動参加の阻害要因を特定するためのジェンダー分析の経験
3.ジェンダー視点に立った計画立案	3-1 ジェンダー視点に立った計画立案の重要性 3-2 農村女性の生計向上プロセスの理解 3-3 ジェンダー平等と WEE の実現を目指す計画策定の重要性の理解 3-4 女性のアクセス、参加、便益を促すための取組に関するアイデア 3-5 女性のアクセス、参加、便益を測る指標設定の知識とスキル
4.ジェンダー視点に立ったモニタリング・評価	4-1 ジェンダー視点に立ったモニタリング・評価の重要性の理解 4-2 ジェンダー視点に立ったモニタリング項目の理解 4-3 女性のアクセス、参加、便益の阻害要因をモニタリングするための知識とスキル 4-4 女性の活動への阻害要因やジェンダー課題に取り組む手段に関するアイデア 4-5 女性の収入向上活動がもたらすジェンダー平等や WEE に関するインパクトに関するアイデア
5.ジェンダー・アドボカシー	5-1 ジェンダー・アドボカシーに関する女性省・州女性局の役割の重要性の理解 5-2 ジェンダー・アドボカシーの目的の理解 5-3 ジェンダー・アドボカシーの対象やアプローチの多様性の理解 5-4 省庁や州局に対して、ジェンダー平等や WEE に関するアドボカシーを行うための知識とスキル 5-5 ジェンダー・アドボカシーに期待される成果に関するアイデア

女性省・局の能力強化のためにプロジェクトが行った介入として、まずは両者が一定レベルかつ共通のジェンダー平等やWEEに関する基礎知識を有することができるように合同ジェンダー研修（2020年1月）を行ったほか、パイロット活動の成果の共有およびジェンダー視点に立った事業管理マネジメントの概要を総括するためのリトリート・プログラム（2022年7月）を実施した。なお、これらの研修やプログラムの対象には連携省庁・局も含まれているが、あくまでも女性省・局が今後連携省庁・局に対して効果的にジェンダー主流化のためのアドボカシー・調整を行うことができるようになるための能力強化の機会として、講義やグループワークなどは今後全て女性省・局が日常業務の中で活用・応用できるような内容とした。さらに、パイロット活動の実施にあたり、女性省フォーカル・ポイントが州およびコミュニティレベルでの活動を技術的に側面支援し、州女性局職員がコミュニティレベルでの活動を主導できるように、トピックごとに中央および州レベルにおける技術ミーティングを行い、それぞれの活動内容の確認とジェンダー視点の整理を行った。こうした働きかけにより、特にコミュニティレベルでのパイロット活動の実施がより女性省・局職員にとってのOJTの場として有効に機能したといえる。特に女性省フォーカル・ポイントに対しては、パイロット活動に対するオーナーシップを高めるため、日本人専門家が作成した活動内容案や研修で使う発表資料などを共有し、事前に十分に議論してから州・コミュニティレベルでの活動を開始するように心がけた。また、コミュニティレベルの活動については、州女性局職員を中心に、女性たちが理解しやすいような教材作成やファシリテーションを積極的に行い、活動後の振り返りを通じて、プロジェクト専門家や女性省フォーカル・ポイントがよかった点と改善すべき点を伝え、継続的に内容の改善が図られた。

図 2-1-1 は、女性省フォーカル・ポイントのアセスメント結果をまとめたものである。5つの要素ともに、活動従事前と比べて能力が強化されたと評価していることが分かる。具体的には、プロジェクト終了時に最も高い結果となった要素は「ジェンダー視点に立った計画立案」（平均 3.38 ポイント）であったが、これはその後の実施やモニタリング・評価にも大きく関わる重要な要素であることから、パイロット活動の中でも一定の時間をかけて理解の促進や知識・スキルの習得を図ったことが寄与したものと考えられる。また、プロジェクト終了時のポイントが活動従事前と比較して最も高かった要素は「ジェンダー・アドボカシー」であったが（1.42 ポイント）、これはジェンダー・アドボカシーがジェンダー主流化全般に関する助言・啓発を目的とすることから、アドボカシーそのものの技術やスキルだけでなく、ジェンダーや女性のエンパワーメントに関する基礎知識や「ジェンダー視点に立った計画立案」などの他の要素をしっかり理解していることが不可欠であり、プロジェクトによりそれらの理解が高まったことから、以前と比べてアドボカシーに対する苦手意識が払拭されつつあることが考えられる。

一方、基礎知識とジェンダー分析の達成度が相対的に低かった（終了時でそれぞれ平均 1.16 ポイント、1.18 ポイント）。その理由としては、基礎知識については元々フォーカル・ポイントが一定の知識を有していたこと、ジェンダー分析については実践を通じて農村女性の状況や直面している課題を把握・特定するために極めて重要なステップであると同時に、その実践にはよりスキルと経験を要するということへの理解が深まったことによるものと想定される。特にジェンダー分析は、先行フェーズを含めてあまり実践されておらず、

これまでは計画策定が行政官の持っている情報や想定にのみ基づいて行われる傾向にあったことを考えると、その重要性和分析に用いるツールを関係者が一定程度習得したことの意義は高いといえる。

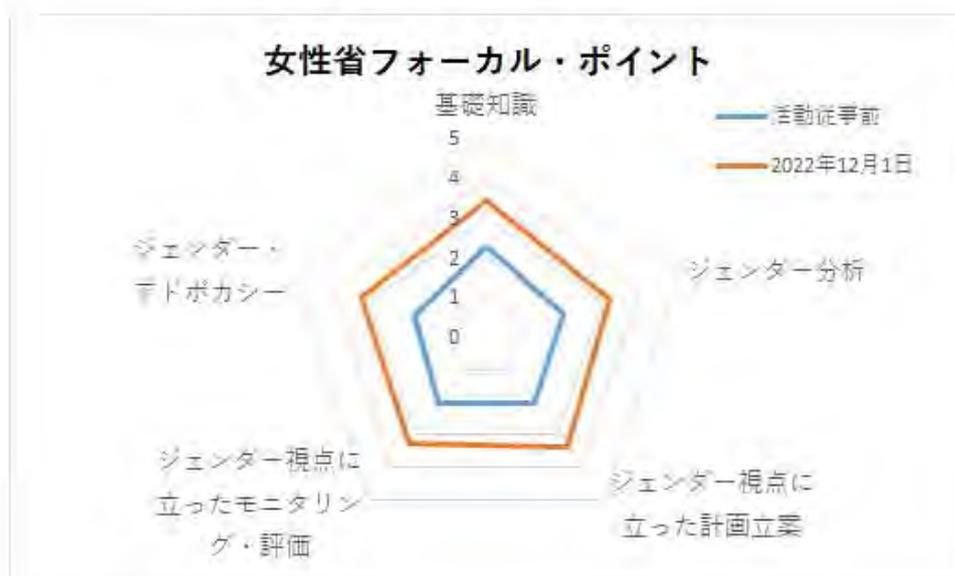


図 2-1-1 女性省フォーカル・ポイントのアセスメント結果

図 2-1-2 は、対象 5 州の女性局のアセスメント結果をまとめたものである。女性省と同様、5 つの要素ともに、活動従事前と比べて能力が強化されたと評価しているが、そのポイントは活動従事前、プロジェクト終了時ともに女性省フォーカル・ポイントより高い。こうした傾向は、女性省フォーカル・ポイントが控えめに点数を付けたことに起因していると考えられる一方で、州女性局職員は日頃からより現場に近い活動に従事し、その中で実践的な知識やスキルを活用していることとも関連していると思われる。

また、女性省の結果と異なる点は、プロジェクト終了時に最も高い結果となった要素が基礎知識（平均 3.91 ポイント）であった点だが、これは州女性局がこれまで実施してきたジェンダー研修の内容が性別とジェンダーの違いなど、関連するジェンダー用語の定義の説明のみにとどまり、WEE に関するコンセプトのほか、既存の計画や活動のジェンダー主流化や取り込むべきジェンダー視点についての理解度は低かったことが考えられる。そのことは、基礎知識のプロジェクト終了時のポイントが活動従事前と比較して最も高かった要素となっている（1.34 ポイント）ことから分かる。一方、活動従事前とプロジェクト終了時のポイントの差が最も少なかったのはジェンダー・アドボカシー（1.09 ポイント）であった点も女性省の結果とは異なる。

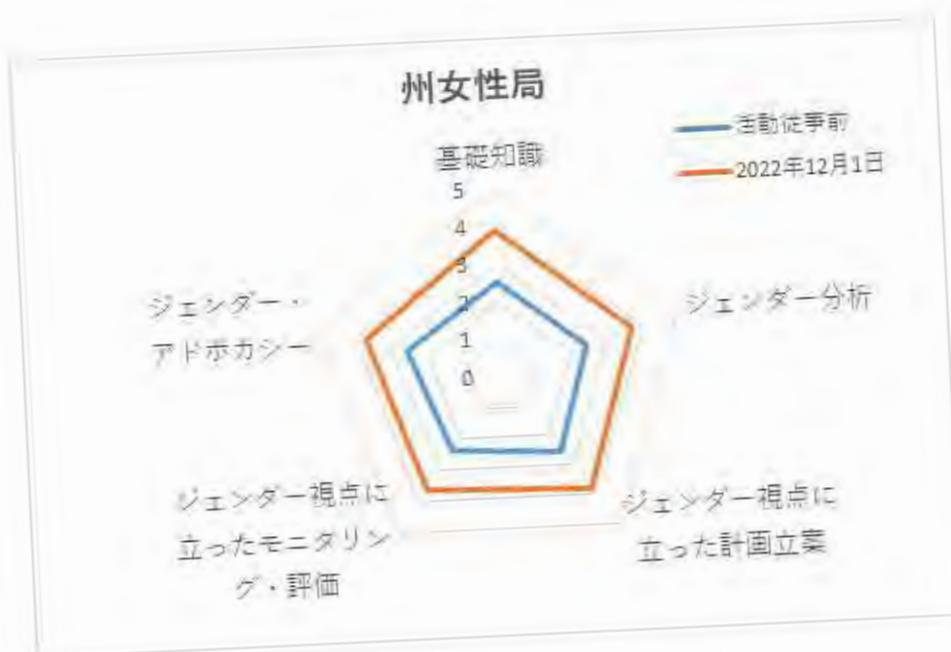


図 2-1-2 州女性局のアセスメント結果

アセスメントの総論として、特にジェンダー分析、ジェンダー視点に立った計画立案、ジェンダー視点に立ったモニタリング・評価については、女性省フォーカル・ポイントの所属する部署によっては本来業務との関連性が低くなる点や、女性省と州女性局共にほとんどの職員がジェンダーに関するバックグラウンド（大学での専攻等）を有していないほか、事業経験も十分でない職員が多いことから、プロジェクトによる能力強化の結果、自分自身の知識やスキルを本来業務の中で十分に活用できるレベルに達した CPs がいる一方で、一定の知識やスキルは習得したものの、そもそも本来業務との関連性がない、あるいはあったとしても自分だけで業務を実施する権限が与えられていない、自信がないといった状況にある CPs も一定数いるため、本プロジェクトによる能力強化の度合いを測ることそのものには限界がある。しかしながら、本プロジェクトを通じてどのような能力強化を図ることを目指しているのかについて、女性省と州女性局の職員当人と女性省幹部、また日本人専門家が共通認識を持ち、また終了時に本人の自己評価によりどこまで達成できたかを振り返る機会としては有効であった。

2.2. プロジェクトの成果

2.2.1. 成果に係る指標

PDM に基づく本プロジェクトの成果達成状況を表 2-1-5 にまとめる。新型コロナウイルス感染症拡大の影響により、特にコミュニティレベルでの活動が制限されたが、全ての指標において「達成」または「達成が見込まれる」と評価される。

表 2-1-5 成果達成状況

指標	達成状況
<p>成果 1: サブナショナルレベルにおいて WEE を促進するための女性省/局のアドボカシーおよび調整に関する能力が強化される。</p>	<p>【達成】 2022 年 7 月のリトリートプログラム終了後に行なった中間評価では、対象 5 県における女性省/局の C/P の能力が、ジェンダー視点を取り入れたプロジェクトマネジメントのあらゆる側面（現況把握・課題分析、計画、実施、モニタリング・評価）で強化されたことが確認された。</p> <p>2022 年 12 月上旬に実施した最終アセスメントの結果によると、女性省と州女性局の職員によるジェンダー主流化の推進に必要な 5 つの要素全てに関する能力が強化されたことが分かった。</p>
<p>成果 2: パイロット活動を通じて、WEE を促進するための実施体制・手法の有効性が、女性省/局および連携省庁/局により検証される。</p>	<p>【達成】 WEE 推進のための主要な実施ツールは、技術研修（パイロット活動実施前の ToT 研修）、対象村での実地研修、また補足研修（合同ジェンダー研修、リトリートプログラム、ジェンダー主流化ワークショップなど）を通じて、女性省/局と連携州当局の C/P によって習得された。</p> <p>【達成】 対象 5 州の WEE-WG メンバー間の議論に基づき、WEE-WG の機能が KCH 州、KPC 州、KPT 州、TBK 州の各州において「女性と子どもの諮問委員会」（WCCC）下、SRP については州行政体の下で制度化することが、各州知事によって承認される見込み。WEE-WG の機能も WEE ガイドラインに反映済み。</p>
<p>成果 3: 女性省/局との活発な議論を通じて、ジェンダー視点に立った政策の立案・実施のための提言（助言や教訓）が、連携省庁/局および NCDD ジェンダーチームによって認知される。</p>	<p>【達成】 女性省が取りまとめたプロジェクトの提言は、2022 年 7 月のリトリートプログラムにおいて、連携省庁/局、NCDD ジェンダーチームによって承認された。また、2022 年 11 月に実施した連携省庁の GMAG メンバーとの協議を通じて、プロジェクトのパイロット活動を通じて得られた助言や教訓を、WEE 促進に資する既存の事業や活動において活用することの重要性が確認された。NCDD ジェンダーチームについても、プロジェクトの成果や教訓は、NCDD のジェンダー政策が推進する州レベルのジェンダー平等とジェンダー主流化に沿ったものであり、今後の政策実施にも貢献するものであることが認知された。</p>

2.2.2. プロジェクト目標に係る指標

PDM に基づく本プロジェクトの成果達成状況を下表に示す。

表 2-1-6 プロジェクト目標達成状況

指標	達成状況
プロジェクト目標：女性省/局によるアドボカシーおよび調整を通じて、連携省庁/局がサブナショナルレベルの WEE を推進するためのジェンダー主流化メカニズムが強化される。	
1. 女性省/局が、連携省庁/局に対して、ジェンダー視点に立った事業の計画・実施にかかるアドボカシーと調整を行う。	【達成】2022年7月に実施されたリトリートプログラムや各州で開催されたジェンダー主流化ワークショップを通じて、女性省/局のファシリテーションにより、既存のプログラムやプロジェクトにジェンダーや WEE の側面を入れ込むための実践的な方法と必要性が、連携省庁・局によって明確に認識された。また、女性局及び連携局が、既存のプロジェクトや活動、例えば IFAD/MAFF の支援による「小規模農家のための包括的市場の加速化 (AIMS) プロジェクト」や、「イノベーションと拡張のための農業サービスプログラム」(ASPIRE)、産業・科学・技術・革新局 (PDISTI) の「一村一品 (OVOP) プロジェクト」に、ジェンダー視点または WEE 視点を取り入れるための議論や調整を始めている。プロジェクトの成果や教訓は、2022年10月に行われた TWG-G WEE においても共有された。
2. 全ての対象州において、州女性局と州連携局が、WEE を促進するためのジェンダー視点に立った事業について議論・モニタリングをする場として WCCC が機能する。	【未達成（ただし、近い将来に達成の見込み）】各対象州における WEE-WG の制度化に関する議論に基づき、WEE-WG を機能させていくために必要な手段（WG のメンバーの追加や予算取りなど）を WCCC 議長あるいは副知事のリーダーシップと州女性局の調整により講じることが、州知事によって承認された。2022年12月の第6回合同調整委員会 (JCC) において、各州より WEE-WG を既存の仕組みに内製化し、機能を存続させる方針が正式に表明された。具体的には、SRP 州以外の4州は既存の WCCC、SRP 州は州行政体の下にそれぞれ WEE-WG の機能をおくことが州知事によって承認されている。
3. 改訂版 WEE ガイドラインが女性省に承認される。	【達成】2023年1月、改訂版 WEE ガイドラインが女性省長官によって承認された。
4. 連携省庁と NCDD ジェンダーチームが、WEE を促進するための実施ツールや提言の少なくとも一つを、既存の事業や活動	【一部達成（ただし、プロジェクト終了時点で適用していない連携省庁と NCDD についても今後の適用に同意済み）】 <ul style="list-style-type: none"> • 農業省や商業省は、所管の州局が国際農業開発基金

<p>において適用する。</p>	<p>(IFAD) やアジア開発銀行 (ADB) などの他ドナー支援による事業にジェンダー研修の実施ツールを取り込もうとしている現状を把握し、必要な支援を行う予定。</p> <ul style="list-style-type: none"> • 観光省と女性省は、PGM-WEE の実施ツールや助言を取り込んだジェンダー視点に立ったエコツーリズム政策に署名し、その実施のための基本合意文書 (MoU) を取り交わすことに合意した。また、コミュニティ・ツーリズムやエコツーリズム開発のための国家委員会事務局に女性省を加えることに合意した。 • 農村開発省、労働・職業訓練省、産業・科学・技術・革新省は、所管の州局が既存の事業や行政サービスにジェンダーあるいは WEE の視点を取り入れようとしている現状を把握し、必要な支援を行う予定。 • NCDD から、今後 NCDD のジェンダー政策を実施するための戦略計画を策定する際に、本プロジェクトの成果と経験をどのように活用するか、継続的に女性省と協議を行うことが表明された。
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2.3. PDM の変遷

PDM 改訂のポイントを時系列で整理する。なお、改訂後の活動内容は添付資料 3-3 参照。

2.3.1. 2020 年 1 月 (添付資料 3-2 参照)

(1) 期間

改訂前 (ver.0)	改定後 (ver.1)
5 年	5 年 (2017 年 2 月～2022 年 2 月)
理由：プロジェクトの開始・終了の月と年を記載するため。	

(2) 対象地域

改訂前 (ver.0)	改定後 (ver.1)
プノンペン及び 5 つの州	プノンペン及び 5 つの州：①コンポンチュナン、②コンポントム、③シエムリアップ、④トボンクモム、⑤コンポンチャム。
理由：対象州名を記載するため。	

(3) 対象グループ

改訂前 (ver.0)	改定後 (ver.1)
間接受益者：対象地域の女性と男性。	直接受益者：対象地域の女性と男性。
理由：スケールアッププロジェクトのパイロット活動では、対象村の女性と男性は間接受益者ではなく直接受益者となる。	

(4) 上位目標

改訂前 (ver.0)	改定後 (ver.1)
<p>全 25 州にて、女性省/局が推進・調整し、連携省庁/局によるジェンダー視点に立った施策や事業を通じて、女性の経済的エンパワーメントが促進される。</p>	<p>対象州および非対象州において、女性省/局のアドボカシー・調整を通じて、連携省庁/局によるジェンダー視点に立った施策や事業が実施されることにより、女性の経済的エンパワーメント (WEE) が促進される。</p>
<p>理由：プロジェクト終了後、数年以内にプロジェクトの成果が全州に普及し、それらの州でジェンダー視点に立った施策や事業を通じた女性の経済的エンパワーメントの推進が確実に行われることを想定するのは現実的ではないため。</p>	
<p><指標> 女性省/局の PGM 手法ワークショップに基づいて、連携省庁によりジェンダー視点に立った事業が、全 25 州にて計画・実施される。</p>	<p><指標> 1. 対象州・非対象州において、改訂版 WEE ガイドラインおよび PGM 手法ガイドラインに基づいて、ジェンダー視点に立った WEE 促進のための事業が計画・実施される。(PGM 手法ガイドラインとは、ジェンダー視点に立ったセクター政策立案を目的とし、女性省と JICA によって 2007 年 10 月に作成され、2015 年 8 月に改訂されたガイドラインを指す)。 2. 非対象州において実施されるジェンダー視点に立った WEE 促進のための事業に関し、州女性局と州連携局が議論およびモニタリングを行う場として、女性と子どもの諮問委員会 (WCCC) が機能する。 3. 全ての連携省庁と民主的開発委員会 (NCDD) が、プロジェクトが取りまとめた提言の少なくとも 1 つ以上の政策提言をセクター政策・計画または NCDD の州ジェンダー主流化政策・計画に反映し、州レベルでジェンダー視点に立った WEE 促進のための事業を実施する。</p>
<p>理由：ジェンダー視点に立ったプログラムや事業の目的、計画・実施の際の WEE ガイドライン参照を明確にする。目標の明確化と必要な指標の追加。</p>	
<p>< 指標データ入手手段> 1. PGM 手法ワークショップ実施報告書 2. WCCC 年次報告書</p>	<p><指標データ入手手段> 1-1 WCCC 年次報告書 1-2 <u>州開発計画</u> 1-3 <u>WCCC 会合議事録・報告書</u> 1-4 <u>セクター別政策・計画及び NCDD ジェンダー政策・計画</u></p>

理由：指標の改訂に応じて指標データ入手手段を追加。

(5) プロジェクト目標

改訂前 (ver.0)	改定後 (ver.1)
<p>女性省/局が推進・調整し、連携省庁/局によってサブナショナルレベルでの女性の経済的エンパワーメントを促進するジェンダー主流化メカニズムが強化される。</p>	<p>女性省/局によるアドボカシーおよび調整を通じて、連携省庁/局がサブナショナルレベルの WEE を推進するためのジェンダー主流化メカニズムが強化*2 される。</p> <p>*2 「ジェンダー主流化メカニズムの強化」を次の 3 つの要素により定義する。1)女性省/局職員のアドボカシーおよび調整にかかる適切な能力、2)サブナショナルレベルにおいて WEE を促進する政策の実施体制と手法、3)WEE を促進するためのジェンダー視点に立った政策の立案と実施、に関する提言。</p>
<p>理由：「ジェンダー主流化制度の強化」を定義する。</p>	
<p><指標></p> <ol style="list-style-type: none"> 1. 「州 WEE のためのジェンダー主流化ガイドライン」が承認・普及される。 2. ジェンダー主流化制度のスケールアップ計画が女性省の年次計画やネアリ・ラタナク（戦略 5 カ年計画）に盛り込まれる。 	<p><指標></p> <ol style="list-style-type: none"> 1. 女性省/局が、連携省庁/局に対して、ジェンダー視点に立った事業の計画・実施にかかるアドボカシーと調整を行う。 2. <u>全ての対象州において、州女性局と州連携局が、WEE を促進するためのジェンダー視点に立った事業について議論・モニタリングをする場として WCCC が機能している。</u> 3. <u>改訂版 WEE ガイドラインが女性省に承認されている。</u> 4. <u>連携省庁と NCDD ジェンダーチームが、WEE を促進するための実施ツールや提言を少なくとも一つはそれぞれの事業や活動において採用している。</u>
<p>理由：成果品ではなく、成果志向の指標を設定する。</p>	
<p><指標データ入手手段></p> <ol style="list-style-type: none"> 1. 州 WEE のためのジェンダー主流化ガイドライン 2. 女性省のネアリ・ラタナク（戦略 5 カ年計画）に盛り込まれたジェンダー主流化制度のスケールアップ計画 	<p>< 指標データ入手手段></p> <ol style="list-style-type: none"> 1. <u>連携局の年次計画及びプロジェクト関連資料</u> 2. <u>WEE 会合議事録</u> 3. <u>承認された更新版 WEE ガイドライン</u> 4. <u>連携省庁のセクター計画・年次計画・アクションプラン及び NCDD ジェンダー政策</u>

理由：指標の改訂に応じて指標データ入手手段を追加。

(6) 成果 1

改訂前 (ver.0)	改定後 (ver.1)
ジェンダー主流化メカニズムを用いて、サブナショナルレベルの女性の経済的エンパワーメントを促進する女性省/局の能力が強化される。	サブナショナルレベルにおいて WEE を促進するための女性省/局のアドボカシーおよび調整に関する能力が強化される。
理由：プロジェクトを通じて強化される技術・能力を明確にする。	
<p><指標></p> <p>1-1. TWG-G WEE サブグループを通じて、中央と州の関係者の間で、サブナショナルレベルでの WEE を促進するためのネットワークが構築される。</p> <p>1-2. 「ジェンダー用語集」が改訂される。</p> <p>1-3. 「ジェンダー統計リーフレット」が改訂され、対象州のジェンダー統計が作成される。</p> <p>1-4. ジェンダー視点に立ったバリューチェーン分析を含んだ、改訂版 PGM 手法ガイドラインが作成される</p> <p>1-5. サブナショナルレベルのジェンダー主流化を通じた WEE ガイドラインが作成される。</p> <p>1-6. 女性省の促進により、成果 2 および 3 が、連係省庁/局の政策や計画に反映される。</p> <p>1-7. サブナショナルレベルの WEE を促進するためのジェンダー主流化メカニズムを、プロジェクト終了後に他州へスケールアップするための計画（スケールアップ計画）が、女性省により作成される。</p>	<p><指標></p> <p>1. 女性省/局が、ジェンダー能力評価で定義されるアドボカシーと調整における能力が強化される。</p>
理由：成果物ではなく、成果志向の指標を設定する。	
<p><指標データ入手手段></p> <p>1-1 TWG-G サブグループの WEE 会合議事録</p> <p>1-2 更新版ジェンダー用語ブックレット</p> <p>1-3 改訂ジェンダー統計リーフレット及び州ジェンダー統計</p> <p>1-4 改訂版 PGM 手法ガイドライン</p>	<p><指標データ入手手段></p> <p>1. <u>ジェンダー・キャパシティ・アセスメントの結果 TWG-G WEE/GMAG 会合議事録</u></p> <p>2. <u>WEE WG/WCCC 会合議事録</u></p>

1-5 州 WEE のためのジェンダー主流化ガイドライン	
1-6 連携省庁の更新版 GMAP、年次計画及びターゲット州 WCCC の年次計画	
1-7 スケールアッププロジェクト計画	

(7) 成果 2

改訂前 (ver.0)	改定後 (ver.1)
パイロットプロジェクトの実施を通じて、観光産業分野でマーケット志向を重視したサブナショナルレベルの女性の経済的エンパワーメントを促進する、ジェンダー主流化メカニズムが確立される。	パイロット活動を通じて、WEE を促進するための実施体制・手法の有効性が、女性省/局と連携省庁/局により効果的であると検証される。
理由：プロジェクトにおけるスケールアップ活動（成果 2）とパイロット活動（成果 3）の位置づけが同じであるため、成果 2 と 3 を 1 つの成果にまとめることが妥当。	
<指標> 2-1 PGM2 のインパクト調査およびバリューチェーン分析結果に基づいて、農業（養鶏）プロジェクトのスケールアップ活動のためのツールが整備される。 2-2 女性省による計画に基づいて選定された州（XXX 州）において、州女性局・州連携局によりスケールアップ活動の計画策定・実施・モニタリング/評価が実施される。 2-3 対象州の WEE-WG を通じて、スケールアップ活動の実施調整・モニタリングが行われる。 2-4 スケールアップ活動の成果を継続・拡大するための取組が、連携省庁/局の政策や活動計画に含まれる。	<指標> <u>2-1 サブナショナルレベルでの WEE 推進のための実施ツールについて、女性省/局のカウンターパート及び連携局が習得する。</u> <u>2-2 プロジェクトが設置した WEE-WG の機能が制度化され、改訂版 WEE ガイドラインに盛り込まれる。</u> <u>改訂版 WEE ガイドラインにて定義された WEE-WG の機能と役割が WCCC の協議制度に組み込まれる。</u>
理由：成果物ではなく、成果志向の指標を設定する。	
<指標データ入手手段> 2-1 プロジェクトで開発されるツール（養鶏のマーケティングマニュアル、他） 2-2 女性省活動計画、PGM 手法ワークショップの実施報告書 2-3 WEE-WG 会合議事録 2-4 連携省庁の年次報告書・GMAP、対象	<指標データ入手手段> <u>2-1 研修・ワークショップの記録</u> <u>2-2 WCCC 会合議事録</u> <u>2-3 改訂版 WEE ガイドライン</u>

州 WCCC の年次報告書	
理由：指標の改訂に応じて指標データ入手手段を追加。	

(8) 成果 3

改訂前 (ver.0)	改定後 (ver.1)
パイロットプロジェクトの実施を通じて、観光産業分野でマーケット志向を重視したサブナショナルレベルの女性の経済的エンパワーメントを促進する、ジェンダー主流化メカニズムが確立される。	<u>ジェンダー視点に立った政策の立案・実施のための提言（助言秘訣や教訓）が、女性省/局との活発な議論を通じて、連携省庁/局および NCDD ジェンダーチームによって承認される。</u>
理由：サブナショナルレベルにおける WEE 推進に向けて、連携省庁/局とプロジェクト活動に基づく助言や教訓が共有され、プロジェクト完了後にそれがそれらのセクター政策・計画に盛り込まれることが期待されるため。	
<p><指標></p> <p>3-1 シェムリアップ州において州女性局/連携局により、観光産業パイロットプロジェクトの計画策定・実施・モニタリング/評価が実施される。</p> <p>3-2 対象州の WEE-WG を通じて、パイロットプロジェクトのマーケティング強化のための官民協力体制が構築される。</p> <p>3-3 マーケティングに関する調査結果が取りまとめられ、強化するツールが作成される。</p> <p>3-4 観光産業における女性の経済社会的状況が改善する（具体的な指標は、ベースライン調査結果に基づき設定する）。</p> <p>3-5 パイロットプロジェクトの成果を継続・拡大するための取組が、連携省庁/局の政策や活動計画に含まれる。</p>	<p><指標></p> <p>ジェンダー視点に立った政策の立案・実施のための提言（助言や教訓）が、女性省/局との活発な議論を通じて、連携省庁/局および NCDD ジェンダーチームによって承認される。</p>
理由：成果 3 の改訂に合わせて指標を再設定する。	
<p><指標入手手段></p> <p>3-1 PGM 手法ワークショップ実施報告書</p> <p>3-2 WEE-WG 会合議事録</p> <p>3-3 市場調査報告書、プロジェクトで開発されたツール</p> <p>3-4 ベースライン・エンドライン調査結果</p> <p>3-5 連携省庁による年次計画・GMAP、対象</p>	<p>< 指標入手手段></p> <p>1. <u>TWG-G WEE/GMAG/NCDD ジェンダーチームによる会合議事録</u></p> <p>2. <u>WCCC 会合議事録</u></p>

州における年次計画	
理由：指標改訂に応じて指標データ入手手段を変更。	

2.3.2. 2022年1月（添付資料 3-3 参照）

(1) 期間

改訂前 (ver.1)	改定後 (ver.2)
2017年2月～2022年2月	2017年2月～2022年12月
理由：新型コロナウイルス感染症の世界的流行により、収入向上に係るパイロット活動や、成果2のビジネススキル研修のフォローアップが中断され、プロジェクト全体の実施スケジュールが遅延した。プロジェクト目標達成に必要な WEE ガイドラインの作成にあたり、パイロット活動の実施とその分析が不可欠であるため、プロジェクト実施期間を10カ月延長した。	

(2) 活動

改訂前 (ver.1)	改定後 (ver.2)
1-8 パイロット活動を通じて女性省/局が連携省庁/局に対しジェンダー視点に立ったモニタリング・評価に関する技術的指導・助言を行う。	1-8 ジェンダー視点に立った政策のモニタリングと評価に関する概念が連携省庁/局と共有される。
理由：ジェンダー主流化行動計画（GMAP）を策定していない省庁に対し、ジェンダー視点に立ったモニタリング・評価に関する助言を行うことは困難である。そのため、研修や会議を通じて、ジェンダー視点に立ったモニタリング・評価の基本的な考え方を共有し、GMAPの策定に向けた取組を進めていくこととする。	
1-9 ジェンダー主流化及び女性の経済的エンパワーメントの能力強化に係る本邦研修の実施。	取り下げ
理由：新型コロナ感染症の拡大により来日が困難となったため、本邦研修の実施を取り下げることにした。その代わりにパイロット活動の振り返り、女性省/局の WEE アドボカシー及び調整能力の強化を目的としたリトリートをカンボジアで実施する。	

2.4. その他

- 本プロジェクトでは、WEE の概念を経済的側面（所得の増加、経済活動への参加など）だけでなく、女性の生活のより総合的な側面で定義している。そのため、パイロット活動の成果や影響は、家庭レベルでのジェンダー関係の改善や女性の自信向上、DV の減少やコミュニティ活動への積極的な参加まで、様々な発現効果があった。この意味で、本プロジェクトは女性のエンパワーメントと男女平等を強化するための実践的で効果的なツールを現場に導入することができたといえる。
- パイロット活動を通じて支援された女性や女性グループによる生計向上や小規模ビジネスが、対象村の貧困削減に寄与していることが明らかになった。

3. プロジェクトの評価

3.1. DAC 評価項目による評価結果

本プロジェクトの評価を DAC6 項目（妥当性、整合性、有効性、効率性、インパクト、持続性）に基づき実施した。評価結果と理由を以下に示す。

3.1.1. 妥当性

「妥当性」は以下の理由から、「高い」と判断される。

(1) 相手国の開発計画との整合性

- 国家戦略開発計画（NSDP）（2014-2018 年）では、女性の経済的エンパワーメントと女性の意思決定の促進が重点事項として位置づけられ、続く NSDP（2019-2023 年）においても、これらの優先順位が維持されている。この点において、本プロジェクトは計画段階から完了まで、NSDP 等の国レベルでの開発政策に合致している。また、2019 年に行われた NSDP の年次レビューにおいて、2023 年以降も継続してこれらの重点事項に取り組むことが確認されており、今後の政策の方向性とも整合している。
- 今後に策定が予定されている国家ジェンダー平等政策（2021-2035 年）では、国や地方行政におけるジェンダー平等を推進する仕組みの強化や自治体間の連携が戦略の一つとして掲げられる。また、経済成長と社会的な側面においてジェンダー平等と女性のエンパワーメントを実現することが目標として明確に示されている。本プロジェクトは、具体的で効果的な手法（国・地方レベルでのジェンダー主流化メカニズムの強化と WEE 推進のためのツール開発）を提供することで、同政策の実現に貢献している。

(2) 相手国のセクター計画との整合性

- ネアリ・ラタナク 4（2014-2018 年）とネアリ・ラタナク 5（2019-2023 年）では、カンボジアにおけるジェンダー平等を推進するために、経済的エンパワーメント、教育、保健、法的保護、意思決定とリーダーシップ、気候変動の 6 分野を重点課題として優先的に取り組んでいる。本プロジェクトは、2014 年から 2023 年までのネアリ・ラタナクの主要プログラムである「女性の経済的エンパワーメント促進」の一つとして策定・実施されたものである。
- WEE は、カンボジア政府と開発パートナーの共同モニタリング指標枠組み（JMIs）（2019-2023 年）におけるアウトプットの一つとされている。この枠組みでは、カンボジア政府と開発パートナーは、次の 3 つの指標を設定している。(a) WEE 促進のための国家プログラムの推進、(b) カンボジア、ASEAN、世界における女性起業家

育成、ジェンダー、経済に関する情報共有、知識共有、ネットワーク構築を促進するためカンボジア女性起業家ネットワーク（Cam-WEN）の強化、(c) 意思決定への女性の参加強化に関する国家目標の達成とモニタリングに向けた関係者の調整のための女性のリーダーシップとガバナンスプログラムの推進、である。本プロジェクトは、上記の一番目の指標と明確に関連している。

(3) 相手国の開発ニーズとの整合性

- 本プロジェクトの受益者は、政府機構内のカウンターパートや関係者、ジェンダー平等の取組の最終的な主体である農村部の女性とその世帯に至るまで多岐にわたる。
- 州レベルでの WEE-WG の設置・運営は、プロジェクト対象州の連携局がそれぞれのセクターにおいて、地域の女性たちを効果的に支援しジェンダー主流化を推進するうえで効果的であった。
- パイロット活動地域の女性たちは、WEE-WG による技術研修、ビジネス研修、ジェンダー研修、フォローアップ活動などについて大きな感謝の意を示している。これらの活動に参加することによって、女性が個人、家族、地域の各レベルで、心理的・経済的な力をつけることができたと感じている。また、過去に夫から DV などを経験した女性たちの多くが、パイロット活動を通して新しい知識やスキルを獲得し、それを応用することで生活の質が大きく向上したと報告している。

(4) 開発ニーズに対応した事業アプローチの適切性

- 本プロジェクトは、PGM1 と PGM2 の成果をふまえ、農村女性が行う生計向上活動や小規模事業に対する政府の取組にジェンダー視点を取り入れるためのパイロット活動を通じて、ジェンダー主流化を促進するための女性省の能力強化を図るものである。過去のプロジェクトの成果・経験に基づき、WEE の観点を明確化し、プロジェクト・サイクル・マネジメント（PCM）の各段階に WEE の視点を導入した。プロジェクトを通じて開発された WEE ガイドラインは、WEE を促進するための重要なツールである。
- ジェンダー平等は横断的な開発課題であるため、WEE を推進し、農村部の社会経済開発と貧困削減に貢献する生計向上を持続的に行うためには、関係省庁や州当局を巻き込んだマルチセクター・アプローチが非常に重要かつ有効な手段である。
- 本プロジェクトの経験を通じて、女性の経済的エンパワーメントには、ジェンダー主流化と経済活動の観点から同時にアプローチすることがより効果的でインパクトのあることが証明された。パイロット活動の対象州における女性の状況は、プロジェクトが開発した手法を適用して体系的に分析されている。このことは、WEE 推進のためのエビデンスに基づく開発的介入という意味で、プロジェクトの大きな強みの一つとなっている。

3.1.2. 整合性

整合性は以下の理由から、「高い」と判断される。

- カンボジアと日本の二国間協力のもと、日本の ODA の包括的文書である「対カンボジア王国 国別開発協力方針」(旧国別援助方針) (2017 年 7 月) の枠組みにおいて、本プロジェクトが策定された。同方針において、ジェンダー主流化は、持続可能な社会の実現に向けたガバナンスにおいて不可欠なものと位置づけられている。また、ODA タスクフォースは日本の女性支援や人間の安全保障の立場に鑑み、カンボジアでは上位政策でジェンダー平等や女性の地位向上がうたわれているものの、社会では目立った改善が見られないことに着目している。本プロジェクトは、女性省と女性局の能力強化を図り、農村女性の経済活動におけるジェンダー主流化を促進するためのメカニズム構築に注力しており、日本の開発協力方針との整合性は高い。
- 本プロジェクトは、カンボジアの SDGs 5「ジェンダー平等」達成に向けた取組の一環として女性省に認知されている。さらに、貧困削減、飢餓撲滅、教育、保健などの他の SDGs ゴールとも密接に関連しており、カンボジア政府の取組と整合性が高い。

3.1.3. 有効性

有効性は以下の理由から、「比較的高い」と判断される。

- プロジェクト期間内に、ASEAN セミナーの実施(活動 3-7)を除き、予定されていた全ての活動を完了した。ASEAN セミナーについては、2022 年 8 月の第 4 回 JCC での合意に基づき経験共有ワークショップ(活動 3-6)に変更して実施した。
- 以下の点から、プロジェクト目標はほぼ達成されたといえる。
 - ▶ パイロット活動の実施やジェンダー主流化ワークショップ、2022 年 7 月に実施されたリトリートプログラムを通じて、ジェンダー視点や WEE の視点を主流化するための女性省と女性局のアドボカシーや調整に関する能力が強化された。その結果、各対象州では、女性局と州関係局が協力し、既存のプロジェクトや活動として、IFAD/MAFF の支援による小農のための包括的市場の加速化(AIMS)プロジェクトや、イノベーションと拡張のための農業サービスプログラム(ASPIRE)、PDISTI の一村一品(OVOP)プロジェクト、などにジェンダーや WEE の視点を取り入れるための議論や調整が、プロジェクト終了前から開始されている。
 - ▶ 各州では、パイロット活動(WEE 関連活動)の計画、実施、モニタリングについて州女性局と州連携局間の調整と経験共有を推進するプラットフォームとして WEE-WG が設置された。WEE-WG の活動を通じて、州レベルでの関係部局の協力モデルが確立され、州女性局のプロジェクト活動への参画が促進された。プロジェクト終了に際し、各対象州の WEE-WG メンバーは、プロジェクト終了後も引き続き WEE-WG の機能を継続することの重要性を確認し、KCH 州、KPC 州、KPT 州、

TBK 州は WCCC、SRP 州については州行政体の下にそれぞれ機能を置くことが州知事によって承認された。これらは、WEE-WG の活動を通じた本プロジェクトのアプローチの有効性を示している。

- ▶ 州レベルにおける WEE 促進のためのツールと実施体制が改訂版 WEE ガイドラインとして取りまとめられ、2023 年 1 月に女性省長官によって正式承認された。
- ▶ 中央レベルでは、GMAGs メンバーとの協議を通じて、WEE の観点からのジェンダー視点を取り入れたモニタリングやジェンダー予算編成に関する議論を促進した。また、NCDD ジェンダー政策チームと、州レベルでのパイロット活動から得られた知見や経験を NCDD ジェンダー政策の行動計画にどのように活かすかについて、一連の協議を実施した。さらに、女性省は複数のプロジェクト活動に GMAG メンバーを招き、プロジェクトの計画・実施にどのようにジェンダー視点を取り入れ主流化していくかの知見や経験を共有した。これらの結果、中央レベルでは、観光省のエコツーリズム政策や上述の IFAD/MOAF の支援による複数の事業にジェンダー視点を取り入れられ、州レベルでは連携局を通して、セクター別計画へジェンダー視点が反映されるなど、適用に向けた取組事例が複数みられるが、プロジェクト終了までに実際の適用事例は報告されていない。
- WEE-WG は、女性局と農業、観光、商業、労働・職業訓練、農村開発、産業、計画などを担当する各局が協働し、州レベルで WEE を推進するための効果的なツールとして認識されている。ジェンダー主流化と女性の経済的エンパワーメントを同時に進めることによって、女性の経済活動に関する能力強化、女性が自信をもつことや家族の調和の強化、ジェンダーに基づく暴力と貧困の削減などを通じて、ジェンダー平等を効果的に達成するための大きな一歩となることが明らかになった。WEE-WG は、他の関連する州連携局や同じ局内の異なる部門の関わりを得て、さらに拡大することが可能である。

3.1.4. 効率性

効率性は以下の理由から、「中程度」と判断される。

- 女性省と州女性局の能力強化(成果 1)とパイロット活動の実施に時間が必要なため、成果 3 にかかる活動のための時間が少なくなっている。効率性を向上させるため、パイロット活動の実施においても女性省と州女性局のジェンダー主流化のためのアドボカシーと調整に関する知識と技術の習得のための技術支援が行われた。
- 新型コロナウイルスの流行による国内移動制限のため、パイロット地域での活動のほとんどが数カ月延期されたが、オンライン会合による支援を通じ WEE-WG メンバーによる作業と技術会合は継続して開催された。このため、移動制限の解除直後からパイロット活動を再開することが可能となった。
- 新型コロナウイルス流行による活動の遅れを勘案し、プロジェクト期間は 10 カ月延

長されたが、計画どおりのパイロット地域での研修実施は依然として困難であることがわかった。しかし、研修内容を一部中止することは効果の観点から難しく、代わりに研修を簡素化したり、研修トピックを統合して一度に実施したりするなどの措置が取られた。その結果、詳細の説明不足となる研修もあり、対象女性の研修内容理解に困難もあった。それらのトピックについては、リフレッシャー研修にて再度指導が行われた。

- 日本人専門家の配置は、必要な専門性と配置人月共に適切であった。対象州での活動に配置された C/P の人数、配置の時期も適切であった。機材の種類、質は活動の実施の観点から必要なものであり、中央と州に適切に配分された。

3.1.5. インパクト

インパクトは以下の理由から、「中程度」と判断される。

プロジェクトのインパクトは、上位目標の達成度と合わせ、プロジェクト完了の 3～5 年後に適切に評価されるものであるが、C/P や連携省と州局、対象女性とその家族にすでにポジティブなインパクトが見られる。

- C/P はもちろん、女性省、女性局、WEE-WG メンバー、連携省の関係者が PCM に関する知識とスキルを習得している。また、女性省と州女性局は、プロジェクト活動を通じ、ジェンダー主流化と WEE の促進により自信が持てるようになったとコメントしている。連携州局と省の関係者は、WEE-WG を通じた協働に非常に満足しており、プロジェクトを通じて WEE のための活動のもたらす便益を学んでいる。
- ジェンダー研修で教えられている WEE の 6 要素（参加の機会、情報共有、労働分担、収入管理、意思決定、自信と他者からの認知）に関し、対象女性とそのジェンダー関係にポジティブな変化が見られた。プロジェクト活動開始後、対象村で家庭内での暴力が大きく減ったとの報告もあった。
- 上位目標の達成には、ジェンダー視点に立ったプロジェクト・プログラムの計画と実施を通じた WEE のさらなる促進が必要である。連携省・州局はプロジェクトの効果を活用して WEE を促進するためにさらに協力を進める意向である。女性省も連携省と協力しつつ、対象州以外の州でもアドボカシーと調整を進めていく予定である。

3.1.6. 持続性

持続性は以下の理由から、「中程度」と判断される。

- カンボジア政府の開発枠組み内での WEE の優先度の高さや女性省の役割に鑑み、開発政策の観点で持続性は高い。プロジェクトの活動とアウトプットは、特に農村地域における WEE の促進の点で政策優先度と合致している。農村地域における WEE の

促進は、ジェンダー開発指数やジェンダー不平等指数などの開発指標、2030年までに達成されるべきSDGsのゴール5やその他のゴールの達成にも貢献する。

- 対象5州全てがWEE-WGの機能を既存のWCCCまたは州行政体の下に置き、制度化することを決定し、各州の州知事が承認したが、実際に会議が持続的に招集され、必要な議論や情報共有がなされているかは不明のため、現時点での制度面での持続性は中程度。また、中央レベルでは2022年10月にTWG-G WEEサブグループの会議が再招集され、今後WEE推進にかかる関係機関・関係者間の情報共有や調整を行うプラットフォームとしての機能を果たしていくことが合意された。将来的に、プロジェクト対象州における農村女性のWEE促進のための取組が、このサブグループによってフォローされ、必要な技術面や財政面での支援がなされることが期待される。
- 技術的・人材的な観点からの持続性は中程度である。WEE促進に必要な知識とスキルはWEEガイドラインにまとめられ、能力アセスメントを通じて女性省及び州女性局の能力向上は確認されたものの、ジェンダー主流化強化に向けた連携省庁との調整やアドボカシーのために、そうした技術や人材をどのように活用していくのか、女性省内でどのように制度化していくのかはいまだ明確になっていない。女性省と連携省庁によるプロジェクトの成果の幅広い活用、上位目標達成に向けたガイドラインの継続的な更新は、上位目標達成に向けて懸念として残っている。
- カンボジア政府の予算配分においては、WEEの優先度は低くなりがちであることから、財政的な持続性はやや低いと判断される。州レベルでのWEE促進のためには、女性省が経済財務省に予算配分を働きかけていくことが重要である。さらに、TWG-GのWEEサブグループが活性化されれば、特に農村地域でのWEE促進への資金配分を後押しするものと思われる。

3.2. 活動実施と成果達成に影響を及ぼした要因

本プロジェクトの開始から約2年間、地方分権化(D&D)プロセスにおけるジェンダー主流化を推進するための具体的な政策的根拠はなかった。しかし、2019年5月にNCDDの州レベルにおける民主的開発におけるジェンダー平等推進政策が承認され、第3回JCCにおいて本プロジェクトと同政策との整合性が確認された。

3.3. プロジェクトのリスク管理

女性省とJICAは、2019年7月の運営指導調査を通じて、NCDDの新政策の方向性が本プロジェクトと合致している点を確認した上で、同政策と本プロジェクトの関連性を最大化する観点から、プロジェクトの枠組み、目標、アウトプット、活動を再度整理することに合意した。その後、同年9月の中間レビューにかかる協議を経て、2019年12月の第3回JCCにおいて、PDMの改訂が正式に承認された。

PGM2 と同様に、州副知事や WCCC 議長など、地方政府における女性の積極的なリーダーシップは、パイロット活動の円滑な実施に寄与した。このことは、州局のオーナーシップを高めることにもつながった。州のマネジメントレベルや州局のプロジェクト活動へのコミットメントと、プロジェクトが開発したツールやメカニズムの有効性への深い理解は、成果 2（指標 2-2）及びプロジェクト目標（指標 2）を達成するために不可欠なものであった。

3.4. 教訓

- WEE 促進のためのセクター横断的なアプローチは、連携州局が有する既存のスキルと知識を活用する形で、農村女性の収入向上と WEE の実現の両面に確実な成果を上げる点で効果的である。
- 本プロジェクトのパイロット活動を通じて開発・改訂された実施ツールは、WEE のみならず、より広義のジェンダー主流化を促進するための、ジェンダー視点に立った事業の実施管理の実践に役立つものである。
- カンボジアでは、これまで（先行フェーズを含めて）女性と男性を対象とした生計向上活動支援そのものが WEE 促進につながるという考えが主流であったため、生計向上支援において、特に女性が現金収入を得られることにより、女性自身やその家族、コミュニティにどのような変化をもたらすことが女性のエンパワーメントの視点から求められるのか、という視点に立った活動・支援は行われてこなかった。その観点から、本プロジェクトを通じて開発された WEE のコンセプトに関するジェンダー研修のコンテンツは、対象女性や男性のジェンダー平等や女性のエンパワーメントに係る考えや行動変容をもたらすために極めて効果的であった。
- 農村女性による生計向上活動や小規模ビジネスが、女性のニーズやジェンダー課題を明確に特定した形で適切に支援される限り、WEE は単に家計に追加収入をもたらすだけでなく、女性が主体的に生計向上活動や小規模ビジネスに必要な知識やスキルを習得するとともに、WEE についての理解を深めることで、そうしたプロセスを通じて女性自身が自信を持ち、さらには女性を取り巻くジェンダー関係にも変化をもたらす形で推進されうるとともに、そうした変化はジェンダー平等の実現に貢献するものである。
- ジェンダー視点に立った事業実施のための予算は限られているものの、対象州の連携局が本プロジェクトの成果を様々な形で活用する可能性を提示した。
- 州レベルにおけるジェンダー主流化をより確実に推進するためには、本プロジェクトを通じて能力強化が図られた連携局職員（2～3 名）以外にも、ジェンダー視点に立った事業管理や WEE に関する知識やスキルを習得するための能力強化の機会が必要であるとともに、WEE に限らないジェンダー主流化に関する能力強化については、本プロジェクトの対象であった連携局以外の州関係局に対しても実施する必要性が高い。

3.5. COVID-19 対応として実施した活動/支援

COVID-19 拡大が本プロジェクトの対象地域である SRP 州、KPT 州の観光セクターを中心とした経済活動に与えた影響を考慮し、本プロジェクトでは以下の 3 つの追加活動を提案し実施した。

- 観光産業に従事する女性へのインパクト調査
COVID-19 が観光産業に従事する女性に与えた影響について情報・データを収集・分析し、調査結果を連携省庁や SRP 州、KPT 州の関係者と共有した。また、調査結果は、各省庁、州政府、開発パートナー、NGO などが当該地域や女性のニーズを把握し、必要な介入の計画や実施に活用できるよう関係者に共有された。
- 観光産業関係者（特に女性）を対象とした衛生管理セミナーの実施
女性省と観光省が連携し、観光分野における衛生管理知識の普及と意識の向上を目的として、具体的な衛生管理の実践方法に関するセミナーを実施した。セミナー参加後のモニタリングや認証などを通して、知識の定着を図るよう工夫した。また、本セミナーは観光産業で働く幅広い人々（特に女性）に普及するため、対面式とオンライン式の両方で実施した。
- 観光産業で活躍する女性に焦点を当てた観光振興の支援
本活動は、COVID-19 後の観光客の早期回復に向けて、観光分野で活躍する女性に焦点を当てたショートビデオを作成し、カンボジアの観光 PR（カンボジア国内外から観光分野で活用する女性への関心を高め、SRP 州や KPT 州の観光活性化に貢献することを目的としたものである。

4. 上位目標達成に向けた提言

4.1. 上位目標達成の見通し

本プロジェクトの上位目標達成の見通しについて、指標に沿って整理した結果を以下に示す。

上位目標：	対象州および非対象州において、女性省/局のアドボカシー・調整を通じて、連携省庁/局によるジェンダー視点に立った施策や事業が実施されることにより、女性の経済的エンパワーメント（WEE）が促進される。
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指標 1：対象州・非対象州において、改訂版 WEE ガイドラインおよび PGM 手法ガイドラインに基づいて、ジェンダー視点に立った WEE 促進のための事業が計画・実施される。

ジェンダーに配慮したプロジェクトや活動が計画・実施され、少なくとも本プロジェクトの対象州ではジェンダー視点が WEE 関連のプロジェクト・活動のプロジェクト・サイクル・マネジメントに組み込まれることが期待される。例えば、2022 年 10 月時点で、対象州では、カンボジア政府のプログラム予算で賄われる州の計画（年次計画、3 カ年投資計画など）や既存のプロジェクト・活動（農業ビジネス、職業訓練、縫製工場への行政指導、村レベルでの女性のリーダーシップなど）に、PGM-WEE から得られたジェンダー視点や WEE 視点を取り入れ始めていることが確認されている。ただし、本プロジェクト非対象州において同様の活動を行うには、女性省や関連省庁の技術支援や連携促進なしには容易でないと考えられる。なお、女性省は毎年数州を対象に、ジェンダー主流化にかかる研修を実施しているほか、NCDD の「民主的な地方開発のためのジェンダー平等推進政策」の行動計画においても、州関係者に対するジェンダー平等および女性のエンパワーメントに関する能力強化が含まれていることから、それらの機会を活用した働きかけが期待される。

指標 2：非対象州においてジェンダー視点に立った WEE 促進のための事業に関し、州女性局と州連携局が議論およびモニタリングを行う場として、女性と子どもの諮問委員会（WCCC）が機能する。

プロジェクト終了時点において、対象州 5 州において、WEE-WG の機能を正式に内製化することが決定されたため、各州で WEE-WG が実際に機能するかどうかの判断は困難である。ただし、パイロット活動や KPC 州と KCH 州についてはフォローアップ活動などを通じて、州レベルでの WEE 促進のために WEE-WG が機能することが重要であることは副知事および WCCC 議長を含め、関係者が深く理解していること、またプロジェクト終了までに全 5 州ともに既に知事から WEE-WG 設置についての承認を得ていることから、実際に機能していく可能性は高い。なお、WCCC の下に設置することになっている SRP 州を除く 4 州については、現時点で既存の WCCC の定期会合の実施予算は配分されているため、会議を通じた WEE 促進・モニタリング等が継続して実施されていく可能性は高い。SRP 州につ

いては、既存の WCCC の下に設置するより WEE-WG としての機能を果たしやすいという判断の下、州行政体の下に設置するという判断をしており、最初の予算取りが適切に行われればその後の継続には問題はない。一方で、5 州ともに WEE 促進のための活動実施にかかる予算確保までは難しいことから、WEE-WG の機能としては既存の活動・事業の中での成果や教訓の共有にとどまることが想定され、他ドナー支援などによるジェンダー視点に立った WEE 促進のための活動・事業実施にかかる資金支援、さらにジェンダー主流化が定着されるための技術支援の必要性は高い。また、プロジェクト終了時点において、非対象州においても同様の制度が構築され、機能していくかについての見通しを立てることは難しい。

指標 3 : 全ての連携省庁と民主的開発委員会 (NCDD) が、プロジェクトが取りまとめた提言を少なくとも 1 つ以上セクター政策・計画または NCDD の州ジェンダー主流化政策・計画に反映し、州レベルでジェンダー視点に立った WEE 促進のための事業を実施する。

全ての連携省庁は、PGM-WEE からの提言を省の政策、計画、プロジェクトに取り入れることに関心を示している一方で、NCDD も本プロジェクトを通じて開発されたツールや教訓を、今後 NCDD ジェンダー政策実施のための策定する戦略計画において活用することが効果的であることに合意した。しかしながら、いずれもその実現には、カンボジア政府の財政状況のほか、女性省が効果的にアドボカシーを推進し、経済財務省や他の省庁との調整を行い、連携省庁が実施に必要な予算を確保するよう働きかけていくことが求められる。こうした働きかけは、特に女性省ジェンダー平等局によって実施されることが期待される。

4.2. 上位目標達成に向けた実施計画及び実施体制

- プログラム予算で毎年実施している PGM ワークショップの内容を更新し、PGM-WEE の非対象州で女性局の技術研修を実施する (2~3 州/年)。
- 女性局の年次計画におけるジェンダー視点と WEE 関連活動の統合を確認する。
- 計画やプロジェクトにジェンダーや WEE の視点を取り入れるよう、州の関係部局に働きかけ調整する。
- 州女性局の年次計画におけるジェンダー主流化の状況について、女性省が州女性局から定期的な報告を通じてモニタリングする。
- 対象州における WEE-WG の制度化に関し、女性省がプロジェクト終了後もその進捗状況をフォローするとともに、そうした制度がどのような形に統一されていくことが望ましいかについての議論を、内務省を巻き込んだ形で主導し、非対象州への導入に結びつけることが期待される。
- 少なくとも年に 1 回開催される GMAG 会議を通じて、GMAP またはセクタープランにおけるジェンダー主流化の状況をモニタリングする。
- プロジェクトが開発したツールや教訓を、今後 NCDD と女性省が NCDD のジェンダー政策の実施のために策定する戦略計画の中で活用することが望ましい。

4.3. 提言

(1) 技術研修（PGM ワークショップ）内容の更新

州レベルで実施される WEE 関連活動において、ジェンダー主流化を推進していくために、女性省が PGM-WEE のパイロット活動対象州及び非対象州の女性局に対して技術支援を行うことが期待される。毎年、女性省では州女性局に対して実施する技術研修（PGM ワークショップ）予算が確保されていることから、それらの研修コンテンツへ WEE ガイドラインの内容を取り入れるなどしてアップデートし、実施することが望まれる。

(2) 州レベルにおける WEE 促進の取組についての進捗報告

州レベルにおける WEE 促進のための取組の進捗状況は、定期的開催予定の TWG-G WEE の会合において、連携省庁や他ドナーなどの関係者に共有されることが期待される。

(3) WEE 促進のための予算確保

州レベルでジェンダーに配慮した WEE 活動の計画・実施を確保するためには、女性省が経済財務省と協議し必要な予算を獲得すること、また、開発パートナーと交渉し WEE 促進のための財政支援を強化することが重要である。

(4) セクター政策・計画のジェンダー主流化の推進

全てのセクターにおいてジェンダー主流化を推進するため、カンボジア政府と各省庁は、GMAP として個別の活動を計画するのではなく、通常のセクター政策・計画にジェンダー視点を統合していく必要がある。また経済財務省は、ジェンダー視点に立った事業や活動への予算配分を確保するため、ジェンダー予算の導入について検討する必要がある。

4.4. プロジェクト終了時から事後評価に向けたモニタリング計画

- 女性省は、プロジェクト終了後、プロジェクトの成果を活用した形で、中央および州レベルで行われる様々な活動・取組をモニタリングし、その進捗と結果についての情報を取りまとめる。そうした情報を必要に応じて JICA に共有する。
- JICA カンボジア事務所は、引き続き TWG-G 会議の共同議長を務める。また、TWG-G WEE サブグループのメンバーを務める。TWG-G WEE では、女性省が PGM-WEE に関連する活動の進捗状況をフォローし、それらを JICA と共にモニタリングすることが期待される。
- カンボジア政府の深刻な予算不足が、プロジェクトの成果の持続性やインパクト、さらには上位目標達成の懸念事項となっている。このことから、カンボジアで実施される WEE 推進に資する JICA 事業へのジェンダー視点の取り込みを進めることが期待される。さらに、JICA が WEE ガイドラインのエッセンスを開発パートナーとも共有することにより、他の開発パートナーが支援するプロジェクトなどにおいても、ジェンダー視点や WEE 視点の取り込みを促進することが期待される。

添付資料 1 : 業務の実績

1-1 専門家の派遣実績

担当	名前	人月 (実績 / 計画)
総括/ジェンダー主流化 1	東谷 あかね	現地: 8.72 / 8.70 国内: 7.70 / 7.70
副総括/ジェンダー主流化 2	鶴峯 美千子	現地: 4.73 / 4.73 国内: 4.25 / 4.25
組織強化/ガバナンス	房前 理恵	現地: 7.10 / 7.10 国内: 5.20 / 5.20
女性の経済的エンパワーメント	八木 泰子	現地: 9.30 / 9.30 国内: 6.50 / 6.50
市場ビジネス開発	小川 奈穂子	現地: 4.77 / 4.77 国内: 0 / 0
市場ビジネス開発	松井 真由美	現地: 0 / 0 国内: 5.05 / 5.05
研修管理		国内: 0.30 / 0.30
市場ビジネス開発	渡辺 知子	現地: 1.23 / 1.57 国内: 1.80 / 1.80
	國村 桜	現地: 1.73 / 1.40 国内: 0 / 0
業務調整/ジェンダー成果分析	坂本 実玲	現地: 5.13 / 5.13 国内: 4.65 / 4.65
業務調整/ジェンダー成果分析	國村 桜	現地: 0 / 0 国内: 1.80 / 1.80
業務調整/ジェンダー成果分析	宗盛 千枝	現地: 2.27 / 2.28 国内: 0.15 / 0.15
研修管理		現地: 0.50 / 0.50 国内: 0.40 / 0.40
モニタリング	大西 由美子	現地: 0.47 / 0.47 国内: 0.35 / 0.35

1-2 カウンターパート（女性省）

No	名前	役職	局
1	H.E. Chan Sorey (Project Director)	Secretary of State	
2	H.E. Chhoy Kimsor	Advisor	
3	Ms. Te Vouchlim (Project Manager)	Director	Planning and Statistics (PSD)
4	Ms. Cheng Chinet	Director	Gender Equality (GED)
5	Ms. Thouern Sakmana	Director	Economic Development (EDD)
6	Ms. Khim Sovanny	Deputy Director	PSD
7	Mr. Sok Chheng	Deputy Director	EDD
8	Mr. Meas Chiwut	Chief Office	GED
9	Ms. Ouk Kosomakesey	Chief Office	PSD
10	Ms. Chea Socheata	Chief Office	PSD
11	Mr. Phin Soksratum	Chief Office	PSD
12	Ms. Sor Minea	Chief Office	EDD
13	Mr. Ham Siphath	Chief Office	EDD
14	Ms. Somthun Chanchariya	Vice Chief Office	PSD
15	Ms. Chea Chanvanny	Vice Chief Officer	EDD
16	Ms. Heng Samphos	Vice Chief Office	PSD
17	Ms. Meng Dina	Vice Chief Office	PSD
18	Mr. Lim Samedy	Vice Chief Officer	GED
19	Ms. Lun Sophea	Vice Chief Office	GED
20	Mr. Khem Nalim	Vice Chief Office	PSD
21	Ms. Loerk Srey Touch	Officer	EDD
22	Ms. Yin Samneang	Officer	PSD
23	Ms. Pov Sony	Contract Officer	PSD

1-3 対象州におけるパイロット活動実施のため配置された女性省のフォーカル・ポイント

対象州	名前	役職	局
Kampong Chhnang	Mr. Meas Chiwut	Chief Office	GED
	Mr. Sok Chheng	Deputy Director	EDD
Kampong Thom	Ms. Chea Socheata	Chief Office	PSD
	Ms. Ouk Kosomakesey	Chief Office	PSD
	Ms. Sor Minea	Chief Office	EDD
	Ms. Meng Dina	Vice Chief Office	PSD
	Mr. Lim Samedy	Vice Chief Office	GED
Tboung Khmum	Mr. Ham Siphath	Chief Office	EDD
	Ms. Somthun Chanchakriya	Vice Chief Office	PSD
	Ms. Heng Samphos	Vice Chief Office	PSD
	Mr. Khem Nalim	Vice Chief Office	PSD
	Ms. Loerk Srey Touch	Officer	EDD
Siem Reap	Ms. Chea Chanvanny	Vice Chief Office	EDD
	Mr. Pin Soksratum	Vice Chief Office	PSD
	Ms. Lun Sophea	Vice Chief Office	GED
	Ms. Pov Sony	Contract Officer	PSD
Kampong Cham	Mr. Meas Chiwut	Chief Office	GED
	Mr. Sok Chheng	Deputy Director	EDD
	Ms. Yin Samneang	Officer	PSD

1-4-1 Kampong Chhnang 州の WEE-WG メンバー

No	名前	役職	WEE-WG での 役割
WEE Working Group			
1	Pal Yuern	Member of Provincial Councilor	Chair
2	Tong Nary	WCCC chair	Deputy
3	Pich Sophea	Director, PDWA	Deputy
Technical Working Group/Secretariat			
1	Chuon Vatanary	Deputy Director PDWA	Chair
2	Heng Kimsreang	Deputy Director PDAFF	Deputy
3	Soam Sinath	Director PDLVT	Member
4	Hy Ratana	Director, PDOC	Member
5	Lay Nareth	Deputy Director PDOP	Member
6	Him Sochetta	Deputy Director PDISTI	Member
7	Kay Sokchea	Deputy Director PDRD	Member
8	Sun Kimsean	Chief Office, PDRD	Member
9	Ith Sophany	Chief Office, PDWA	Member
10	Tim Chy	Chief Officer, PDRD	Member
11	Khiev Pros	Chief Office, PDLVT	Member
12	Chhin Kanha	Vice Chief Office, PDAFF	Member
13	Thauk Kim Chheang	Vice Chief Office, PDAFF	Member
14	Yin Chenda	Vice Chief Office, PDOP	Member
15	Ven Sreyleak	Officer, PDISTI	Member
16	Som Sokphearum	Officer, PDOP	Member
17	Nhim Sokha	Officer, PDLVT	Member
18	Souerng Pisen	Officer, PDOC	Member
19	Ouk Sokha	Officer, PDOC	Member
20	Ham Kimhour	Officer, PDISTI	Member

1-4-2 Siem Reap 州の WEE-WG メンバー

No	名前	役職	WEE-WG での役割
WEE Working Group			
1	You Sophear	Deputy Governor	Chair
2	Sin Norm	WCCC chair	Deputy
3	Ngov Sengkak	Director, PDOT	Deputy
4	Krong Sithavy	Director, PDWA	Permanent Deputy
Technical Working Group			
1	Krong Sithavy	Director, PDWA	Chair
2	Van Channa	Deputy Director, PDWA	Deputy
3	Sor Rene	Deputy Director, PDAFF	Member
4	Seur Siharith	Deputy Director, PDRD	Member
5	Srey Sokun	Deputy Director, PDOP	Member
6	Team Phally	Deputy Director, PDOC	Member
7	Bun Chrib	Deputy Director, PDLVT	Member
8	Tob Thoeun	Deputy Director, PDISTI	Member
9	Chhun Sophoan	Chief Office of PDWA	Member
10	Luy Ratana	Chief Office of PDWA	Member
11	Pot Saroeut	Chief Office of PDRD	Member
12	Siep San	Chief Office of PDOP	Member
13	Phouern Sokna	Chief Office of PDISTI	Member
14	Nan Mao	Chief Office of PDWA	Member
15	Long Vansak	Chief Office of PDOP	Member
16	Koy Phally	Vice Chief Office of PDOC	Member
17	Luch Kunthea	Vice Chief Office of PDWA	Member
18	Peanh Makara	Vice Chief Office of PDWA	Member
19	Prum Sopheap	Vice Chief Office of PDAFF	Member
20	Kean Seryvuth	Vice Chief Office of PDRD	Member
21	Ly Chanthorn	Vice Chief Office of PDLVT	Member
22	Heang Puthera	Vice Chief Office of PDLVT	Member
23	Long Somavatey	Vice Chief Office of PDISTI	Member
24	Chea Syavy	Vice Chief Office of PDOT	Member
25	Bor Bun	Officer of PDAFF	Member
26	Sok Pylot	Officer of PDOT	Member
27	Ngeth Chan Rathanak	Officer of PDOP	Member
28	So Pola	Officer of PDOC	Member
29	Cheim Soram	Officer of PDLVT	Member
30	Lach Voucheng	Officer of Provincial Administrative	Member
31	Long Dany	Vice Chief Office of PDWA	Member (WDC)
32	Mao Samoeurn	Officer of PDWA	Member (WDC)

1-4-3 Kampong Thom 州の WEE-WG メンバー

No	名前	役職	WEE-WG での役割
WEE Working Group			
1	Lum Kuntheary	Deputy Governor	Chair
2	Sok Chanthou	WCCC chair	Deputy
3	Sin Siphon	Director, PDWA	Deputy
Technical Working Group/Secretariat			
1	Sin Siphon	Director, PDWA	Chair
2	Chhor Biengkong	Deputy Director, PDAFF	Deputy
3	Chou Bunry	Deputy Director, PDOP	Member
4	Pov Vanna	Deputy Director, PDISTI	Member
5	Yin Bunroth	Deputy Director, PDLVT	Member
6	Plong Salon	Deputy Director, PDRD	Member
7	Heav Chanry	Deputy Director, PDWA	Member
8	Sin Kimheang	Deputy Director, PDOT	Member
9	Ly Reaksmey	Chief Office, PDOC	Member
10	Hun Sam At	Chief Office, PDWA	Member
11	Men Chanthoeun	Chief Office, PDAFF	Member
12	Neang Sopheak	Chief Office, PDLVT	Member
13	Yin Riyong	Chief Office, PDLVT	Member
14	Ros Kimchhay	Chief Office, PDISTI	Member
15	Peav Theary	Deputy Director, PDOC	Member
16	Em Sok Leng	Chief Office, PDOP	Member
17	Sou Pharin	Chief Office, PDWA	Member
18	Kim Chanthou	Chief Office, PDOT	Member
19	Hun Kotal	Vice Chief Office, PDAFF	Member
20	Huon Chenda	Vice Chief Office, PDWA	Member
21	Tann Mulika	Vice Chief Office, PDRD	Member
22	Van Sarorn	Officer, PDOP	Member
23	Tann Saimeng	Officer, PDRD	Member
24	Koy Koeun	Officer, PDOC	Member
25	Koung Kosal	Officer, PDISTI	Member
26	Sor Saysambor	Officer, PDOT	Member

1-4-4 Tboung Khmum 州の WEE-WG メンバー

No	名前	役職	WEE-WG での役割
WEE Working Group			
1	Leng Sokha	Member of Provincial Councilor	Chair
2	Kiev Samuon	WCCC chair	Deputy
3	Ny Chan Thida	Deputy Governor	Deputy
4	Thorn Kimsron	Director, PDWA	Deputy
Technical Working Group/Secretariat			
1	Thorn Kimsron	Director, PDWA	Chair
2	Kong Simen	Deputy Director, PDWA	Deputy
3	Um Veasna	Director, PDLVT	Member
4	Toch Sakorn	Director, PDOC	Member
5	Hor Lenghong	Deputy Director, PDOC	Member
6	Sun Sarath	Deputy Director, PDAFF	Member
7	Chheng Chhunny	Deputy Director, PDISTI	Member
8	Pha Leakhena	Deputy Director, PDOP	Member
9	Chin Vibol	Deputy Director, PDLVT	Member
10	Pech Chordaphea	Chief Office, PDWA	Member
11	Phon Lanita	Chief Office, PDWA	Member
12	Chhing Chun	Chief Office, PDLVT	Member
13	Chhoam Sreymao	Chief Office, PDAFF	Member
14	Chhem Chanraksmeay	Chief Office, PDRD	Member
15	Reth Rattana	Chief Office, PDOP	Member
16	An Darika	Chief Office, PDOC	Member
17	Dav Chanly	Vice Chief Office of PDLVT	Member
18	Aun Sinean	Vice Chief Office, PDRD	Member
19	Lang Sithaoun	Technical Staff of PDISTI	Member
20	Kan Sophun	Technical Staff of PDOP	Member
21	Chroeng Sothea	Technical Staff, PDAFF	Member

1-4-5 Kampong Cham 州の WEE-WG メンバー

No	名前	役職	WEE-WG での役割
WEE Working Group			
1	Anheng Leakhena	WCCC chair	Chair
2	Pang Dany	Deputy Governor	Deputy
3	Seang Van Leakhena	Director, PDWA	Permanent member
Technical Working Group/Secretariat			
1	Seang Van Leakhena	Director, PDWA	Chair
2	Dok Linda	Deputy Director, PDWA	Deputy
3	Cheng Heang	Director, PDLVT	Member
4	Ing Visoth	Director, PDRD	Member
5	Chheang Borin	Director, PDOC	Member
6	Sim Thavireak	Director, PDAFF	Member
7	Be Buntha	Director, PDOP	Member
8	You Sok Ann	Deputy Director, PDOP	Member
9	Pan Phallin	Deputy Director, PDRD	Member
10	Uy Sokna	Deputy Director, PDOC	Member
11	Pich Chanthy	Deputy Director, PDISTI	Member
12	Mao Vanthan	Chief Office, PDAFF	Member
13	Chi Kheng	Chief Office, PDWA	Member
14	Lorn Sophal	Vice Chief Office, PDAFF	Member
15	Heng Bo	Chief Office, PDISTI	Member
16	Im Pisey	Chief Office, PDOP	Member
17	Kun Socheat	Vice Chief Office, PDWA	Member
18	Theam Kimhour	Officer, PDWA	Member
19	Som Vuthy	Officer, PDLVT	Member
20	Huern Sreypov	Officer, PDISTI	Member
21	Bun Sokhom	Officer, PDWA	Member

1-5-1 調達機材

No.	機材名	規格・品番	価格 (USD)	調達日	使用者
1	Laptop	Lenovo Thinkpad E470	620	2017/3/5	MOWA (Project office)
2	Printer	Fuji Xerox DocuCentre SC2020	2650	2017/3/15	MOWA (Project office)
3	Laptop	Lenovo ThinkPad E450	485	2017/4/5	MOWA (Project office)
4	Laptop	Lenovo IdeaPad Yoga 500	550	2017/4/5	MOWA (Project office)
5	Laptop	Dell OptiPlex 3050MT	1,015	2017/6/12	MOWA (Project office)
6	Laptop	Dell Latitude 3480	770	2017/6/30	MOWA (Project office)
7	Laptop	NB ASUS A411UA-EB211T	701	2018/12/6	PDWA (Kampong Chhnang)
8	Laptop	NB ASUS A442UQ-FA044T 3F Red	690	2019/7/29	PDWA (Siem Reap)
9	Laptop	NB ASUS VivoBook S ultrathin S530FN-BQ117T	859	2019/7/29	MOWA (Project office)
10	Laptop	NB ASUS X412FL-EB274T 8S-Transparent Silver	860	2020/6/30	PDWA (Kampong Thom)
11	Laptop	NB ASUS X412FL-EB274T 8S-Transparent Silver	860	2020/6/30	PDWA (Thbounk Khmum)
12	Projector	Sony EX450 VPL -EX450	505	2020/11/25	MOWA (Project Office)
13	Video conference system	Logitech Group for Video Conference (960-001054) FHD 2114LZ50H8J8	1,000	2021/7/7	MOWA (Project Office)
14	Laptop	ASUS Vivobook K513E	845	2022/4/5	PDWA (Kampong Cham)
15	Printer	HP Color LaserJet Pro MFP M282nw(21 ppm) Printer	460	2022/10/8	MOWA (Project office)

1-5-2 調達物品（消耗品）

No.	機材名	規格・品番	価格 (USD)	調達日	使用者
1	Cabinet	Double doors cabinet, Eagle	140	2019/2/15	Project Office (MoWA)
2	UPS	APC APC Smart-UPS C 1500VA LCD 230V	365	2019/3/27	Project Office (MoWA)
3	Air conditioner	Panasonic	240	2019/2/8	PDWA (Kampong Chhnang) *Disposed July 3, 2019 due to malfunction
4	Air conditioner	Panasonic	325	2019/6/10	PDWA (Kampong Chhnang)
5	Printer	HP LaserJet Pro M203	195	2019/7/16	PDWA (Siem Reap)
6	Office	-	130	2019/7/16	PDWA

	Cabinet (tall)				(Siem Reap)
7	Office Cabinet (short)	-	110	2019/7/16	PDWA (Siem Reap)
8	Desk with drawer	-	125	2019/7/16	PDWA (Siem Reap)
9	Desk without drawer	-	75	2019/7/16	PDWA (Siem Reap)
10	Extension code	-	13	2019/7/16	PDWA (Siem Reap)
11	Chair	-	35	2019/7/16	PDWA (Siem Reap)
12	Chair	-	35	2019/7/16	PDWA (Siem Reap)
13	Plastic Chair	-	4.5	2019/7/16	PDWA (Siem Reap)
14	Plastic Chair	-	4.5	2019/7/16	PDWA (Siem Reap)
15	Plastic Chair	-	4.5	2019/7/16	PDWA (Siem Reap)
16	Plastic Chair	-	4.5	2019/7/16	PDWA (Siem Reap)
17	Plastic Chair	-	4.5	2019/7/16	PDWA (Siem Reap)
18	Camera	Canon	359	2019/10/25	PDWA (Siem Reap)
19	Portable wifi	Smart@Home	36	2020/3/4	MOWA (Project Office)
20	Camera	Canon	329	2020/11/25	MOWA (Project Office)

添付資料1-6 研修・会議の記録

1-6-1 省庁との会議

	日付 (日/月/年)	省庁	トピック	参加者数				
				女性省	省庁	州女性局	州局 (女性局を 除く)	その他
NCDD								
1	23/07/2019	NCDD	Implementation monitoring of the National Program for Sub-National Democratic Development (SNDD) from a gender perspective	0	6	0	0	1 Project Staff 1 Japanese Expert
2	24/07/2019	NCDD	Gender mainstreaming at the sub-national level and possibilities of PGMWEE's contribution	0	5	0	0	3 JICA Advisory Mission members 2 JICA Cambodia Office Staff 2 Japanese Experts 1 Project Staff
3	21/09/2021	NCDD	Action plan and monitoring of the Policy on Promotion of Gender Equality for Sub-National Democratic Development (SNDD)	1	2	0	0	1 Project Staff
4	15/07/2022	NCDD	Status of implementation of the Gender Equality Policy for SNDD Action Plan and possibilities of the use of PGMWEE outputs	0	2	0	0	1 Project Staff 2 Japanese Experts
Ministry of Tourism (MOT)								
1	13/05/2022	MOT, MOWA	Meeting on promotion video shooting in SRP	3	1	1	1	1 Project staff 1 Japanese expert
2	08/06/2022	MOWA, MOT	Inquiry on MOT's Community-Based Tourism (CBT) development programs/mechanisms	2	4	0	0	1 Project Staff 1 Japanese Expert
3	10/08/2022	MOWA, MOT	Inquiry on the National Ecotourism Committee (NEC) and Forum	4	2	0	0	2 Project Staff 2 Japanese Experts
4	24/08/2022	MOWA, MOT	Planning for "Social Media Training for Tourism Promotion" provided by MOT, targeting Khnar Po and Kampong Phluk CBT women	6	5	0	0	2 Project Staff 2 Japanese Experts
5	30/08/2022	MOWA	Internal meeting to assess the possibility of MOWA's integration into the NEC and development of the Joint Action Plan	6	0	0	0	2 Project Staff 2 Japanese Experts
6	06/09/2022	MOWA	Meeting with Director General Hak and KPT and SRP PDWAs to agree on developing a Joint Action Plan with NEC	8	0	10	0	3 Project Staff 3 Japanese Experts
7	20/09/2022	MOWA, MOT	Coordination for MOWA's participation in the National Ecotourism Forum and discussion on the feasibility of a Joint Action Plan	6	4	6	2	2 Project Staff 2 Japanese Experts
8	20/09/2022	MOWA	Workshop with KPT and SRP PDWAs to identify PGM-WEE activities/tools to incorporate into the Joint Action Plan	2	0	7	2	2 Project Staff 2 Japanese Experts
9	22/09/2022	MOT	Meeting for preparation of study tour in SRP	0	1	0	1	1 Project Staff 1 Japanese Expert
GMAP								
1	16/09/2021	MISTI	GMAP implementation monitoring	2	3	0	0	1 Project Staff
2	16/09/2021	MRD	GMAP implementation monitoring	2	3	0	0	1 Project Staff
3	17/09/2021	MOC	GMAP implementation monitoring	2	3	0	0	1 Project Staff 1 Japanese Expert
4	17/09/2021	MOT	GMAP implementation monitoring	2	3	0	0	1 Project Staff
5	20/09/2021	MLVT	GMAP implementation monitoring	2	3	0	0	1 Project Staff 1 Japanese Expert
6	20/09/2021	MAFF	GMAP implementation monitoring	2	3	0	0	1 Project Staff
7	21/09/2021	MOP	GMAP implementation monitoring	2	3	0	0	1 Project Staff
8	28/09/2022	MLVT	Integration of GMAP into Sector Plan	0	1	0	0	1 Project Staff 1 Japanese Expert
9	30/09/2022	MAFF	Integration of GMAP into Sector Plan	0	2	0	0	1 Project Staff 1 Japanese Expert
10	5/10/2022	MRD	Integration of GMAP into Sector Plan	0	2	0	0	1 Project Staff 1 Japanese Expert
11	7/10/2022	MOT	Integration of GMAP into Sector Plan	0	1	0	0	1 Project Staff 1 Japanese Expert

1-6-2 SRP州での会議、研修

	日付 (日/月/年)	会議・研修の種類	トピック	参加者数				
				女性省	省庁	州女性局	州局 (女性局を 除く)	その他
Provincial Gender Statistical Booklet (GSB)								
1	22/10/2021	Meeting	Meeting for preparation of GSB	6	0	4	3	2 Project staff 1 Japanese expert
2	11/04/2022	Meeting	Meeting GSB Preparation	8	0	0	0	3 Project staff 1 Japanese expert
3	12/04/2022	Meeting	Meeting GSB Preparation	8	0	0	0	3 Project staff 1 Japanese expert
4	21-22/04/2022	Training	GSB WS1	7	1	7	18	2 Project Staff 1 Japanese Expert
5	30-1/07/2022	Training	GSB WS2	6	1	7	20	2 Project Staff 1 Japanese Expert
6	15-16/8/2022	Training	GSB WS3	7	1	8	24	2 Project Staff 1 Japanese Expert
Pilot Activities								
Village Business School (VBS)								
1	25/06/2019	Activity in Village	1. Introduction	4	0	3	10	1 Project Staff 1 Japanese Expert
2	10-11/07/2019	Activity in Village	2. Gender (access and control)	3	0	1	15	1 Project Staff 1 Japanese Expert
3	16-17/07/2019	Activity in Village	3. Business analysis (4P)	4	0	3	11	1 Project Staff 1 Japanese Expert
4	12-13/9/ 2019	Activity in Village	4. Profit	3	0	2	16	1 Project Staff 1 Japanese Expert
5	1/10/2019	Activity in Village	Discussion with commune and group leader	5	0	4	0	2 Project Staff 1 Japanese Expert
6	2/10/2019	WEE-WG	WEE-WG, sharing results from KPP	5	0	3	8	2 Project Staff 1 Japanese Expert
7	1/11/2019	Activity in Village	5. Customer service	4	0	2	13	2 Project Staff
8	29/11/2019	Activity in Village	6. Production Plan	5	0	2	13	2 Project Staff 1 Japanese Expert
9	26/12/2019	WEE-WG	WEE-WG	9	0	4	14	2 Project Staff 1 Japanese Expert
10	27/12/2019	Activity in Village	7.1. Business environment: Hospitality	7	0	3	10	2 Project Staff 1 Japanese Expert
11	25/12/2019	Activity in Village	7.2 Business environment: 5S	6	0	2	13	1 Project Staff 1 Japanese Expert
12	24/06/2020	Activity in Village	5. Customer service	5	1	2	16	1 Project Staff 1 Japanese Expert
13	25/06/2020	Activity in Village	6. Production Plan	5	1	2	14	1 Project Staff 1 Japanese Expert
14	15/07/2020	Activity in Village	7.1. Business environment: Hospitality	5	1	3	14	1 Project Staff 1 Japanese Expert
15	16/07/2020	Activity in Village	7.2 Business environment: 5S	5	1	3	14	1 Project Staff 1 Japanese Expert
16	14-15/01/2020	Activity in Village	8. Gender (WEE)	6	0	4	16	2 Project Staff 1 Japanese Expert
17	13-14/02/2020	Activity in Village	9. Value chain	5	0	2	17	2 Project Staff 2 Japanese Experts
18	12-13/08/2020	Activity in Village	10. Promotion	5	1	2	13	2 Project Staff
19	21-22/10/2020	Activity in Village	11. Gender (Value Chain)	4	0	3	15	3 Project Staff 1 Japanese Expert
20	19-20/01/2021	Activity in Village	12. Business plan	4	0	3	16	2 Project Staff
21	21/01/2021	WEE-WG	WEE-WG (next activity)	6	0	3	13	2 Project Staff
22	16-17/02/2021	Activity in Village	1st Monitoring of pilot activity	6	0	3	16	1 Project Staff
Preparation of follow-up activities								
1	06/09/2021	Meeting	Meeting for preparation of WEE-WG meeting in SRP	6	0	0	0	1 Project staff 1 Japanese expert
2	14/09/2021	WEE-WG	WEE-WG on monitoring, GSB and pilot activity	7	0	5	18	3 Project staff 4 Japanese experts
3	28/10/2021	Meeting	Meeting on Pilot activity in SRP	6	0	0	0	1 Project staff 2 Japanese experts
Follow-up activities (Tourism Promotion)								
1	15/11/2021	Meeting	Meeting on Workshop 1 in KNP-CBT of pilot activity in SRP	6	0	0	0	1 Project staff 1 Japanese expert
2	23/11/2021	Meeting	Technical meeting (Training of Trainers) for Workshop 1 in KNP-CBT	6	2	7	11	2 Project Staff
3	24-25/11/2021	Activity in Village	Workshop 1 in KNP-CBT	6	2	5	10	2 Project Staff
4	25/11/2021	Meeting	Reflection meeting for Worskhop 1 in KNP-CBT	6	2	4	8	2 Project Staff

5	17/12/2021	Meeting	Meeting on Workshop 1 in KPP-CBT of pilot activity in SRP	6	0	0	0	1 Project staff 1 Japanese expert
6	06/01/2022	Meeting	Meeting on Workshop 1 in KPP-CBT of pilot activity in SRP	5	0	0	0	1 Project staff 1 Japanese expert
7	12/01/2022	Meeting	Technical meeting (Training of Trainers) for Workshop 1 in KPP-CBT	7	2	8	16	3 Project Staff
8	13-14/01/2022	Activity in Village	Workshop 1 in KPP-CBT	7	2	7	15	3 Project Staff
9	14/01/2022	Meeting	Reflection meeting for Worskhop 1 in KPP-CBT	7	2	7	12	3 Project Staff
10	27/01/2022	Meeting	Meeting on Workshop 2 in KNP-CBT and KPP-CBT of pilot activity in SRP	5	0	0	0	1 Project staff 1 Japanese expert
11	2022/3/2	Meeting	Technical meeting (Training of Trainers) for Workshop 2 in KNP-CBT and KPP-CBT	5	1	6	15	2 Project Staff
12	4-5/02/2022	Activity in Village	Workshop 2 in KNP-CBT	5	1	5	12	2 Project Staff
13	7-8/02/2022	Activity in Village	Workshop 2 in KPP-CBT	5	1	5	14	3 Project Staff
14	2022/8/2	Meeting	Reflection meeting for Worskhop 2 in KNP-CBT and KPP-CBT	5	1	4	10	2 Project Staff
15	09/03/2022	Meeting	Meeting on Workshop 3 of pilot activity in SRP	6	0	0	0	1 Project staff 1 Japanese expert
16	15/03/2022	Meeting	Technical meeting (Training of Trainers) for Workshop 3 in KNP-CBT and KPP-CBT	6	1	6	13	2 Project Staff
17	16-17/03/2022	Activity in Village	Workshop 3 in KNP-CBT	6	1	7	13	2 Project Staff
18	18-19/03/2022	Activity in Village	Workshop 3 in KPP-CBT	6	1	8	11	2 Project Staff
19	19/03/2022	Meeting	Reflection meeting for Worskhop 3 in KNP-CBT and KPP-CBT	6	1	7	13	2 Project Staff
20	18/04/2022	Meeting	Meeting on Workshop 4 of pilot activity in SRP	6	0	0	0	1 Project staff 1 Japanese expert
21	15/04/2022	Meeting	Technical meeting (Training of Trainers) for Workshop 4 in KNP-CBT and KPP-CBT	6	1	7	14	1 Project Staff
22	26-27/04/2022	Activity in Village	Workshop 4 in KNP-CBT	6	1	7	14	1 Project Staff
23	28-29/04/2022	Activity in Village	Workshop 4 in KPP-CBT	6	1	6	14	1 Project Staff
24	29/04/2022	Meeting	Reflection meeting for Worskhop 4 in KNP-CBT and KPP-CBT	6	1	5	15	1 Project Staff
25	13/05/2022	Meeting	Meeting on promotion video shooting in SRP	3	1	1	1	1 Project staff 1 Japanese expert
26	16-17/05/2022	Activity in Village	Video Shooting in KPP-CBT	3	1	1	1	1 Project Staff
27	18/05/2022	Activity in Village	Video Shooting in KNP-CBT	3	1	1	1	1 Project Staff
28	06/06/2022	Meeting	Meeting on Workshop 5 of pilot activity in SRP	6	0	0	0	1 Project staff 2 Japanese experts
29	09/06/2022	Meeting	Technical meeting (Training of Trainers) for Workshop 5 in KNP-CBT and KPP-CBT	6	1	6	14	1 Project staff 1 Japanese expert
30	10-11/06/2022	Activity in Village	Workshop 5 in KNP-CBT	6	1	7	15	1 Project Staff 1 Japanese Expert
31	13-14/06/2022	Activity in Village	Workshop 5 in KPP-CBT	6	1	6	15	1 Project Staff 1 Japanese Expert
32	14/06/2022	Meeting	Reflection meeting for Worskhop 5 in KNP-CBT and KPP-CBT	6	1	5	11	1 Project Staff
33	15/06/2022	WEE-WG	WEE-WG (sharing the WS1-5 and WS6 what we are going to do)	7	1	7	18	2 Project Staff 1 Japanese Expert
34	15/06/2022	Meeting	WEE technical meeting	5	1	6	2	1 Project Staff 1 Japanese Expert
35	04/07/2022	Meeting	Meeting on Workshop 6 of pilot activity in SRP	6	0	0	0	1 Project staff 1 Japanese expert
36	11/07/2022	Meeting	Technical meeting (Training of Trainers) for Workshop 6 in KNP-CBT and KPP-CBT	6	2	7	18	1 Project staff 1 Japanese expert
37	12-13/07/2022	Activity in Village	Workshop 6 in KPP-CBT	6	2	8	16	1 Project Staff 1 Japanese Expert
38	14-15/07/2022	Activity in Village	Workshop 6 in KNP-CBT	6	2	8	15	1 Project staff 1 Japanese expert
39	15/07/2022	Meeting	Reflection meeting for Worskhop 6 and follow-up stage in KNP-CBT and KPP-CBT	6	2	7	13	1 Project staff 1 Japanese expert
40	19/07/2022	Meeting	Meeting with chair and vice-chair of WEE-WG in SRP, Director of Economic Development Department and Planning and Statistics Department on activities after the pilot stage in SRP	2	0	0	0	1 Project staff 1 Japanese expert
41	24/07/2022	Meeting	Workshop with FPs and PDWA on activities after pilot stage in SRP	5	0	4	0	1 Project staff 1 Japanese expert
42	11/08/2022	Meeting	Meeting for preparation of WEE-WG meeting in SRP	5	0	0	0	1 Project staff 1 Japanese expert
43	17/08/2022	WEE-WG	WEE-WG on GSB, WS3 and video and leaflet	7	0	4	15	2 Project Staff 2 Japanese Experts

44	23/08/2022	Meeting	Meeting for preparation of study tour in SRP	6	0	0	0	1 Project staff 1 Japanese expert
45	26/08/2022	Meeting	Meeting for preparation of study tour in SRP	5	0	0	0	1 Project staff 1 Japanese expert
46	30/08/2022	Meeting	Internal meeting to assess the possibility of MOWA's integration into the NEC and development of the Joint Action Plan	6	0	0	0	2 Project Staff 2 Japanese Experts
47	06/09/2022	Meeting	Meeting with Director General Hak and KPT and SRP PDWAs to agree on developing a Joint Action Plan with NEC	8	0	10	0	3 Project Staff 3 Japanese Experts
48	06/09/2022	Meeting	Meeting for preparation of study tour in SRP	5	0	4	0	1 Project staff 1 Japanese expert
49	12-15/09/2022	Training	Social Media training for KNP-CBT and KPP-CBT	6	7	8	16	1 Project Staff 1 Japanese Expert
50	20/09/2022	Meeting	Workshop with KPT and SRP PDWAs to identify PGM-WEE activities/tools to incorporate into the Joint Action Plan	2	0	7	2	2 Project Staff 2 Japanese Experts
51	03/10/2022	Activity in Village	Study Tour in Tbeng Kulen Community for KNP-CBT	7	2	5	10	2 Project Staff 1 Japanese Expert
52	04/10/2022	Meeting	Meeting with PODT for sharing about PGM-WEE, planning CBT activities for 2023 and CBT promotion	0	0	0	3	1 Project Staff 1 Japanese Expert
53	05/10/2022	WEE-WG	WEE-WG on PGM-WEE and agreement on PR Videos	7	0	4	12	3 Project Staff 2 Japanese Experts
54	11/10/2022	Meeting	Meeting JAP	5	0	2	2	1 Project Staff 1 Japanese Expert
55	30/10/2022	Meeting	Internal meeting for NE Forum & Committee	6	0	0	0	1 Project staff 1 Japanese expert
Gender Mainstreaming Workshop								
1	30/09/2022	Training	Gender Training	5	0	0	0	1 Project Staff 1 Japanese Expert
2	04-05/10/2022	Training	Gender Mainstreaming Workshop	7	0	4	12	3 Project Staff 2 Japanese Experts
Case Study								
1	04/06/2022	Meeting	Case Study Meeting	5	0	0	0	2 Project staff 1 Japanese Expert
2	07-08/07/2022	Activity in Village	Case Study	6	0	4	18	2 Project Staff 1 Japanese Expert
Extra Activity 2 of Covid-19								
1	27/11/2020	Activity in Village	Hygiene Management Seminar in KNP-CBT	2	8	1	1	1 Project Staff
2	28/11/2020	Activity in Village	Hygiene Management Seminar in BCH	2	8	1	1	1 Project Staff
3	29/11/2020	Activity in Village	Hygiene Management Seminar in KPP-CBT	2	8	1	1	1 Project Staff
4	06-07/11/2021	Activity in Village	Follow up activity of Hygiene Management Seminar, activity 2 in KPT& SRP	2	8	2	2	1 Project Staff

	日付 (日/月/年)	会議・研修の種類	トピック	参加者数				
				女性省	省庁	州女性局	州局 (女性局を 除く)	その他
Provincial Gender Statistical Booklet								
1	14-15/11/2019	Workshop	First Gender Statistics Workshop	4	1	3	21	2 project staffs 1 Japanese expert
2	18-19/02/2020	Workshop	Second Gender Statistics Workshop	4	1	3	23	2 project staffs 1 Japanese expert (online)
3	30/11/2020-01/12/2020	Workshop	Third Gender Statistics Workshop	4	1	2	21	2 project staffs 1 Japanese expert (online)
4	09/10/2021	Workshop	Launching workshop	4	1	3	23	1 project staff (online) 1 Japanese expert (online)
Pilot Activities								
1	20-22/03/2018	Scale up project	Rapid Feasibility Survey in KCH_20180319	6	0	3	12	2 project staffs 1 Japanese expert
2	09/05/2018	Scale up project	Gender Training for local authority	3	0	3	14	1 project staff 1 Japanese expert
3	28-30/22/2018	Scale up project	TOT training	3	0	3	22	3 trainers from KPC 2 project staffs 1 Japanese expert
4	04-05/12/2018	Scale up project	Introduction Workshop	4	0	3	16	3 trainers from KPC 2 project staffs 1 Japanese expert
5	14-17/01/2019	Scale up project	Baseline Survey	5	0	3	18	2 project staffs 1 Japanese expert
6	28-29/01/2019	Scale up project	Technical raining on hicken raising (1) + market information	3	0	2	13	2 project staffs
7	12-13/02/2019	Scale up project	Technical training on business planning + business capital and saving	3	0	3	17	2 project staffs 2 Japanese Experts
8	27-28/03/2019	Scale up project	Technical training on chicken raising (2) + 5S practice	4	0	3	14	2 project staffs
9	08-09/04/2019	Scale up project	Technical training on chicken raising (3)	4	0	3	13	2 project staffs
10	24-25/04/2019 and 02-03/05/2019	Scale up project	1st Monitoring Data Collection and Analysis	4	0	4	17	2 project staffs 1 Japanese expert
11	16-17/05/2019	Scale up project	Technical training on chicken raising (4)	3	0	3	12	2 project staffs
12	20-21/06/2019	Scale up project	Technical training on chicken raising (5)	4	0	2	14	2 project staffs
13	30/06/2019	Scale up project	1st Gender Training	4	0	4	15	2 project staffs
14	14/07/2019	Scale up project	2nd Gender Training	4	0	4	15	2 project staffs 1 Japanese expert
15	25-26/07/2019	Scale up project	Business Planning	4	0	3	14	2 project staffs
16	08/08/2019	Field Visit	Field Visit	4	0	3	15	2 project staffs 27 farmers
17	22-23/08/2019	Scale up project	Record Keeping and Business Capital	4	0	3	14	2 project staffs
18	27-30/08/2019	Scale up project	2nd Monitoring Data Collection and Analysis	4	0	3	18	2 project staffs 1 Japanese expert
19	08/09/2019	Scale up project	3rd Gender Training	4	0	4	15	2 project staffs 1 Japanese expert
20	16-17/10/2019	Scale up project	Follow up session	2	0	3	14	2 project staffs 1 Japanese expert
21	30-31/10/2019	Scale up project	Business Matching	3	0	3	15	2 project staffs
22	23-24/12/2019	Scale up project	Case Study Session	4	0	3	14	2 project staffs 1 Japanese expert
23	11-17/01/2020	Scale up project	End-Line Survey	5	0	3	20	2 project staffs 1 Japanese expert
Gender Mainstreaming Workshop								

1	04-05/11/2021	Follow-up-activity	First Gender Mainstreaming Workshop	3	0	3	13	1 project staff 1 Japanese expert (Online)
2	27-29/04/2022	Follow-up-activity	Second Gender Mainsreaming Workshop	4	0	3	12	1 project staff 1 Japanese expert (Online)
3	28-29/06/2022	Follow-up-activity	Third Gender Mainstreaming Workshop	4	0	3	14	1 project staff 1 Japanese expert (Online)
4	24-25/08/2022	Follow-up-activity	Monitoring	4	0	3	12	1 project staff
5	01/09/2022	Follow-up-activity	Gender Advocacy and report writing	4	0	3	21	1 project staff 1 Japanese expert 9 WCCC members
6	02/09/2022	Meeting	WEE-WG meeting	4	0	3	20	1 project staff 1 Japanese expert

1-6-4 KPT州での会議、研修

	日付 (日/月/年)	会議・研修の種類	トピック	参加者数				
				女性省	省庁	州女性局	州局 (女性局を除く)	その他
Provincial Gender Statistical Booklet								
1	25-26/03/2019	Workshop	1st Gender Statistics Workshop	5	1	4	21	2 project staffs 1 Japanese expert
2	03-04/07/2019	Workshop	2nd Gender Statistics Workshop	5	1	4	19	2 project staffs 16 other relevant PDs
3	04-05/11/2019	Workshop	3rd Gender Statistics Workshop	5	1	5	17	2 project staffs 14 other relevant PDs
Pilot Activities								
1	21-22/10/2019	Pilot Activity	1st Site Visited to see women enterprisers / women business owners of handicraft	5	2	5	22	2 project staffs 1 Japanese expert
2	12-13/12/2019	Pilot Activity	2nd Site Visited	5	3	4	21	2 project staffs 1 Japanese expert
3	25-27/02/2020	Pilot Activity	Rapid feasibility survey	6	4	3	22	2 project staffs 1 Japanese expert
4	29-31/07/2020	Pilot Activity	Planning workshop	5	0	5	19	3 project staffs 1 Japanese expert
5	02-03/02/2021	Pilot Activity	PDM and PO Preparation Workshop	5	0	4	20	2 project staffs 1 Japanese expert
6	01-04/11/2021	Pilot Activity	Registration Activity	2	0	4	4	PDWA, PDAFF, PDISTI
7	07-09/12/2021	Pilot Activity	TOT training	4	0	5	21	3 trainers from KPC 3 trainers from KCH 2 project staffs 1 Japanese expert (online)
8	26-27/01/2022	Pilot Activity	1st Gender Training and introduction workshop	5	0	4	16	1 project staff 1 Japanese expert 1 Trainer from KPC
9	17/02/2022-03/03/2022	Pilot Activity	Technical Training (Handicraft)	3	0	4	6	2 project staffs
10	23-24/02/2022	Pilot Activity	1st Technical Training (Vegetables Growing)	4	1	4	16	1 project staffs 1 Trainer from KPC
11	17-18/03/2022	Pilot Activity	Saving group and business plan	4	2	4	16	1 project staff
12	22-23/03/2022	Pilot Activity	2nd Technical Training (Vegetables Growing)	0	0	4	7	(Only PDAFF, PDWA, PDOP)
13	29-30/03/2022	Pilot Activity	2nd Gender Training and Record Keeping	4	0	5	18	1 project staff 1 Trainer from KPC
14	04-05/04/2022	Pilot Activity	3rd Technical Training (Vegetables Growing)	3	0	5	18	1 Trainer from KPC
15	18-19/04/2022	Pilot Activity	4th Technical Training (Vegetables Growing)	0	0	4	7	(Only PDAFF, PDWA, PDOP)
16	26-27/04/2022	Pilot Activity	3rd Gender Training and Market Information	4	0	5	18	1 project staff 1 Trainer from KPC
17	02-05/05/2022	Pilot Activity	Monitoring	4	0	5	18	2 project staffs 1 Japanese expert

18	11-12/05/2022	Pilot Activity	5S, packaging training and sales contract	4	0	5	17	1 project staff
19	18-19/05/2022	Pilot Activity	Hospitality and tablet distribution & photography	4	1	5	18	1 project staff
20	15-16/06/2022	Pilot Activity	4th Gender Training and Financial management & Credit services	4	0	5	18	1 project staff 1 Trainer from KPC
21	21-22/06/2022	Pilot Activity	5th Technical Training (Vegetables Growing)	0	0	4	7	(Only PDAFF, PDWA, PDOP)
22	29-30/06/2022	Pilot Activity	6th Technical Training (Vegetables Growing)	3	0	5	18	1 Trainer from KPC
23	05-06/07/2022	Pilot Activity	Case study session	4	0	5	18	2 Project staffs 1 Japanese expert
24	15-16/09/2022	Pilot Activity	Gender Training (refreshment)	4	0	5	17	1 project staff 1 Trainer from KPC
25	30/09/2022	Pilot Activity	Photography and tablet utilization (refreshment)	6	0	4	6	1 Project staff 2 Trainers from MoWA
Gender Mainstreaming Workshop								
1	06-07/10/2022	Workshop	Gender mainstreaming workshop included advocacy and report writing	5	0	5	16	2 Project staffs 2 Japanese expert 19 WCCC members
2	07/10/2022	Meeting	WEE-WG	5	0	5	16	2 Project staffs 2 Japanese expert 19 WCCC members

1-6-5 TBK州での会議、研修

	日付 (日/月/年)	会議・研修の 種類	トピック	参加者数				
				女性省	省庁	州女性局	州局 (女性局を 除く)	その他
Provincial Gender Statistical Booklet								
1	28-29/03/2019	Workshop	1st Gender Statistics Workshop	6	1	4	20	2 Project staffs 1 Japanese expert
2	26-27/06/2019	Workshop	2nd Gender Statistics Workshop	5	1	4	18	2 Project staffs 9 relevant PDs
3	21-22/08/2019	Workshop	3rd Gender Statistics Workshop	5	1	4	19	1 Project staff 11 relevant PDs
4	10/06/2020	Workshop	Launching workshop	5	1	4	17	1 Project staff
Pilot Activities								
1	08-09/10/2019	Pilot Activity	1st Site visited	3	0	2	6	1 Project staff 1 Japanese expert
2	19-20/12/2019	Pilot Activity	2nd Site visited	4	0	2	13	2 Project staffs
3	23-25/01/2020	Pilot Activity	Rapid feasibility survey	4	3	4	18	2 Project staffs
4	07-09/09/2020	Pilot Activity	Planning Workshop	5	0	4	18	1 Project staff 1 Japanese expert
5	28-29/01/2021	Pilot Activity	PDM and PO workshop	4	0	4	17	1 Project staff 1 Japanese expert (online)
6	25-28/10/2021	Pilot Activity	Registration Activity	4	0	4	3	PDWAand PDAFF
7	24-26/11/2021	Pilot Activity	TOT training	5	0	4	18	3 trainers from KPC 3 trainers from KCH 2 project staffs
8	18-19/01/2022	Pilot Activity	1st Gender Training and introduction workshop	5	0	4	18	1 project staff 1 Japanese expert 1 Trainer from KPC
9	26-28/01/2022	Pilot Activity	1st technical training on vegetable growing	5	0	4	18	1 project staff 1 Trainer from KPC
10	02-04/02/2022	Pilot Activity	1st technical training on chicken raising	5	0	4	18	1 project staff 1 Trainer from KPC
11	16-18/02/2022	Pilot Activity	2nd technical training on vegetable growing	0	0	4	7	PDWA, PDAFF, PDOP
12	23-25/02/2022	Pilot Activity	3rd technical training on vegetable growing	4	0	4	18	1 project staff 1 Trainer from KPC
13	8/02/2022-02/03/2022	Pilot Activity	2nd technical training on chicken raising	0	0	4	6	PDWA, PDAFF, PDOP
14	09-11/03/2022	Pilot Activity	Saving group and business plan	5	0	4	19	1 project staff 1 Trainer from KPC
15	15-17/03/2022	Pilot Activity	4th technical training on vegetable growing	0	0	4	6	PDWA, PDAFF, PDOP
16	23-24/03/2022	Pilot Activity	2nd gender training and record keeping	5	1	4	19	1 project staff 1 Trainer from KPC
17	29-31/03/2022	Pilot Activity	3rd technical training on chicken raising	4	0	4	18	1 project staff 1 Trainer from KPC
18	07-08/04/2022	Pilot Activity	3rd gender training and market information	5	1	4	18	1 project staff 1 Trainer from KPC

19	19-21/04/2022	Pilot Activity	5th technical training on vegetable growing	0	0	4	6	PDWA, PDAFF, PDOP
20	25-28/04/2022	Pilot Activity	Monitoring	5	3	4	18	1 project staff 2 Japanese expert
21	04-06/05/2022	Pilot Activity	5S and Packaging	5	0	4	17	1 project staff
22	11-13/05/2022	Pilot Activity	4th technical training on chicken raising	0	0	4	6	PDWA, PDAFF, PDOP
23	15-17/06/2022	Pilot Activity	4th Gender Training and Financial management & Credit services	5	0	4	18	1 project staff 1 Trainer from KPC
24	21-23/06/2022	Pilot Activity	6th technical training on vegetable growing	0	0	4	6	PDWA, PDAFF, PDOP
25	28-30/06/2022	Pilot Activity	5th technical training on chicken raising	5	0	4	18	1 project staff 1 Trainer from KPC
26	06-08/07/2022	Pilot Activity	7th technical training on vegetable growing	5	0	4	18	1 project staff 1 Trainer from KPC
27	13-14/07/2022	Pilot Activity	Case study session	4	0	4	18	2 project staffs 1 Japanese expert
28	13-14/09/2022	Pilot Activity	Gender Training (refreshment)	4	0	4	18	2 project staffs 1 Trainer from KPC
29	20-21/09/2022	Pilot Activity	Business lanning and record keeping (refreshment)	4	0	4	18	2 project staffs 1 Trainer from KPC
Gender Mainstreaming Workshop								
1	10-11/10/2022	Workshop	Gender mainstreaming workshop included advocacy and report writing	4	0	6	17	2 project staffs 2 Japanese experts 16 WCCC members
2	10/10/2022	Meeting	WEE-WG	4	0	4	15	2 project staffs 2 Japanese experts

1-6-6 KPC州での会議、研修

	日付 (日/月/年)	会議・研修の種類	トピック	参加者数				
				女性省	省庁	州女性局	州局 (女性局を 除く)	その他
Provincial Gender Statistical Booklet								
1	01-02/11/ 2021	Workshop	1st Gender Statistics Workshop	5	1	5	18	1 project staff 6 other relevant PDs 1 Japanese expert (online)
2	07-08/04/2022	Workshop	2nd Gender Statistics Workshop	5	1	4	19	1 project staff 6 other relevant PDs 1 Japanese expert (online)
3	09-10/06/2022	Workshop	3rd Gender Statistics Workshop	5	1	5	21	1 project staff 6 other relevant PDs 1 Japanese expert (online)
Gender Mainstreaming Workshop								
1	02-03/12/2021	Follow-up-activity	1st Gender Mainstreaming Workshop	5	0	5	23	1 project staff 1 Japanese expert (online)
2	10-11/02/2022	Follow-up-activity	2nd Gender Mainstreaming Workshop	4	0	4	22	1 project staff 1 Japanese expert (online)
3	07-08/07/2022	Follow-up-activity	3rd Gender Mainstreaming Workshop	4	0	5	23	1 project staff 1 Japanese expert (online)
4	03-05/08/2022	Follow-up-activity	Monitoring	4	0	4	12	1 project staff
5	30/08/2022	Follow-up-activity	Gender Advocacy and report writing	4	0	5	23	1 project staff 1 Japanese expert 16 WCCC members
6	08/31/2022	Meeting	WEE-WG meeting	4	0	4	21	1 project staff 1 Japanese expert

添付資料2 成果品一覧

報告書		言語
1	業務計画書（第2期）（共通仕様書の規定に基づく）	日本語
2	ワーク・プラン（第2期）	英語
3	Monitoring Sheet（共通仕様書の規定に基づく）	英語
4	業務進捗報告書	日本語
5	州レベルジェンダー主流化政策に係る情報整理報告書（中間レビュー調査報告書）	英語
6	業務完了報告書（第2期）	日本語、英語、クメール語（簡易版）
技術協力作成品		言語
1	現況調査報告書（パイロット活動実施前）（コンボンチュナン州1部、シムリアップ州1部）	日本語、英語
2	現況調査報告書（パイロット活動実施後）（コンボンチュナン州1部、シムリアップ州1部）	日本語、英語
3	州レベルにおける女性の経済的エンパワメントのためのジェンダー主流化ガイドライン（改訂版WEEガイドライン）	英語、クメール語
技術協力作成資料		言語
1	ジェンダー用語集	英語、クメール語
2	ジェンダー統計リーフレット	英語、クメール語
3	地方対象州のジェンダー統計ブックレット （コンボンチュナン州、コンボントム州、トボンクモム州、コンボンチャム州、シムリアップ州）	英語、クメール語

Project Design Matrix (PDM)

Project Title : Project on Gender Mainstreaming for Women's Economic Empowerment (PGM-WEE)

Duration: 5 years

Project Area: Phnom Penh and 5 selected provinces

Target Group:

Direct Target – Officers (both at the national and sub-national levels) of the Ministry of Women's Affairs (MOWA)

Gender Mainstreaming Action Groups (GMAGs) and Gender Focal Points (both at the national and sub-national levels) of Partner Line Ministries:

Ministry of Planning (MOP), Ministry of Agriculture, Forestry and Fisheries (MAFF), Ministry of Industry and Handicraft (MIH), Ministry of Commerce (MOC),

Ministry of Rural Development (MRD), Ministry of Labor and Vocational Training (MLVT), Ministry of Tourism (MOT)

Indirect Target – Women and men in the target provinces

Version: PDM 0 Date: 26 February 2016

Narrative Summary	Objectively Verifiable Indicators	Means of Verification	Important Assumption
<p>Overall Goal Women's economic empowerment (WEE) is promoted through gender-responsive programs and projects implemented by line ministries/departments through advocacy and coordination by MOWA/PDWA in all the 25 capital and provinces in Cambodia.</p>	<ul style="list-style-type: none"> • Gender-responsive programs and projects are planned and implemented by line ministries through improved PGM Methods workshops facilitated by MOWA/PDWA in all the 25 capital and provinces. 	<ul style="list-style-type: none"> • Report about PGM Methods Workshops • Annual reports of WCCC 	
<p>Project Purpose Gender mainstreaming mechanisms are strengthened to promote women's economic empowerment (WEE) at the sub-national levels by the partner line ministries/departments through advocacy and coordination by MOWA/PDWA.</p>	<ol style="list-style-type: none"> 1 The "WEE Guidelines through Gender Mainstreaming at the Sub-national Levels" are authorized and distributed. 2 The scaling-up plans of gender mainstreaming mechanisms are integrated into the annual plan or Neary Rattanak (the Five Year Strategic Plan) of MOWA. 	<ol style="list-style-type: none"> 1 Published "WEE Guidelines through Gender Mainstreaming at the Sub-national Levels" 2 Annual plans and 5th Neary Rattanak of MOWA 	<p>Decentralization and deconcentration processes is continuously gender-responsive.</p>

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<p>Output</p> <p>1. The capacity of MOWAPDWA is strengthened to promote women's economic empowerment (WEE) at the sub-national levels through gender mainstreaming mechanisms.</p> <p>2. Gender mainstreaming mechanisms established by PGM2 is strengthened to promote women's economic empowerment (WEE) with market orientation in agriculture (chicken raising) at the sub-national levels in preparation for nation-wide diffusion and scaling-up.</p>	<p>1.</p> <p>1-1. Networking among the stakeholders at the national and sub-national levels is established to promote WEE through TWG-G Sub-group on WEE.</p> <p>1-2. 'Gender Terminology Booklet' is updated.</p> <p>1-3. 'Gender Statistics Leaflet' is updated and provincial gender statistics is developed in the target provinces.</p> <p>1-4. Revised PGM Methods Guidelines is developed to integrate gender-responsive value chain analysis.</p> <p>1-5. 'WEE Guidelines through Gender Mainstreaming at the Sub-national Levels' is developed.</p> <p>1-6. The partner line ministries/departments integrate the activities and advices which are proposed in the policy recommendations developed under Output 2 and Output 3 into their programs and projects through the promotion by MOWAPDWA.</p> <p>1-7. The scaling-up plans of the gender mainstreaming mechanisms for WEE at the sub-national levels is developed by MOWA during the Project period for their implementation after the termination of the Project, which target the provinces other than the target provinces of the Project.</p> <p>2.</p> <p>2-1. The tools for the scaling-up activities on agriculture (chicken raising) is prepared based on the results of the gender-responsive socio-economic impact analysis of PGM2 and value chain analysis</p> <p>2-2. Scaling-up activities are planned, implemented, monitored and evaluated by PDWA and partner provincial departments in the (XXX) provinces selected based on the criteria decided by MOWA.</p> <p>2-3. Scaling-up activities are coordinated and</p>	<p>1.1. Minutes of meetings and reports of TWG-G Sub-group on WEE</p> <p>1.2. Updated Gender Terminology Booklet</p> <p>1.3. Updated 'Gender Statistics Leaflet', Developed provincial gender statistics</p> <p>1.4. Revised PGM Method Guidelines</p> <p>1.5. Developed 'WEE Guidelines through Gender Mainstreaming at the Sub-national Levels'</p> <p>1.6. Revised GMAPs and annual action plans of partner line ministries, annual plans of WCCC of the target provinces</p> <p>1.7. Developed scaling-up plan</p> <p>2.</p> <p>2.1. Developed tools (i.e. developed marketing manual on chicken raising)</p> <p>2.2. Developed activity plan of MOWA, Reports about PGM Methods workshops</p> <p>2.3. Minute of meetings and reports</p>	<p>GMAG members at the national and sub-national levels cooperate and participate in the Project activities.</p>
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<p>3. Gender mainstreaming mechanisms are established to promote women's economic empowerment (WEE) in tourism industries with market orientation at the sub-national levels through implementation of pilot projects.</p>	<p>monitored through the working groups on WEE in the target provinces.</p> <p>2-4. Activities to maintain and expand the achievements of the scaling-up activities are integrated into the policies and activity plans of the partner line ministries/departments.</p> <p>3.</p> <p>3-1. The pilot project activities are planned, implemented, monitored and evaluated by PDWA and partner provincial departments in the selected province.</p> <p>3-2. Networking between public and private sectors are established to strengthen marketing of the pilot projects through working group on WEE.</p> <p>3-3. Results of various researches and studies on marketing are compiled, and tools are developed to strengthen marketing of the pilot projects.</p> <p>3-4. Socio-economic status of women engaged in tourism industries is improved. Indicators will be decided based on the baseline survey conducted by the Project.</p> <p>3-5. Activities to maintain and expand the achievements of the pilot projects are integrated into the policies and activity plans of the partner line ministries/departments.</p>	<p>of working groups on WEE</p> <p>2.4. Annual plans and/or GMAPs of partner line ministries, Annual plans of WCCC of the target provinces</p> <p>3.</p> <p>3.1. Reports about PGM Methods workshops</p> <p>3.2. Minute of meetings and reports of working group on WEE</p> <p>3.3. Reports of marketing research, Developed tools</p> <p>3.4. Results of baseline and end-line survey</p> <p>3.5. Annual plans and/or GMAPs of partner line ministries, Annual plans of WCCC of the target province</p>	
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Activities

(Preparation of the supporting setup at the national level)

- 1-1. The Project encourages the stakeholders in the private sectors (i.e. entrepreneurs networks, universities, research institutions) to participate more actively in TWG-G Sub-group on WEE. The MOWA may establish an advisory board for WEE under TWG-G Sub-group on WEE, which is mainly consisted of stakeholders in the private sectors.
- 1-2. The stakeholders of the scaling-up activities and pilot projects at the sub-national levels (i.e. the chairs of working groups on WEE) share the achievements and challenges of the Project activities in the meeting of TWG-G Sub-group on WEE and receive advices from the members.
- 1-3. The members of the TWG-G Sub-group on WEE participate in the workshops, seminars and exchange visits related to the pilot projects and scaling-up activities at the sub-national levels.

(Preparation of tools)

- 1-4. The MOWA updates 'Gender Terminology Booklet'.
- 1-5. The MOWA updates 'Gender Statistics Leaflet'.
- 1-6. Provincial gender statistics of the target provinces are developed based on the achievements of Output 2 and Output 3 by MOWA/PDWA with the support from MOP/PDOP.
- 1-7. The PGM Methods Guidelines are revised integrating the gender-responsive value chain analysis method based on the achievements of the Output 2 and Output 3.
- 1-8. The Project develops the 'WEE Guidelines through Gender Mainstreaming at the Sub-national Levels' as improved comprehensive guidelines based on the achievements of the Output 2 and Outputs 3 by using the "Comprehensive Guidelines for WEE in Rural Areas" developed by PGM2 as reference.

(The partner line ministries/departments)

- 1-9. The MOWA provides technical support to update and implement the GMAPs of partner line ministries as necessary.
- 1-10. The Project hold workshops on gender budgeting to the stakeholders of the partner line ministries.
- 1-11. The Project encourages the partner line ministries/departments to integrate the activities and advices which are proposed in the policy recommendations developed under Output 2 and Output 3 into their programs and projects.

Japanese Government:

1. Long-term experts (XXX persons)
2. Short-term experts
3. Seminars, Workshops and Trainings
4. Equipment

Cambodian Government:

1. Counterparts
2. Office space and facilities
3. Local Cost

(Development of the scaling up plans)

- 1-12. The MOWA develops the scaling-up plans of the gender mainstreaming mechanisms for WEE at the sub-national levels for their implementation after the termination of the Project, which target the provinces other than the target provinces of the project.
- 1-13. The Project organizes a seminar to share the achievements, outcomes, best practices and lessons learned of the Project with all the stakeholders before the termination of the Project.
- 1-14. The Project organizes a regional seminar to share the achievements, outcomes, best practices and lessons learned of the Project with the ASEAN countries at an appropriate timing.

2.

(Preparation of tools based on the achievements of PGM2)

- 2-1. The Project conducts gender-responsive socio-economic impact analysis of the chicken raising pilot project of PGM2 in Kampong Cham province.
- 2-2. The Project implements gender-responsive value chain analysis of chicken raising in Kampong Cham and compiles the methodology of the analysis.
- 2-3. The PDWA and partner provincial departments develop a monitoring plan of the chicken raising pilot project of PGM2 based on the result of 2-1 and 2-2, and restart monitoring of the activities.
- 2-4. The Project implements supplementary activities to follow-up the chicken raising pilot project of PGM2 based on the results of analysis conducted in 2-1 and 2-2 and monitoring conducted in 2-3.
- 2-5. A working group to coordinate and monitor the activities for WEE implemented by PDWA and the partner provincial departments (possibly called as 'working group on WEE') is established in collaboration with Women Children Consultative Committee (WCCC). The Project encourages stakeholders in the private sectors (i.e. entrepreneurs networks, universities, research institutions) to participate in the working group on WEE as the members.
- 2-6. The results of the monitoring conducted by PDWA and partner provincial departments in 2-3 are periodically shared to coordinate activities and discuss about the possible solutions at the meetings of the working group on WEE.
- 2-7. The Project revises the 'Monitoring Guidelines of Pilot Project' developed by PGM2 based on the monitoring activities conducted by PDWA and partner provincial departments under the coordination of working groups on WEE based on the activities of 2-5 and 2-6.

Precondition:

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2-8. The Project develops a gender-responsive marketing manual on chicken raising targeting farmers based on the achievement of 2-1, 2-2, 2-3 and 2-4, which is complementary with the 'Technical Manual on Agricultural Production (chicken raising)' developed by PGM2.

(Preparation of the implementation of scaling-up activities)

2-9. The MOWA develops implementation plans for scaling-up activities which specify the target, schedule, budget and human resources during the Project period.

2-10. The MOWA defines the selection criteria for the target provinces of the scaling-up activities, and selects the target provinces accordingly. During the process of the selection, MOWA collects baseline data about the capacity of PDWA and partner provincial departments on gender mainstreaming in each target province.

2-11. The working groups on WEE are established in the selected provinces under WCCC. The Project encourages stakeholders in the private sectors (i.e. entrepreneurs networks, universities, research institution) to participate in the working group on WEE as members. The action plans of working groups on WEE are developed and integrated into the WCCC annual plans and provincial development plans.

(Planning of the scaling-up activities)

2-12. The PDWA and partner provincial departments conduct policy analysis and gender analysis based on the steps of PGM Methods (from step1 to step4) through PGM Methods workshops facilitated by MOWA/PDWA. The socio-economic baseline data is collected on the female/male farmers and their gender issues are identified in the target areas of the scaling-up activities.

2-13. The PDWA and partner provincial departments conduct gender-responsive value chain analysis based on the methodology developed in 2-2 through PGM Method workshop, which is considered as a complementary step to the PGM Methods.

2-14. The PDWA and partner provincial departments develop plans for scaling-up activities on agriculture (chicken raising) through PGM Methods workshop (step5) facilitated by MOWA/PDWA.

(Implementation and monitoring of the scaling-up activities)

2-15. The PDWA and partner provincial departments implement activities in respective sector based on the plans developed in 2-14.

2-16. The scaling-up activities are monitored based on the monitoring guidelines developed in 2-7 by PDWA and partner provincial departments. The results of the monitoring are periodically shared for coordinating activities and discussing about the possible solutions at the meetings of the working groups on WEE. The results of the meetings of the working groups on WEE

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are also shared in the monthly meetings of WCCC.

(Feedback of the evaluation result of scaling-up activities)

2-17. The PDWA and partner provincial departments conduct evaluation study on the scaling-up activities, including gender impact analysis based on the baseline data collected in 2-12 through PGM Methods workshop (step8) facilitated by MOWA/PDWA.

2-18. The PDWA and partner provincial departments develop policy recommendations based on the results of evaluation study conducted in 2-17 through PGM Methods workshop (step9) facilitated by MOWA/PDWA.

2-19. The partner provincial departments share the policy recommendations developed in 2-18 with WCCC and TWG-G Sub-group on WEE and propose them to be integrated into their policies and plans. The MOWA/PDWA provide them with necessary information about resource mobilization and gender budgeting.

3.

(Prepare the setup to implement the pilot projects in tourism industries)

3-1. The working group on WEE is established in the selected province. The Project encourages stakeholders in the private sectors (i.e. entrepreneurs networks, universities, research institutions) to participate in the working group on WEE as members. The action plans of working groups on WEE are developed and integrated into the WCCC annual plans and provincial development plans.

(Planning of the pilot projects in tourism industries)

3-2. The PDWA and partner provincial departments conduct policy analysis and gender analysis based on the steps of PGM Methods (from step1 to step4) through PGM Method workshops facilitated by MOWA/PDWA.

3-3. The PDWA and partner provincial departments conduct gender-responsive value chain analysis on tourism industries based on the methodology developed in 2-2 through PGM Method workshop facilitated by MOWA/PDWA. Information collection and analysis about marketing are also conducted for the pilot projects, including exploring and utilizing of the local resources.

3-4. The PDWA and partner provincial departments develop plans for pilot projects on tourism industries through PGM Methods workshop (step5) facilitated by MOWA/PDWA.

3-5. The gender-responsive socio-economic baseline survey, including information collection about the gender issues, is conducted about the target industries and areas of the pilot projects decided in 3-4. The results of the survey are compiled to a report.

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(Implementation and monitoring of the pilot projects on tourism industries)

3-6. The PDWA and partner provincial departments implement activities in respective sector based on the plans developed in 3-4.

3-7. The pilot project activities are monitored based on the monitoring guidelines developed in 2-7 by PDWA and partner provincial departments. The results of the monitoring are periodically shared for coordinating pilot project activities and discussing about the possible solutions at the meetings of the working group on WEE. The results of the meetings of the working groups on WEE are also shared in the monthly meetings of WCCC.

3-8. The Project implements gender-responsive marketing activities in tourism industries and develops and defuse hands-on tools for marketing in tourism industries targeting stakeholders at the grassroots levels.

(Feedback of the evaluation result of pilot projects)

3-9. The PDWA and partner provincial departments conduct evaluation study on the pilot projects, including gender impact analysis based on the baseline data collected in 3-5 through PGM Methods workshop facilitated by MOVA/PDWA. The Project compiles the results of the evaluation study as end-line survey.

3-10. The PDWA and partner provincial departments develop policy recommendations based on the results of the evaluation study conducted in 3-9 through PGM Methods workshop facilitated by MOVA/PDWA.

3-11. The partner provincial departments share the policy recommendations developed in 3-10 with WCCC and TWG-G Sub-group on WEE and propose them to be integrated into their policies and plans. The MOVA/PDWA provide them with necessary information about resource mobilization and gender budgeting.

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Project Design Matrix (PDM)

Version: 1.0

Project Title: Project on Gender Mainstreaming for Women's Economic Empowerment (PGM-WEE)
Duration: 5 years (February 2017 - February 2022)
Project Area: Phnom Penh and 5 selected provinces (Kampong Chhnang, Kampong Tom, Siem Reap, Tbong Khmum and Kampong Cham)

Target Group: Ministry of Women's Affairs (MOWA) and Provincial Department of Women's Affairs (PDWA)
 Gender Mainstreaming Action Group (GMAG) and Gender Focal Points (both the national and the sub-national levels) of the following Partner Line Ministries:
 Ministry of Planning (MOP), Ministry of Agriculture, Forestry and Fisheries (MAFF), Ministry of Industry and Handicraft (MOIH), Ministry of Commerce (MOC), Ministry of Rural Development (MORD), Ministry of Labor and Vocational Training (MOLVT), Ministry of Tourism (MOT)

Beneficiary: Women and men in the target provinces

	Narrative Summary	Indicators	Means of Verification	Important Assumption
Overall Goal	Women's Economic Empowerment (WEE) is promoted through gender-responsive programs and projects implemented at the sub-national level by line ministries/provincial departments through advocacy and coordination by MOWA/PDWA <u>in target and non-target provinces.</u>	<p><u>1. Gender-responsive programs and projects are planned and implemented for promoting WEE based on the updated WEE Guideline and the PGM Method Guideline*1 in target and non-target provinces.</u></p> <p><u>2. WCCC meeting is functioning as a platform for PDWA and line provincial departments to discuss and monitor gender-responsive programs and projects for promoting WEE in non-target provinces.</u></p> <p><u>3. All the partner line ministries and NCDD integrate at least 1 recommendation into their sector policies/plans or NCDD Gender Policy/plan and implement gender-responsive programs and projects for promoting WEE at the sub-national level.</u></p>	<p>1-1. Annual reports of WCCC</p> <p>1-2. Provincial Development/Investment Plan</p> <p><u>2. Minutes of meetings and reports of WCCC</u></p> <p><u>3. Sector policies and plans and NCDD Gender Policy/plan</u></p>	

Project Purpose	<p>Gender mainstreaming mechanisms are strengthened*2 to promote Women's Economic Empowerment (WEE) at the sub-national levels by the partner line ministries/provincial departments through advocacy and coordination by MOWA/PDWA.</p>	<p><u>1. MOWA/PDWA advocates and coordinates with line ministries and partner provincial departments for planning and implementing gender-responsive programs and projects.</u></p> <p><u>2. WCCC meeting is functioning as a platform for PDWA and line provincial departments to discuss and monitor gender-responsive programs and projects for promoting WEE in all target provinces.</u></p> <p><u>3. The updated WEE Guideline is approved by MOWA</u></p> <p><u>4. Partner line ministries and NCDD gender team integrate at least 1 implementation tool or recommendation for promoting WEE into their projects and activities.</u></p>	<p><u>1. Annual plan and project documents of the partner provincial departments</u></p> <p><u>2. Minutes of meetings and reports of WCCC</u></p> <p><u>3. Approved updated WEE Guideline</u></p> <p><u>4. Sector plans/annual plans/action plans of partner line ministries and for NCDD Gender Policy</u></p>	<p>Decentralization and deconcentration process is continuously gender-responsive.</p>
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Output	1. The capacity of MOWA/PDWA in <u>terms of advocacy and coordination</u> is strengthened to promote WEE at the sub-national level.	<u>1. Capacity of the counterparts of MOWA/PDWA in advocacy and coordination which will be defined in the Gender Capacity Assessment is strengthened</u>	<u>1. Result of Gender Capacity Assessment</u> <u>2. Minutes of meetings and reports of TWG-G WEE/GMAG</u> <u>3. Minutes of meetings and reports of WEE-WG/WCCC</u>	GMAG members at the national and sub-national levels cooperate and participate in the project activities.
	2. <u>Through the pilot activities, implementation mechanism and tools for promoting WEE are verified with its effectiveness by MOWA/PDWA and partner line ministries and provincial departments.</u>	<u>2-1. Implementing tools for promoting WEE at the sub-national level are acquired by the counterparts of MOWA/PDWA and the partner provincial departments.</u> <u>2-2. Role of WEE-WG in the Project is institutionalized and included in the updated WEE Guideline.^{*3}</u>	<u>1-1. Records of trainings/workshops</u> <u>1-2. Minutes of meetings and reports of WCCC</u> <u>2. Updated WEE Guideline</u>	
	3. <u>Recommendations (tips and lessons learned) to implement/formulate gender-responsive policies are acknowledged by the partner line ministries and provincial departments and NCDD gender team through the active discussions with MOWA/PDWA.</u>	<u>3. Recommendations (tips and lessons learned) are acknowledged by the partner line ministries, NCDD gender team and partner provincial departments.</u>	<u>1. Minutes of meetings and reports of TWG-G WEE/GMAG/NCDD gender team</u> <u>2. Minutes of meetings and reports of WCCC</u>	

Activity	<p>1-1. <u>Gender capacity assessment is conducted.</u></p> <p>1-2. <u>According to the results of the assessment, "capacity development plan on WEE" is prepared.</u></p> <p>1-3. <u>A series of workshops and trainings for strengthening MOWA/PDWA's advocacy and coordination capacities for promoting WEE are planned and conducted.</u></p> <p>1-4. "Gender terminology booklet" is updated.</p> <p>1-5. "Gender statistics leaflet" is updated.</p>
	<p>1-6. "Provincial gender statistics" are developed in each target province.</p> <p>1-7. "Gender responsive value chain analysis method" is developed at the planning stage of the pilot activities at the sub-national level and compiled in the updated WEE guideline.</p> <p>1-8. <u>Technical advices on gender responsive monitoring and evaluation (policy-based) are provided (only for the relevant parts to WEE) to partner line ministries and partner provincial departments by MOWA/PDWA through pilot activities at sub-national level.</u></p> <p>1-9. <u>Trainings on gender mainstreaming and WEE are conducted in Japan.</u></p> <p>1-10. <u>Terminal gender capacity assessment is conducted.</u></p>
	<p>【Planning, implementation and monitoring of the activities for promoting WEE (pilot activities) at sub-national level】</p> <p>2-1. In KPC, chicken raising activities supported by PGM2 are monitored and followed up.</p> <p>2-2. In KCH, PDWA and partner provincial departments plan, implement and monitor the activities for promoting WEE on agriculture/chicken raising (as pilot activities) as well as share the outputs and experiences extracted from the pilot activities in the WEE-WG.</p> <p>2-3. In SRP, PDWA and partner provincial departments plan, implement and monitor the activities for promoting WEE in tourism sector (as pilot activities) as well as share the outputs and experiences extracted from the pilot activities in the WEE-WG.</p>

Activity	<p><u>【Integration of gender perspectives in the existing programs and projects at the sub-national level】</u></p> <p><u>2-4. In TBK and KPT, PDWA and partner provincial departments integrate gender perspectives in the existing programs and projects to support rural women and women's groups in agriculture and handicraft sectors (economic activities) and share the outputs, learnings and experiences extracted from the pilot activities in the WEE-WG.</u></p> <p><u>2-5. In KPC and KCH, PDWA and partner provincial departments analyze circumstances surrounding rural women and women's groups in agriculture sector, identify their needs, and examine effective measures for supporting women to be involved more actively in economic activities as well as share the outputs and learnings in the WEE-WG.</u></p>
	<p><u>2-6. In SRP, PDWA and partner PDs analyze circumstances surrounding rural women and women's groups in tourism sector, identify their needs, and examine effective measures for supporting women to be involved more actively in economic activities as well as share the outputs and learnings in the WEE-WG.</u></p>
	<p><u>【Consideration on effective measures for promoting WEE and active women's participation in economic activities】</u></p> <p>2-7. Based on the Activities 2-2~2-6, institutionalized implementation mechanism and implementation tools for promoting WEE at the sub-national level are compiled in the updated WEE Guideline.</p>
	<p><u>3-1. In coordination and collaboration with MOWA, project activities are integrated in the action plan for Neary Rattanak V and NCDD Gender Policy.</u></p> <p><u>3-2. Through the TWG-G WEE/GMAG meetings, MOWA shares the progress, outputs, experiences, findings, lessons learned, etc. which are extracted from the project activities with line ministries, and advocates for promoting WEE at the sub-national level.</u></p> <p><u>3-3. The recommendations for promoting WEE at the sub-national level are discussed and compiled by MOWA counterparts.</u></p> <p><u>3-4. The compiled recommendations are shared in the TWG-G WEE/ GMAG meetings.</u></p>
	<p><u>3-5. Active discussion and coordination are made with the partner line ministries and NCDD gender team (consisting of gender equality department of MOWA and NCDD) for integrating the shared recommendations into the sector plans/annual plans/action plans of the partner line ministries and for the NCDD Gender Policy.</u></p> <p>3-6. An experience (output) sharing workshop for widely sharing the approved recommendations (in Activity 3-4) and updated WEE guideline (developed in Activity 2-7) in collaboration with the MOWA counterparts as well as the outputs and lessons learnt of the project activities with line ministries.</p> <p>3-7. A regional seminar is held for sharing the achievements, outcomes, best practices and lessons learned from the project activities as well as exchanging the experiences among the ASEAN countries.</p>

*1 PGM Method Guideline is the guideline for gender-responsive sector policy formulation developed in October 2007 and revised in August 2015 by MOWA and JICA.

*2 "Strengthening of gender mainstreaming mechanism" is defined as the following three elements: 1) adequate advocacy and coordination capacity of officials of MOWA/PDWA, 2) Implementing mechanism and tools for policy implementation on WEE at sub-national level, and 3) recommendations for formulating and implementing gender-responsive policies for promoting WEE.

*3 The functions and roles of WEE-WG defined in the updated WEE Guideline will be integrated into those of Women's and Children's Consultative Committee (WCCC) through consultative process with the concerned parties.

Project Design Matrix (PDM)

Version: 2.0

Project Title: Project on Gender Mainstreaming for Women's Economic Empowerment (PGM-WEE)

Duration: 5 years and 10 months (February 2017 - December 2022)

Project Area: Phnom Penh and 5 selected provinces (Kampong Chhnang, Kampong Tom, Siem Reap, Tbong Khmum and Kampong Cham)

Target Group: Ministry of Women's Affairs (MOWA) and Provincial Department of Women's Affairs (PDWA)

Gender Mainstreaming Action Group (GMAG) and Gender Focal Points (both the national and the sub-national levels) of the following Partner Line Ministries:

Ministry of Planning (MOP), Ministry of Agriculture, Forestry and Fisheries (MAFF), Ministry of Industry and Handicraft (MOIH), Ministry of Commerce (MOC),

Ministry of Rural Development (MORD), Ministry of Labor and Vocational Training (MOLVT), Ministry of Tourism (MOT)

Beneficiary: Women and men in the target provinces

	Narrative Summary	Indicators	Means of Verification	Important Assumption
Overall Goal	Women's Economic Empowerment (WEE) is promoted through gender-responsive programs and projects implemented at the sub-national level by line ministries/provincial departments through advocacy and coordination by MOWA/PDWA in target and non-target provinces.	<ol style="list-style-type: none"> 1. Gender-responsive programs and projects are planned and implemented for promoting WEE based on the updated WEE Guideline and the PGM Method Guideline*1 in target and non-target provinces. 2. WCCC meeting is functioning as a platform for PDWA and line provincial departments to discuss and monitor gender-responsive programs and projects for promoting WEE in non-target provinces. 3. All the partner line ministries and NCDD integrate at least 1 recommendation into their sector policies/plans or NCDD Gender Policy/plan and implement gender-responsive programs and projects for promoting WEE at the sub-national level. 	<ol style="list-style-type: none"> 1-1. Annual reports of WCCC 1-2. Provincial Development/Investment Plan 2. Minutes of meetings and reports of WCCC 3. Sector policies and plans and NCDD Gender Policy/plan 	
Project Purpose	Gender mainstreaming mechanisms are strengthened*2 to promote Women's Economic Empowerment (WEE) at the sub-national levels by the partner line ministries/provincial departments through advocacy and coordination by MOWA/PDWA.	<ol style="list-style-type: none"> 1. MOWA/PDWA advocates and coordinates with line ministries and partner provincial departments for planning and implementing gender-responsive programs and projects. 2. WCCC meeting is functioning as a platform for PDWA and line provincial departments to discuss and monitor gender-responsive programs and projects for promoting WEE in all target provinces. 3. The updated WEE Guideline is approved by MOWA 4. Partner line ministries and NCDD gender team integrate at least 1 implementation tool or recommendation for promoting WEE into their projects and activities. 	<ol style="list-style-type: none"> 1. Annual plan and project documents of the partner provincial departments 2. Minutes of meetings and reports of WCCC 3. Approved updated WEE Guideline 4. Sector plans/annual plans/action plans of partner line ministries and for NCDD Gender Policy 	Decentralization and deconcentration process is continuously gender-responsive.

Output	1. The capacity of MOWA/PDWA in terms of advocacy and coordination is strengthened to promote WEE at the sub-national level.	1. Capacity of the counterparts of MOWA/PDWA in advocacy and coordination which will be defined in the Gender Capacity Assessment is strengthened	1. Result of Gender Capacity Assessment 2. Minutes of meetings and reports of TWG-G WEE/GMAG 3. Minutes of meetings and reports of WEE-WG/WCCC	GMAG members at the national and sub-national levels cooperate and participate in the project activities.
	2. Through the pilot activities, implementation mechanism and tools for promoting WEE are verified with its effectiveness by MOWA/PDWA and partner line ministries and provincial departments.	2-1. Implementing tools for promoting WEE at the sub-national level are acquired by the counterparts of MOWA/PDWA and the partner provincial departments.	1-1. Records of trainings/workshops 1-2. Minutes of meetings and reports of WCCC	
		2-2. Role of WEE-WG in the Project is institutionalized and included in the updated WEE Guideline. ³	2. Updated WEE Guideline	
3. Recommendations (tips and lessons learned) to implement/formulate gender-responsive policies are acknowledged by the partner line ministries and provincial departments and NCDD gender team through the active discussions with MOWA/PDWA.	3. Recommendations (tips and lessons learned) are acknowledged by the partner line ministries, NCDD gender team and partner provincial departments.	1. Minutes of meetings and reports of TWG-G WEE/GMAG/NCDD gender team 2. Minutes of meetings and reports of WCCC		
Activity	<p>1-1. Gender capacity assessment is conducted. 1-2. According to the results of the assessment, "capacity development plan on WEE" is prepared. 1-3. A series of workshops and trainings for strengthening MOWA/PDWA's advocacy and coordination capacities for promoting WEE are planned and conducted. 1-4. "Gender terminology booklet" is updated. 1-5. "Gender statistics leaflet" is updated.</p> <p>1-6. "Provincial gender statistics" are developed in each target province. 1-7. "Gender responsive value chain analysis method" is developed at the planning stage of the pilot activities at the sub-national level and compiled in the updated WEE guideline. 1-8. Basic concept of gender responsive monitoring and evaluation (policy-based) are provided (only for the relevant parts to WEE) to partner line ministries and partner provincial departments by MOWA/PDWA. 1-9. Terminal gender capacity assessment is conducted.</p> <p>【Planning, implementation and monitoring of the activities for promoting WEE (pilot activities) at sub-national level】 2-1. In KPC, chicken raising activities supported by PGM2 are monitored and followed up. 2-2. In KCH, PDWA and partner provincial departments plan, implement and monitor the activities for promoting WEE on agriculture/chicken raising (as pilot activities) as well as share the outputs and experiences extracted from the pilot activities in the WEE-WG. 2-3. In SRP, PDWA and partner provincial departments plan, implement and monitor the activities for promoting WEE in tourism sector (as pilot activities) as well as share the outputs and experiences extracted from the pilot activities in the WEE-WG.</p>			

Activity	<p>[Integration of gender perspectives in the existing programs and projects at the sub-national level]</p> <p>2-4. In TBK and KPT, PDWA and partner provincial departments integrate gender perspectives in the existing programs and projects to support rural women and women's groups in agriculture and handicraft sectors (economic activities) and share the outputs, learnings and experiences extracted from the pilot activities in the WEE-WG.</p> <p>2-5. In KPC and KCH, PDWA and partner provincial departments analyze circumstances surrounding rural women and women's groups in agriculture sector, identify their needs, and examine effective measures for supporting women to be involved more actively in economic activities as well as share the outputs and learnings in the WEE-WG.</p>	
	<p>2-6. In SRP, PDWA and partner PDs analyze circumstances surrounding rural women and women's groups in tourism sector, identify their needs, and examine effective measures for supporting women to be involved more actively in economic activities as well as share the outputs and learnings in the WEE-WG.</p> <p>[Consideration on effective measures for promoting WEE and active women's participation in economic activities]</p> <p>2-7. Based on the Activities 2-2~2-6, institutionalized implementation mechanism and implementation tools for promoting WEE at the sub-national level are compiled in the updated WEE Guideline.</p>	
	<p>3-1. In coordination and collaboration with MOWA, project activities are integrated in the action plan for Neary Rattanak V and NCDD Gender Policy.</p> <p>3-2. Through the TWG-G WEE/GMAG meetings, MOWA shares the progress, outputs, experiences, findings, lessons learned, etc. which are extracted from the project activities with line ministries, and advocates for promoting WEE at the sub-national level.</p> <p>3-3. The recommendations for promoting WEE at the sub-national level are discussed and compiled by MOWA counterparts.</p> <p>3-4. The compiled recommendations are shared in the TWG-G WEE/ GMAG meetings.</p>	
	<p>3-5. Active discussion and coordination are made with the partner line ministries and NCDD gender team (consisting of gender equality department of MOWA and NCDD) for integrating the shared recommendations into the sector plans/annual plans/action plans of the partner line ministries and for the NCDD Gender Policy.</p> <p>3-6. An experience (output) sharing workshop for widely sharing the approved recommendations (in Activity 3-4) and updated WEE guideline (developed in Activity 2-7) in collaboration with the MOWA counterparts as well as the outputs and lessons learnt of the project activities with line ministries.</p> <p>3-7. A regional seminar is held for sharing the achievements, outcomes, best practices and lessons learned from the project activities as well as exchanging the experiences among the ASEAN countries.</p>	

*1 PGM Method Guideline is the guideline for gender-responsive sector policy formulation developed in October 2007 and revised in August 2015 by MOWA and JICA.

*2 "Strengthening of gender mainstreaming mechanism" is defined as the following three elements: 1) adequate advocacy and coordination capacity of officials of MOWA/PDWA, 2) Implementing mechanism and tools for policy implementation on WEE at sub-national level, and 3) recommendations for formulating and implementing gender-responsive policies for promoting WEE.

*3 The functions and roles of WEE-WG defined in the updated WEE Guideline will be integrated into those of Women's and Children's Consultative Committee (WCCC) through consultative process with the concerned parties.

**RECORD OF DISCUSSIONS
ON
PROJECT ON GENDER MAINSTREAMING FOR WOMEN'S
ECONOMIC EMPOWERMENT
IN
THE ROYAL GOVERNMENT OF CAMBODIA**

**AGREED UPON BETWEEN
MINISTRY OF WOMEN'S AFFAIRS
AND
JAPAN INTERNATIONAL COOPERATION AGENCY**

Phnom Penh, 30 November 2016



Mr. Itsu Adachi
Chief Representative
JICA Cambodia Office
Japan International Cooperation Agency



H.E. Dr. ING Kantha Phavi
Minister
Ministry of Women's Affairs
The Royal Government of Cambodia

Based on the Minutes of Meetings on the Detailed Planning Survey on the Project on Gender Mainstreaming for Women's Economic Empowerment (PGM-WEE) (hereinafter referred to as "the Project") signed on 26th February 2016 between Ministry of Women's Affairs (hereinafter referred to as "MOWA") and the Japan International Cooperation Agency (hereinafter referred to as "JICA"), JICA held a series of discussions with MOWA and relevant organizations to develop a detailed plan of the Project.

Both parties agreed the details of the Project and the main points discussed as described in the Appendix 1 and the Appendix 2 respectively.

Both parties also agreed that MOWA, the counterpart to JICA, will be responsible for the implementation of the Project in cooperation with JICA, coordinate with other relevant organizations and ensure that the self-reliant operation of the Project is sustained during and after the implementation period in order to contribute toward social and economic development of the Royal Government of Cambodia (hereinafter referred as to "RGC").

The Project will be implemented within the framework of the Agreement on Technical Cooperation signed on June 17, 2003 (hereinafter referred to as "the Agreement") and the Note Verbales exchanged on July 3, 2015 between RGC and the Government of Japan (hereinafter referred to as "GOJ").

Appendix 1: Project Description



PROJECT DESCRIPTION

I. BACKGROUND

The Royal Government of Cambodia (RGC) implemented various kinds of programs and projects for promoting gender equality and women's empowerment based upon the national policies, such as Rectangular Strategy, National Strategic Development Plan and Neary Rattanak (the Five Year Strategic Plan of the Ministry of Women's Affairs, MOWA). Based on a long-term collaboration between MOWA and the Japan International Cooperation Agency (JICA) since early 1990s, the Projects on Gender Mainstreaming (PGM) Phase 1 and 2 were implemented. The PGM 2 was launched in 2010 for the duration of five years with the overall goal that women's economic empowerment (WEE) is enhanced through the gender-responsive policies and programs undertaken by MOWA/Provincial Department of Women's Affairs (PDWA) and the partner line ministries in Cambodia.

The terminal evaluation study of the PGM 2 undertaken in February 2015 concluded that the function and capacity of MOWA/PDWA to advocate and coordinate the partner line ministries at the national and sub-national levels were strengthened. The study also found that the capacity and mechanism to deliver the gender-responsive services for enhancing WEE were strengthened at the sub-national levels through applying the PGM methods developed by the PGM 1 and implementing the pilot projects in Kampong Cham province. Moreover, the Provincial Three-year Rolling Investment Programs of Kampong Cham became more gender-responsive as a result of the PGM 2.

It should be further noted that the PGM 2 generated following socio-economic and gender impacts on the stakeholders at the grassroots level:

- 1) Increase of household income and improvement of living standards for both women and men as economic impacts;
- 2) Improvement of gender relationship in households, establishment of harmony in couples, reduction of gender-based violence (GBV), empowerment of women (e.g. increase of self-confidence, leadership, and participation in decision making of high household expenses), enhancement of awareness about women's capability by family members and communities as social and gender impacts.

As the results of the PGM 2, the PGM methods became an important gender mainstreaming mechanism in Cambodia. Moreover, the approaches adapted by the PGM 2 promoted both vertical and horizontal gender mainstreaming at the national and sub-national levels. Accordingly, in August 2014, the RGC requested the Japanese Government for further assistance to strengthen the existing gender mainstreaming mechanisms and expand them to cover wider

areas.

II. OUTLINE OF THE PROJECT

Details of the Project are described in the Project Design Matrix (PDM) (Annex I) and the Plan of Operation (Annex II).

1. Title of the Project

Project on Gender Mainstreaming for Women's Economic Empowerment (PGM-WEE)

2. Overall Goal

Women's economic empowerment (WEE) is promoted through gender-responsive programs and projects implemented by line ministries/departments through advocacy and coordination by MOWA/PDWA in all the 25 capital and provinces in Cambodia.

3. Project Purpose

Gender mainstreaming mechanisms are strengthened to promote women's economic empowerment (WEE) at the sub-national levels by the partner line ministries/departments through advocacy and coordination by MOWA/PDWA.

4. Outputs

- (1) The capacity of MOWA/PDWA is strengthened to promote women's economic empowerment (WEE) at the sub-national levels through gender mainstreaming mechanisms.
- (2) Gender mainstreaming mechanisms established by PMG 2 is strengthened to promote women's economic empowerment (WEE) with market orientation in agriculture (chicken raising) at the sub-national levels in preparation for nation-wide diffusion and scaling-up.
- (3) Gender mainstreaming mechanisms are established to promote women's economic empowerment (WEE) in tourism industries with market orientation at the sub-national levels through implementation of pilot projects.

5. Activities

The detailed activities of the Project are shown in the Annex I.

6. Input

- (1) Input by JICA
 - (a) Dispatch of Experts

- Chief Advisor/Gender Mainstreaming
- Institutional Development
- Women's Economic Empowerment
- Marketing and Business Development
- Coordinator/Training
- Short-term experts on specific topics as needed (e.g. tourism development, agriculture, product development, public relation, monitoring & evaluation)

(b) Training

Trainings in Japan and/or third countries

(c) Machinery and Equipment

Necessary equipment for effective project implementation

Input other than indicated above will be determined through mutual consultations between MOWA and JICA during the implementation of the Project, as necessary.

(2) Input by MOWA

(a) Assignment of Counterpart personnel and administrative personnel

- Project Director: Secretary of State, Ministry of Women's Affairs
- Project Manager: Director, Planning and Statistics Department
- Officers/Members: Counterpart personnel from Planning and Statistics Department, Economic Development Department and Gender Equality Department

(b) Work space to be used by JICA Experts

Office spaces in MOWA and PDWAs of targeted provinces

MOWA will take necessary measures to provide at its own expense:

- (a) Salaries, remuneration and other allowances for the Cambodian counterpart personnel.
- (b) Running expenses for utilities such as electricity, water supply, gas, fuel etc.
- (c) Exemption from taxes, CDVAT and other charges for machinery, equipment and other materials supplied by JICA.
- (d) Other contingency expenses related to the Project.
- (e) Services of MOWA's counterpart personnel and administrative personnel as referred to in II-6;
- (f) Necessary facilities to the JICA experts for the remittance as well as utilization of the funds introduced into Cambodia from Japan in connection with the implementation of the Project

7. Implementation Structure

The project organization chart is given in the Annex III. The roles and assignments of relevant organizations are as follows:

(1) MOWA

(a) Project Director

Secretary of State of MOWA is responsible for overall administration and management of the Project.

(b) Project Manager

Director of Planning and Statistics Department is responsible for managerial and technical matters of the Project and coordinates

(c) Implementation Departments

Counterpart personnel from Planning and Statistics Department, Economic Development Department and Gender Equality Department are responsible for the Project implementation.

(d) Technical Coordination Desk

Technical Coordination Desk promotes coordination among departments and international donors concerned for effective Project implementation.

(2) Partner Line Ministries and Provincial Departments

(a) Ministry of Planning (MOP)

(b) Ministry of Agriculture, Forestry and Fisheries (MAFF)

(c) Ministry of Industry and Handicraft (MIH)

(d) Ministry of Commerce (MOC)

(e) Ministry of Rural Development (MRD)

(f) Ministry of Labor and Vocational Training (MLVT)

(g) Ministry of Tourism (MOT)

(3) Local Authorities at the sub-national levels

(a) Women's and Children's Consultative Committee (WCCC)

(b) Board of Governors

(c) Female deputy governor

(d) Commune Council/Commune Women and Children Committee (CWCC)

(4) JICA Experts

The JICA experts will give necessary technical guidance, advice and recommendations to MOWA on any matters pertaining to the implementation of the Project.

(5) Joint Coordination Committee

The Joint Coordination Committee (hereinafter referred to as "JCC") will be established in order to facilitate inter-organizational coordination. JCC will be held at least once a year and whenever deems it necessary. JCC will

review the progress, revise the overall plan when necessary, approve an annual work plan, conduct evaluation of the Project, and exchange opinions on major issues that arise during the implementation of the Project. A list of proposed members of JCC is shown in the Annex IV.

8. Project Site(s) and Beneficiaries

(1) Project Site:

Phnom Penh and five (5) target provinces

(2) Beneficiaries

- Direct Beneficiaries: Officers (both at the national and sub-national levels) of the MOWA, Gender Mainstreaming Action Group (GMAG) and Gender Focal Points (both national and sub-national levels) of the Partner Line Ministries: Ministry of Planning (MOP), Ministry of Agriculture, Forestry and Fisheries (MAFF), Ministry of Industry and Handicraft (MIH), Ministry of Commerce (MOC), Ministry of Rural Development (MRD), Ministry of Labor and Vocational Training (MLVT), Ministry of Tourism (MOT)
- Indirect Beneficiaries: Women and men in the targeted provinces

9. Duration

Five (5) years from the arrival of the first expert.

10. Reports

MOWA and JICA experts will jointly prepare the following reports in English.

- (1) Monitoring Sheet on semiannual basis until the Project completion
- (2) Project Completion Report at the time of the Project completion

11. Environmental and Social Considerations

- (1) The MOWA will abide by 'JICA Guidelines for Environmental and Social Considerations' in order to ensure that appropriate considerations will be made for the environmental and social impacts of the Project.

III. UNDERTAKINGS OF MOWA

1. The MOWA will take necessary measures as follows:

- (1) To ensure that the technologies and knowledge acquired by the Cambodian nationals as a result of Japanese technical cooperation contributes to the economic and social development of Cambodia, and that the knowledge and experience acquired by the personnel of

Cambodia from technical training as well as the equipment provided by JICA will be utilized effectively in the implementation of the Project;

- (2) To grant privileges, exemptions and benefits to the JICA experts referred to in II-5 above and their families, which are no less favorable than those granted to experts and members of the missions and their families of third countries or international organizations performing similar missions in Cambodia.

IV. MONITORING AND EVALUATION

The MOWA and JICA will jointly and regularly monitor the progress of the Project through the Monitoring Sheets based on the Project Design Matrix (PDM) and Plan of Operation (PO). The Monitoring Sheets will be reviewed every six (6) months.

Also, Project Completion Report will be drawn up one (1) month before the termination of the Project.

1. Ex-post evaluation three (3) years after the project completion, in principle
2. Follow-up surveys on necessity basis

V. PROMOTION OF PUBLIC SUPPORT

For the purpose of promoting support for the Project, MOWA will take appropriate measures to make the Project widely known to the people of Cambodia.

VI. MISCONDUCT

If JICA receives information related to suspected corrupt or fraudulent practices in the implementation of the Project, MOWA and relevant organizations will provide JICA with such information as JICA may reasonably request, including information related to any concerned official of the government and/or public organizations of Cambodia.

MOWA and relevant organizations will not, unfairly or unfavorably treat the person and/or company which provided the information related to suspected corrupt or fraudulent practices in the implementation of the Project.

VII. MUTUAL CONSULTATION

MOWA and JICA will consult each other whenever any major issues arise in the course of Project implementation.

VIII. AMENDMENTS

The Record of Discussions may be amended by the Minutes of Meetings between MOWA and JICA. However, PO may be amended in the Monitoring Sheets.

The Minutes of Meetings will be signed by authorized persons of each side who may be different from the signers of the Record of Discussions.

List of Annexes

- Annex I Project Design Matrix (PDM)
- Annex II Tentative Plan of Operation
- Annex III Project Organization Chart
- Annex IV List of Proposed Members of Joint Coordination Committee

Project Design Matrix (PDM)

Project Title : Project on Gender Mainstreaming for Women's Economic Empowerment (PGM-WEE)

Duration: 5 years

Project Area: Phnom Penh and 5 selected provinces

Target Group:

Direct Target – Officers (both at the national and sub-national levels) of the Ministry of Women's Affairs (MOWA)

Gender Mainstreaming Action Groups (GMAGs) and Gender Focal Points (both at the national and sub-national levels) of Partner Line Ministries:

Ministry of Planning (MOP), Ministry of Agriculture, Forestry and Fisheries (MAFF), Ministry of Industry and Handicraft (MIH), Ministry of Commerce (MOC),

Ministry of Rural Development (MRD), Ministry of Labor and Vocational Training (MLVT), Ministry of Tourism (MOT)

Indirect Target – Women and men in the target provinces

Version: PDM 0 Date: 26 February 2016

Narrative Summary	Objectively Verifiable Indicators	Means of Verification	Important Assumption
<p>Overall Goal Women's economic empowerment (WEE) is promoted through gender-responsive programs and projects implemented by line ministries/departments through advocacy and coordination by MOWAPDWA in all the 25 capital and provinces in Cambodia.</p>	<ul style="list-style-type: none"> Gender-responsive programs and projects are planned and implemented by line ministries through improved PGM Methods workshops facilitated by MOWAPDWA in all the 25 capital and provinces. 	<ul style="list-style-type: none"> Report about PGM Methods Workshops Annual reports of WCCC 	
<p>Project Purpose Gender mainstreaming mechanisms are strengthened to promote women's economic empowerment (WEE) at the sub-national levels by the partner line ministries/departments through advocacy and coordination by MOWAPDWA.</p>	<ol style="list-style-type: none"> The "WEE Guidelines through Gender Mainstreaming at the Sub-national Levels" are authorized and distributed. The scaling-up plans of gender mainstreaming mechanisms are integrated into the annual plan or Neary Rattanak (the Five Year Strategic Plan) of MOWA. 	<ol style="list-style-type: none"> Published "WEE Guidelines through Gender Mainstreaming at the Sub-national Levels" Annual plans and 5th Neary Rattanak of MOWA 	<p>Decentralization and deconcentration processes is continuously gender-responsive.</p>

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<p>Output</p> <p>1. The capacity of MOWA/PDWA is strengthened to promote women's economic empowerment (WEE) at the sub-national levels through gender mainstreaming mechanisms.</p>	<p>1.</p> <p>1-1. Networking among the stakeholders at the national and sub-national levels is established to promote WEE through TWG-G Sub-group on WEE.</p> <p>1-2. 'Gender Terminology Booklet' is updated.</p> <p>1-3. 'Gender Statistics Leaflet' is updated and provincial gender statistics is developed in the target provinces.</p> <p>1-4. Revised PGM Methods Guidelines is developed to integrate gender-responsive value chain analysis.</p> <p>1-5. 'WEE Guidelines through Gender Mainstreaming at the Sub-national Levels' is developed.</p> <p>1-6. The partner line ministries/departments integrate the activities and advices which are proposed in the policy recommendations developed under Output 2 and Output 3 into their programs and projects through the promotion by MOWA/PDWA.</p> <p>1-7. The scaling-up plans of the gender mainstreaming mechanisms for WEE at the sub-national levels is developed by MOWA during the Project period for their implementation after the termination of the Project, which target the provinces other than the target provinces of the Project.</p>	<p>1.1. Minutes of meetings and reports of TWG-G Sub-group on WEE</p> <p>1.2. Updated Gender Terminology Booklet</p> <p>1.3. Updated 'Gender Statistics Leaflet', Developed provincial gender statistics</p> <p>1.4. Revised PGM Method Guidelines</p> <p>1.5. Developed 'WEE Guidelines through Gender Mainstreaming at the Sub-national Levels'</p> <p>1.6. Revised GMAPs and annual action plans of partner line ministries, annual plans of WCCC of the target provinces</p> <p>1.7. Developed scaling-up plan</p>	<p>GMAG members at the national and sub-national levels cooperate and participate in the Project activities.</p>
<p>2. Gender mainstreaming mechanisms established by PGM2 is strengthened to promote women's economic empowerment (WEE) with market orientation in agriculture (chicken raising) at the sub-national levels in preparation for nation-wide diffusion and scaling-up.</p>	<p>2.</p> <p>2-1. The tools for the scaling-up activities on agriculture (chicken raising) is prepared based on the results of the gender-responsive socio-economic impact analysis of PGM2 and value chain analysis</p> <p>2-2. Scaling-up activities are planned, implemented, monitored and evaluated by PDWA and partner provincial departments in the (XXX) provinces selected based on the criteria decided by MOWA.</p> <p>2-3. Scaling-up activities are coordinated and</p>	<p>2.</p> <p>2.1. Developed tools (i.e. developed marketing manual on chicken raising)</p> <p>2.2. Developed activity plan of MOWA, Reports about PGM Methods workshops</p> <p>2.3. Minute of meetings and reports</p>	

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<p>3. Gender mainstreaming mechanisms are established to promote women's economic empowerment (WEE) in tourism industries with market orientation at the sub-national levels through implementation of pilot projects.</p>	<p>monitored through the working groups on WEE in the target provinces.</p> <p>2-4. Activities to maintain and expand the achievements of the scaling-up activities are integrated into the policies and activity plans of the partner line ministries/departments.</p> <p>3.</p> <p>3-1. The pilot project activities are planned, implemented, monitored and evaluated by PDWA and partner provincial departments in the selected province.</p> <p>3-2. Networking between public and private sectors are established to strengthen marketing of the pilot projects through working group on WEE.</p> <p>3-3. Results of various researches and studies on marketing are compiled, and tools are developed to strengthen marketing of the pilot projects.</p> <p>3-4. Socio-economic status of women engaged in tourism industries is improved. Indicators will be decided based on the baseline survey conducted by the Project.</p> <p>3-5. Activities to maintain and expand the achievements of the pilot projects are integrated into the policies and activity plans of the partner line ministries/departments.</p>	<p>of working groups on WEE</p> <p>2.4. Annual plans and/or GMAPs of partner line ministries, Annual plans of WCCC of the target provinces</p> <p>3.</p> <p>3.1. Reports about PGM Methods workshops</p> <p>3.2. Minute of meetings and reports of working group on WEE</p> <p>3.3. Reports of marketing research, Developed tools</p> <p>3.4. Results of baseline and end-line survey</p> <p>3.5. Annual plans and/or GMAPs of partner line ministries, Annual plans of WCCC of the target province</p>	
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Activities

(Preparation of the supporting setup at the national level)

- 1-1. The Project encourages the stakeholders in the private sectors (i.e. entrepreneurs networks, universities, research institutions) to participate more actively in TWG-G Sub-group on WEE. The MOWA may establish an advisory board for WEE under TWG-G Sub-group on WEE, which is mainly consisted of stakeholders in the private sectors.
- 1-2. The stakeholders of the scaling-up activities and pilot projects at the sub-national levels (i.e. the chairs of working groups on WEE) share the achievements and challenges of the Project activities in the meeting of TWG-G Sub-group on WEE and receive advices from the members.
- 1-3. The members of the TWG-G Sub-group on WEE participate in the workshops, seminars and exchange visits related to the pilot projects and scaling-up activities at the sub-national levels.

(Preparation of tools)

- 1-4. The MOWA updates 'Gender Terminology Booklet'.
- 1-5. The MOWA updates 'Gender Statistics Leaflet'.
- 1-6. Provincial gender statistics of the target provinces are developed based on the achievements of Output 2 and Output 3 by MOWA/PDWA with the support from MOP/PDOP.
- 1-7. The PGM Methods Guidelines are revised integrating the gender-responsive value chain analysis method based on the achievements of the Output 2 and Output 3.
- 1-8. The Project develops the 'WEE Guidelines through Gender Mainstreaming at the Sub-national Levels' as improved comprehensive guidelines based on the achievements of the Output 2 and Outputs 3 by using the "Comprehensive Guidelines for WEE in Rural Areas" developed by PGM2 as reference.

(The partner line ministries/departments)

- 1-9. The MOWA provides technical support to update and implement the GMAPs of partner line ministries as necessary.
- 1-10. The Project hold workshops on gender budgeting to the stakeholders of the partner line ministries.
- 1-11. The Project encourages the partner line ministries/departments to integrate the activities and advices which are proposed in the policy recommendations developed under Output 2 and Output 3 into their programs and projects.

Japanese Government:

1. Long- term experts (XXX persons)
2. Short- term experts
3. Seminars, Workshops and Trainings
4. Equipment

Cambodian Government:

1. Counterparts
2. Office space and facilities
3. Local Cost

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(Development of the scaling up plans)

- 1-12. The MOVA develops the scaling-up plans of the gender mainstreaming mechanisms for WEE at the sub-national levels for their implementation after the termination of the Project, which target the provinces other than the target provinces of the project.
- 1-13. The Project organizes a seminar to share the achievements, outcomes, best practices and lessons learned of the Project with all the stakeholders before the termination of the Project.
- 1-14. The Project organizes a regional seminar to share the achievements, outcomes, best practices and lessons learned of the Project with the ASEAN countries at an appropriate timing.

2.

(Preparation of tools based on the achievements of PGM2)

- 2-1. The Project conducts gender-responsive socio-economic impact analysis of the chicken raising pilot project of PGM2 in Kampong Cham province.
- 2-2. The Project implements gender-responsive value chain analysis of chicken raising in Kampong Cham and compiles the methodology of the analysis.
- 2-3. The PDWA and partner provincial departments develop a monitoring plan of the chicken raising pilot project of PGM2 based on the result of 2-1 and 2-2, and restart monitoring of the activities.
- 2-4. The Project implements supplementary activities to follow-up the chicken raising pilot project of PGM2 based on the results of analysis conducted in 2-1 and 2-2 and monitoring conducted in 2-3.
- 2-5. A working group to coordinate and monitor the activities for WEE implemented by PDWA and the partner provincial departments (possibly called as 'working group on WEE') is established in collaboration with Women Children Consultative Committee (WCCC). The Project encourages stakeholders in the private sectors (i.e. entrepreneurs networks, universities, research institutions) to participate in the working group on WEE as the members.
- 2-6. The results of the monitoring conducted by PDWA and partner provincial departments in 2-3 are periodically shared to coordinate activities and discuss about the possible solutions at the meetings of the working group on WEE.
- 2-7. The Project revises the 'Monitoring Guidelines of Pilot Project' developed by PGM2 based on the monitoring activities conducted by PDWA and partner provincial departments under the coordination of working groups on WEE based on the activities of 2-5 and 2-6.

Precondition:

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2-8. The Project develops a gender-responsive marketing manual on chicken raising targeting farmers based on the achievement of 2-1, 2-2, 2-3 and 2-4, which is complementary with the Technical Manual on Agricultural Production (chicken raising) developed by PGM2.

(Preparation of the implementation of scaling-up activities)

2-9. The MOWA develops implementation plans for scaling-up activities which specify the target, schedule, budget and human resources during the Project period.

2-10. The MOWA defines the selection criteria for the target provinces of the scaling-up activities, and selects the target provinces accordingly. During the process of the selection, MOWA collects baseline data about the capacity of PDWA and partner provincial departments on gender mainstreaming in each target province.

2-11. The working groups on WEE are established in the selected provinces under WCCC. The Project encourages stakeholders in the private sectors (i.e. entrepreneurs networks, universities, research institution) to participate in the working group on WEE as members. The action plans of working groups on WEE are developed and integrated into the WCCC annual plans and provincial development plans.

(Planning of the scaling-up activities)

2-12. The PDWA and partner provincial departments conduct policy analysis and gender analysis based on the steps of PGM Methods (from step1 to step4) through PGM Methods workshops facilitated by MOWA/PDWA. The socio-economic baseline data is collected on the female/male farmers and their gender issues are identified in the target areas of the scaling-up activities.

2-13. The PDWA and partner provincial departments conduct gender-responsive value chain analysis based on the methodology developed in 2-2 through PGM Method workshop, which is considered as a complementary step to the PGM Methods.

2-14. The PDWA and partner provincial departments develop plans for scaling-up activities on agriculture (chicken raising) through PGM Methods workshop (step5) facilitated by MOWA/PDWA.

(Implementation and monitoring of the scaling-up activities)

2-15. The PDWA and partner provincial departments implement activities in respective sector based on the plans developed in 2-14.

2-16. The scaling-up activities are monitored based on the monitoring guidelines developed in 2-7 by PDWA and partner provincial departments. The results of the monitoring are periodically shared for coordinating activities and discussing about the possible solutions at the meetings of the working groups on WEE. The results of the meetings of the working groups on WEE

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are also shared in the monthly meetings of WCCC.

(Feedback of the evaluation result of scaling-up activities)

2-17. The PDWA and partner provincial departments conduct evaluation study on the scaling-up activities, including gender impact analysis based on the baseline data collected in 2-12 through PGM Methods workshop (step8) facilitated by MOWA/PDWA.

2-18. The PDWA and partner provincial departments develop policy recommendations based on the results of evaluation study conducted in 2-17 through PGM Methods workshop (step9) facilitated by MOWA/PDWA.

2-19. The partner provincial departments share the policy recommendations developed in 2-18 with WCCC and TWG-G Sub-group on WEE and propose them to be integrated into their policies and plans. The MOWA/PDWA provide them with necessary information about resource mobilization and gender budgeting.

3.

(Prepare the setup to implement the pilot projects in tourism industries)

3-1. The working group on WEE is established in the selected province. The Project encourages stakeholders in the private sectors (i.e. entrepreneurs networks, universities, research institutions) to participate in the working group on WEE as members. The action plans of working groups on WEE are developed and integrated into the WCCC annual plans and provincial development plans.

(Planning of the pilot projects in tourism industries)

3-2. The PDWA and partner provincial departments conduct policy analysis and gender analysis based on the steps of PGM Methods (from step1 to step4) through PGM Method workshops facilitated by MOWA/PDWA.

3-3. The PDWA and partner provincial departments conduct gender-responsive value chain analysis on tourism industries based on the methodology developed in 2-2 through PGM Method workshop facilitated by MOWA/PDWA. Information collection and analysis about marketing are also conducted for the pilot projects, including exploring and utilizing of the local resources.

3-4. The PDWA and partner provincial departments develop plans for pilot projects on tourism industries through PGM Methods workshop (step5) facilitated by MOWA/PDWA.

3-5. The gender-responsive socio-economic baseline survey, including information collection about the gender issues, is conducted about the target industries and areas of the pilot projects decided in 3-4. The results of the survey are compiled to a report.

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(Implementation and monitoring of the pilot projects on tourism industries)

3-6. The PDWA and partner provincial departments implement activities in respective sector based on the plans developed in 3-4.

3-7. The pilot project activities are monitored based on the monitoring guidelines developed in 2-7 by PDWA and partner provincial departments. The results of the monitoring are periodically shared for coordinating pilot project activities and discussing about the possible solutions at the meetings of the working group on WEE. The results of the meetings of the working groups on WEE are also shared in the monthly meetings of WCCC.

3-8. The Project implements gender-responsive marketing activities in tourism industries and develops and defuse hands-on tools for marketing in tourism industries targeting stakeholders at the grassroots levels.

(Feedback of the evaluation result of pilot projects)

3-9. The PDWA and partner provincial departments conduct evaluation study on the pilot projects, including gender impact analysis based on the baseline data collected in 3-5 through PGM Methods workshop facilitated by MOWA/PDWA. The Project compiles the results of the evaluation study as end-line survey.

3-10. The PDWA and partner provincial departments develop policy recommendations based on the results of the evaluation study conducted in 3-9 through PGM Methods workshop facilitated by MOWA/PDWA.

3-11. The partner provincial departments share the policy recommendations developed in 3-10 with WCCC and TWG-G Sub-group on WEE and propose them to be integrated into their policies and plans. The MOWA/PDWA provide them with necessary information about resource mobilization and gender budgeting.

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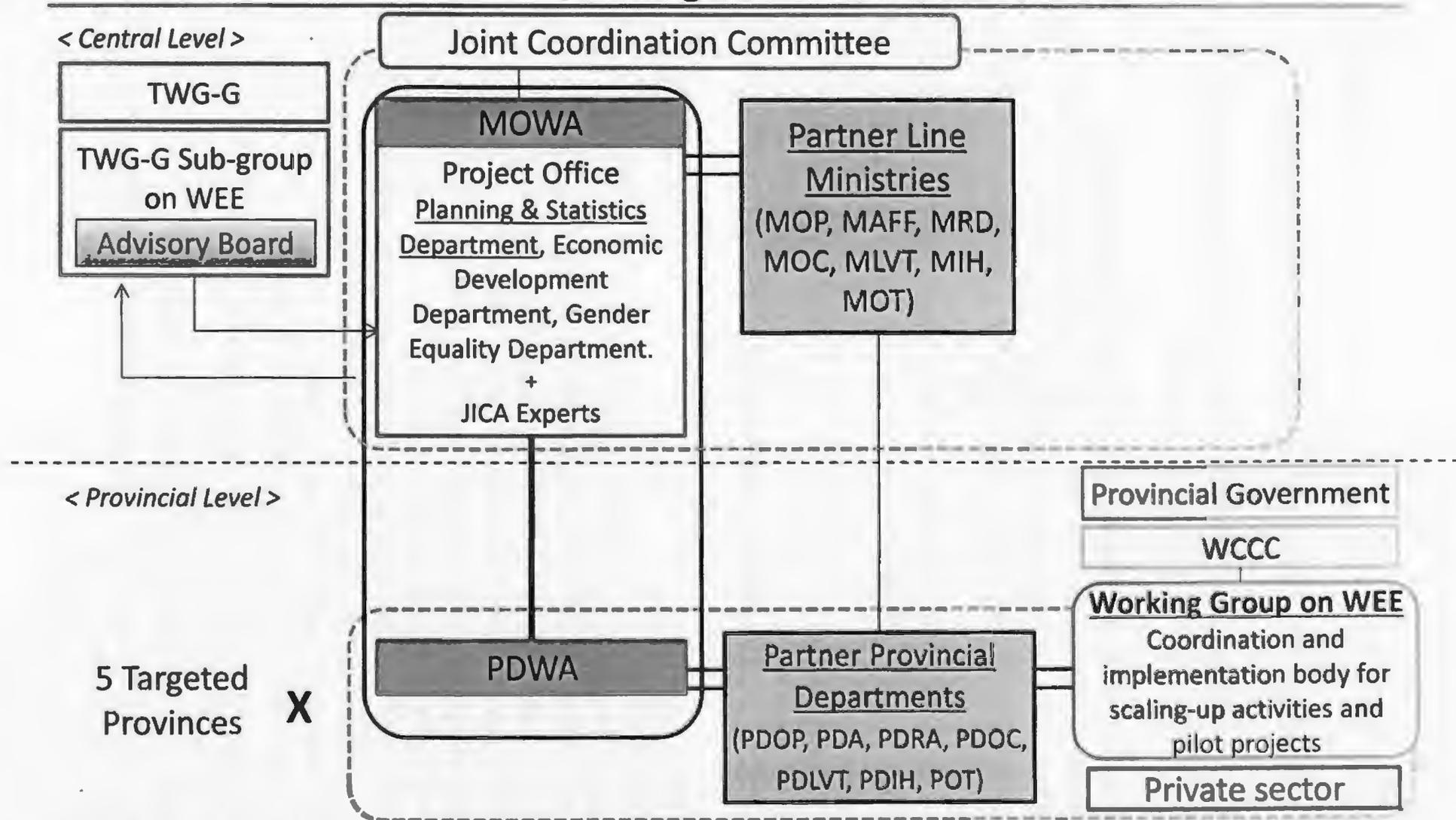
Monitoring Plan

		I	II	III	IV													
Monitoring																		
Joint Coordinating Committee	Plan																	
	Actual																	
Set-up the Detailed Plan of Operation	Plan																	
	Actual																	
Submission of Monitoring Sheet	Plan																	
	Actual																	
Monitoring Mission from Japan	Plan																	
	Actual																	
Joint Monitoring	Plan																	
	Actual																	
Reports/Documents																		
Project Completion Report	Plan																	
	Actual																	

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Project Organization Chart

Annex III



MOWA: Ministry of Women's Affairs, MOP: Ministry of Planning, MAFF: Ministry of Agriculture, Forestry and Fisheries, MRD: Ministry of Rural Development
MOC: Ministry of Commerce, MLVT: Ministry of Labor and Vocational Training, MIH: Ministry of Industry and Handicraft, MOT: Ministry of Tourism, TWG-G:
Technical Working Group on Gender, TWG-G Sub-group on WEE, TWG-G Sub-group on Women's Economic Empowerment, WCCC: Women's and Children's
Consultative Committee, PDWA: Provincial Department of Women's Affairs, PDOP: Provincial Department of Planning, PDA: Provincial Department of Agriculture,
PDRD: Provincial Department of Rural Development, PDOC: Provincial Department of Commerce, PDLVT: Provincial Department of Labour and Vocational Training,
Provincial Department of Industry and Handicraft, POT: Provincial Department of Tourism

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List of Proposed Members of Joint Coordination Committee

The Joint Coordination Committee of the Project will be established, which will meet at least once a year and whenever necessary.

The functions of the Joint Coordination Committee (JCC) are as follows:

- (1) To approve the annual work plan of the Project based on the Plan of Operation within the framework of the Record of Discussions.
- (2) To evaluate the results of annual work plan and the progress of technical cooperation.
- (3) To review and exchange opinions on major issues that arise during the implementation of the Project.

Composition of JCC

(1) Chairperson

H.E. Minister, Ministry of Women's Affairs (MOWA)

(2) Members

a) Cambodian side

Project Director: H.E. Secretary of State, MOWA

Project Manager: Director, Planning and Statistics Department, MOWA

Representative of Economic Development Department, MOWA

Representative of Gender Equality Department, MOWA

Representative of Technical Coordination Desk, MOWA

Representative of Ministry of Planning (MOP)

Representative of Ministry of Agriculture, Forestry and Fisheries (MAFF)

Representative of Ministry of Industry and Handicraft (MIH)

Representative of Ministry of Commerce (MOC)

Representative of Ministry of Rural Development (MRD)

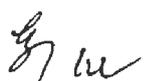
Representative of Ministry of Labor and Vocational Training (MLVT)

Representative of Ministry of Tourism (MOT)

Representative of Ministry of Economy and Finance (MEF)

Representative of Council for Development of Cambodia (CDC)

Others, as necessary



b) Japanese side

Chief Advisor of the Project

Other Japanese Experts

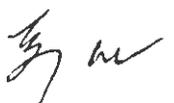
Representative of JICA Cambodia Office

Other personnel concerned to be assigned by JICA, as necessary

c) Observers

Representatives from related organizations will be invited as observers, as necessary.

Note: In case that the JCC members described above can not attend the meeting, a representative(s) shall attend the meeting in place of the member(s). Persons who are nominated by the Chairperson may attend meeting of JCC.

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**MINUTES OF MEETINGS
BETWEEN
JAPAN INTERNATIONAL COOPERATION AGENCY
AND
MINISTRY OF WOMEN'S AFFAIRS
FOR AMENDMENT OF THE RECORD OF DISCUSSIONS
ON
PROJECT ON GENDER MAINSTREAMING FOR WOMEN'S ECONOMIC
EMPOWERMENT IN THE ROYAL GOVERNMENT OF CAMBODIA**

The Japan International Cooperation Agency (hereinafter referred to as 'JICA') and Ministry of Woman's Affairs (hereinafter referred to as 'MOWA') hereby agree that the Record of Discussions on Project on Gender Mainstreaming for Women's Economic Empowerment (hereinafter referred to as 'Project') signed on 30th November 2016 will be amended as referred to the documents attached hereto, based on the Minutes of Meeting of the Third Joint Coordination Committee of the Project signed on 5th December 2019. This amendment will become effective as of the date of signing of this amendment by both sides.

Phnom Penh, 16 January 2020



Mr. Yuichi Sugano
Chief Representative
JICA Cambodia Office
Japan International Cooperation Agency



H.E. Dr. Ing Kantha Phavi
Minister
Ministry of Women's Affairs
The Royal Government of Cambodia

1. Project Summary

1.1 Duration

Before	Amended Version
5 years	5 years (February 2017 – February 2022)
Reason: To specify starting and ending month and year.	

1.2 Project Area

Before	Amended Version
Phnom Penh and 5 selected provinces	Phnom Penh and 5 selected provinces (Kampong Chhnang, Kampong Tort, Siem Reap, Tbong Khmum and Kampong Cham)
Reason: To specify the names of target provinces.	

1.3 Target Group

Before	Amended Version
Indirect Target: Women and men in the target provinces	<u>Beneficiaries</u> , Women and men in the target provinces
Reason: Women and men in the selected villages in the target provinces are not indirect target but beneficiaries of scaling-up/pilot activities.	

2. Overall Goal

2.1 Narrative Summary

Before	Amended Version
Women's Economic Empowerment (WEE) is promoted through gender-responsive programs and projects implemented at the sub-national level by line ministries/provincial departments through advocacy and coordination by MOWA/PDWA in all the 25 capital and provinces in Cambodia	Women's Economic Empowerment (WEE) is promoted through gender-responsive programs and projects implemented at the sub-national level by line ministries/provincial departments through advocacy and coordination by MOWA/PDWA in <u>target and non-target provinces</u> .
Reason: It is not theoretical to assume that the project outputs are disseminated to all the non-target provinces and make sure the implementation in those provinces within some years after the project completion.	

2.2 Indicators

Before	Amended Version
Gender-responsive programs and projects are planned and implemented by line ministries through improved PGM. Methods workshops facilitated by MOWA/PDWA in all the 25 capital and provinces.	1 Gender-responsive programs and projects are planned and implemented <u>for promoting WEE based on the updated WEE Guideline and the PGM Method Guideline¹ in target and non-target provinces.</u>

	1. <u>PGM Method Guideline is the guideline for gender-responsive sector policy formulation developed in October 2007 and revised in August 2015 by MOWA and JICA.</u>
Reason: Specifying the objective of gender-responsive programs and projects, and what to be referred on the occasion of planning and implementation. Also setting a tangible goal.	

2.3 Indicators

Before	Amended Version
	2. <u>WCCC meeting is functioning as a platform for PDWA and line provincial departments to discuss and monitor gender-responsive programs and projects for promoting WEE in non-target provinces.</u> 3. <u>All the partner line ministries and NCDD integrate at least 1 recommendation into their sector policies/plans or NCDD Gender Policy/plan and implement gender-responsive programs and projects for promoting WEE at the sub-national level.</u>
Reason: Adding the indicators for indicating other aspects of Overall Goal to be achieved	

3.4 Means of Verification

Before	Amended Version
1. Report about PGM Methods Workshops 2. Annual reports of WCCC	1-1. Annual reports of WCCC 1-2. Provincial Development/Investment Plan 2. <u>Minutes of meetings and reports of WCCC</u> 3. <u>Sector policies and plans and NCDD Gender Policy/plan</u>
Reason: Adding appropriate means of verification according to the amended indicators	

3. Project Purpose

a. Narrative Summary

Before	Amended Version
Gender mainstreaming mechanisms are strengthened to promote Women's	Gender mainstreaming mechanisms are strengthened ² to promote Women's

2/2

Economic Empowerment (WEE) at the sub-national levels by the partner line ministries/provincial departments through advocacy and coordination by MOWA/PDWA.

Economic Empowerment (WEE) at the sub-national levels by the partner line ministries/provincial departments through advocacy and coordination by MOWA/PDWA.

"2. "Strengthening of gender mainstreaming mechanism" is defined as the following three elements: 1) adequate advocacy and coordination capacity of officials of MOWA/PDWA, 2) Implementing mechanism and tools for policy implementation on WEE at sub-national level, and 3) recommendations for formulating and implementing gender-responsive policies for promoting WEE.

Reason: "Strengthening of gender mainstreaming mechanism" is defined.

b. Indicators

Before	Amended Version
<ol style="list-style-type: none"> 1. The "WEE Guidelines through Gender Mainstreaming at the sub-national levels" are authorized and distributed. 2. The scaling-up plans of gender mainstreaming mechanisms are integrated into the annual plan or Neary Rattanak (the Five Year Strategic Plan) of MOWA. 	<ol style="list-style-type: none"> 1. <u>MOWA/PDWA advocates and coordinates with line ministries and partner provincial departments for planning and implementing gender-responsive programs and projects.</u> 2. <u>WCCC meeting is functioning as a platform for PDWA and line provincial departments to discuss and monitor gender-responsive programs and projects for promoting WEE in all target provinces.</u> 3. <u>The updated WEE Guideline is approved by MOWA.</u> 4. <u>Partner line ministries and NCDD gender team integrate at least 1 implementation tool or recommendation for promoting WEE into their projects and activities.</u>
Reason: Setting outcome-oriented indicators rather than deliverables	

c. Means of Verification

Before	Amended Version
<ol style="list-style-type: none"> 1. Published "WEE Guidelines through Gender Mainstreaming at the sub-national levels" 	<ol style="list-style-type: none"> 1. <u>Annual plan and project documents of the partner provincial departments</u> 2. <u>Minutes of meetings and reports of</u>

<p>Annual plans and 5th Neary Rattarak of MOWA</p>	<p><u>WCCC</u> <u>3 Approved updated WEE Guideline</u> <u>4 Sector plans/annual plans/action plans of partner line ministries and for NCDD Gender Policy</u></p>
<p>Reason: Adding appropriate means of verification according to the amended indicators</p>	

4. Output 1

a. Narrative Summary

Before	Amended Version
<p>The capacity of MOWA/PDWA is strengthened to promote women's economic empowerment (WEE) at the sub-national levels through gender mainstreaming mechanisms</p>	<p>The capacity of MOWA/PDWA in terms of <u>advocacy and coordination</u> is strengthened to promote WEE at the sub-national level.</p>
<p>Reason: Specifying the type of capacity to be strengthened by the project</p>	

b. Indicators

Before	Amended Version
<p>1-1 Networking among the stakeholders at the national and sub-national levels is established to promote WEE through TWG-G sub-group on WEE.</p> <p>1-2 "Gender Terminology Booklet" is updated</p> <p>1-3 "Gender Statistics Leaflet" is updated and provincial gender statistics is developed in the target provinces</p> <p>1-4 Revised PGM Methods Guidelines is developed to integrate gender-responsive value chain analysis</p> <p>1-5 "WEE Guidelines through Gender Mainstreaming at the sub-national levels" is developed.</p> <p>1-6 The partner line ministries/departments integrate the activities and advices which as proposed in the policy recommendations developed under Output 2 and Output 3 into their programs and projects through the promotion by MOWA/PDWA.</p>	<p>1 <u>Capacity of the counterparts of MOWA/PDWA in advocacy and coordination which will be defined in the Gender Capacity Assessment is strengthened.</u></p>

1-7 The scaling-up plans of the gender mainstreaming mechanisms for WEE at the sub-national levels is developed by MOWA during the project period for their implementation after the termination of the project, which target the provinces other than the target provinces of the project.	
Reason: Setting outcome-oriented indicators rather than deliverables.	

c. Means of Verification:

Before	Amended Version
1-1. Minutes of meetings and reports of TWG-G Sub-group on WEE.	1 <u>Result of Gender Capacity Assessment</u>
1-2. Updated Gender Terminology Booklet	2 <u>Minutes of meetings and reports of TWG-G WEE/GMAG</u>
1-3. Updated Gender Statistics Leaflet and developed provincial gender statistics	3 <u>Minutes of meetings and reports of WEE-WG/WCCC</u>
1-4. Revised PGM Methods Guidelines	
1-5. Developed "WEE Guidelines through Gender Mainstreaming at the sub-national levels"	
1-6. Revised GMAPs and annual action plans of partner line ministries, annual plans of WCCC of the target provinces	
1-7. Developed scaling-up plan	
Reason: Adding appropriate means of verification according to the amended indicators	

5. Output 2

a. Narrative Summary

Before	Amended Version
Gender mainstreaming mechanisms established by PGM2 is strengthened to promote WEE with market orientation in agriculture (chicken raising) at the sub-national levels in preparation for nationwide diffusion and scaling-up.	<u>Through the pilot activities, implementation mechanism and tools for promoting WEE are verified with its effectiveness by MOWA/PDWA and partner line ministries and provincial departments.</u>
Reason: Since the rationale of scaling-up activities (Output 2) and pilot activities (Output 3) are the same in the project, it is appropriate to combine Output 2 and 3 as an Output.	

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b. Indicators

Before	Amended Version
2-1 The tools for the scaling-up activities on agriculture (chicken raising) is prepared based on the results of the gender-responsive socio-economic impact analysis of PGM2 and value chain analysis.	2-1 <u>Implementing tools for promoting WEE at the sub-national level are acquired by the counterparts of MOWA/PDWA and partner provincial departments.</u>
2-2 Scaling-up activities are planned, implemented, monitored and evaluated by PDWA and partner provincial departments in the selected provinces on the criteria decided by MOWA.	2-2 <u>Role of WEE-WG in the project is institutionalized and included in the updated WEE Guideline³.</u>
2-3 Scaling-up activities are coordinated and monitored through the working groups on WEE in the target provinces.	³ <u>The functions and roles of WEE-WG defined in the updated WEE Guideline will be integrated into those of Women's and Children's Consultative Committee (WCCC) through consultative process with the concerned parties.</u>
2-4 Activities to maintain and expand the achievements of the scaling-up activities are integrated into the policies and activity plans of the partner line ministries/departments.	
Reason: Setting outcome-oriented indicators rather than activity oriented	

c. Means of Verification

Before	Amended Version
2-1 Developed tools (i.e. developed marketing manual on chicken raising)	1-1. <u>Records of trainings/workshops</u>
2-2 Developed activity plan of MOWA and reports about PGM Methods workshops	1-2. <u>Minutes of meetings and reports of WCCC</u>
2-3 Minute of meetings and reports of working groups on WEE	2: <u>Updated WEE Guideline</u>
2-4 Annual plans and/or GMAPs of partner line ministries, and annual plans of WCCC of the target provinces	
Reason: Adding appropriate means of verification according to the amended indicators	

6. Output 3

a. Narrative Summary

Before	Amended Version
Gender mainstreaming mechanisms	<u>Recommendations (tips and lessons</u>

established to promote WEE in tourism industries with market orientation at the sub-national levels through implementation of pilot projects.	<u>learned) to implement/formulate gender-responsive policies are acknowledged by the partner line ministries and provincial departments and NCDD gender team through the active discussions with MOWA/PDWA.</u>
Reason: In order to promote WEE at the sub-national level, the tips and the lessons learned for promoting WEE at the sub-national level which are extracted from the project activities should be shared and discussed with the partner line ministries. It is also expected that some of them will be integrated and applied into the sector policies and plans after the project period.	

b. Indicators

Before	Amended Version
3-1 The pilot project activities are planned, implemented, monitored and evaluated by PDWA and partner provincial departments in the selected province.	<u>Recommendations (tips and lessons learned) are acknowledged by the partner line ministries, NCDD gender team and partner provincial departments.</u>
3-2 Networking between public and private sectors are established to strengthen marketing of the pilot projects through working group on WEE.	
3-3 Results of various researchers and studies on marketing are compiled, and tools are developed to strengthen marketing of the pilot projects.	
3-4 Socio-economic status of women engaged in tourism industries is improved. Indicators will be decided based on the baseline survey conducted by the Project.	
3-5 Activities to maintain and expand the achievements of the pilot projects are integrated into the policies and activity plans of the partner line ministries/departments.	
Reason: Setting appropriate indicator according to the amended Output 3.	

c. Means of Verification

Before	Amended Version
3-1 Reports about PGM Methods workshops	1 <u>Minutes of meetings and reports of TWG-G WEE/GMAG/NCDD gender team</u>
3-2 Minute of meetings and reports of working group on WEE	2 <u>Minutes of meetings and reports of WCCC</u>
3-3 Reports of marketing research, Developed tools	

3.4	Results of baseline and end-line survey	
3.5	Annual plans and/or GMAPs of partner line ministries. Annual plans of WCCC of the target province	
Reason: Setting appropriate means of verification according to the amended indicators.		

7. Activity

a. Activities for Output 1

Before	Amended Version
(Preparation of the supporting setup at the national level)	1-1. <u>Gender capacity assessment is conducted.</u>
1-1 The Project encourages the stakeholders in the private sectors (i.e. entrepreneurs networks, universities, research institutions) to participate more actively in TWG-G Sub-group on WEE. The MQWA may establish an advisory board for WEE under TWG-G Sub-group on WEE, which is mainly consisted of stakeholders in the private sectors.	1-2. <u>According to the results of the assessment, "capacity development plan on WEE" is prepared.</u>
1-2 The stakeholders of the scaling-up activities and pilot projects at the sub-national levels (i.e. the chairs of working groups on WEE) share the achievements and challenges of the Project activities in the meeting of TWG-G Sub-group on WEE and receive advices from the members.	1-3. <u>A series of workshops and trainings for strengthening MQWA/PDWA's advocacy and coordination capacities for promoting WEE are planned and conducted.</u>
1-3 The members of the TWG-G Sub-group on WEE participate in the workshops, seminars and exchange visits related to the pilot projects and scaling-up activities at the sub-national levels.	1-4. "Gender terminology booklet" is updated.
	1-5. "Gender statistics leaflet" is updated.
	1-6. "Provincial gender statistics" are developed in each target province.
	1-7. "Gender responsive value chain analysis method" is developed at the planning stage of the pilot activities at the sub-national level and compiled in the updated WEE guideline.
(Preparation of tools)	1-8. <u>Technical advices on gender responsive monitoring and evaluation (policy-based) are provided (only for the relevant parts to WEE) to partner line ministries and partner provincial departments by MQWA/PDWA through pilot activities at sub-national level.</u>
1-4 The MQWA updates 'Gender Terminology Booklet'	1-9. <u>Trainings on gender mainstreaming and WEE are conducted in Japan.</u>
1-5 The MQWA updates 'Gender Statistics Leaflet'.	1-10. <u>Terminal gender capacity assessment is conducted.</u>
1-6 Provincial gender statistics of the target provinces are developed based on the achievements of Output 2 and Output 3 by MQWA/PDWA with the support from MOF/PDOP.	

1-7.	The PGM Methods Guidelines are revised integrating the gender-responsive value chain analysis method based on the achievements of the Output 2 and Output 3.	
1-8.	The Project develops the 'WEE Guidelines through Gender Mainstreaming at the Sub-national Levels' as improved comprehensive guidelines based on the achievements of the Output 2 and Outputs 3 by using the 'Comprehensive Guidelines for WEE in Rural Areas' developed by PGM2 as reference.	
(The partner line ministries/departments)		
1-9.	The MOWA provides technical support to update and implement the GMAPs of partner line ministries as necessary.	
1-10.	The Project hold workshops on gender budgeting to the stakeholders of the partner line ministries.	
1-11.	The Project encourages the partner line ministries/departments to integrate the activities and advises which are proposed in the policy recommendations developed under Output 2 and Output 3 into their programs and projects.	
(Development of the scaling up plans)		
1-12.	The MOWA develops the scaling-up plans of the gender mainstreaming mechanisms for WEE at the sub-national levels for their implementation after the termination of the Project, which target the provinces other than the target provinces of the project.	
1-13.	The Project organizes a seminar to share the achievements, outcomes, best practices and lessons learned of the Project with all the stakeholders before the termination of the Project.	
1-14.	The Project organizes a regional seminar to share the achievements, outcomes, best practices and lessons learned of the Project with the ASEAN countries at an	

appropriate timing.

Reason: Activities were consolidated according to the amended Output 1

b. Activities for Output 2

Before	Amended Version
(Preparation of tools based on the achievements of PGM2)	<u>[Planning, implementation and monitoring of the activities for promoting WEE (pilot activities) at sub-national level]</u>
2-1 The Project conducts gender-responsive socio-economic impact analysis of the chicken raising pilot project of PGM2 in Kampong Cham province	2-1 In KPC, chicken raising activities supported by PGM2 are monitored and followed up.
2-2 The Project implements gender-responsive value chain analysis of chicken raising in Kampong Cham and compiles the methodology of the analysis.	2-2 In KCH, PDWA and partner provincial departments plan, implement and monitor the activities for promoting WEE on agriculture/chicken raising (as pilot activities) as well as share the outputs and experiences extracted from the pilot activities in the WEE-WG.
2-3 The PDWA and partner provincial departments develop a monitoring plan of the chicken raising pilot project of PGM2 based on the result of 2-1 and 2-2, and restart monitoring of the activities.	2-3 In SRP, PDWA and partner provincial departments plan, implement and monitor the activities for promoting WEE in tourism sector (as pilot activities) as well as share the outputs and experiences extracted from the pilot activities in the WEE-WG.
2-4 The Project implements supplementary activities to follow-up the chicken raising pilot project of PGM2 based on the results of analysis conducted in 2-1 and 2-2 and monitoring conducted in 2-3.	
2-5 A working group to coordinate and monitor the activities for WEE implemented by PDWA and the partner provincial departments (possibly called as 'working group on WEE') is established in collaboration with Women Children Consultative Committee (WCCC). The Project encourages stakeholders in the private sectors (i.e. entrepreneurs networks, universities, research institutions) to participate in the working group on WEE as the members.	<u>[Integration of gender perspectives in the existing programs and projects at the sub-national level]</u> 2-4. In TBK and KPT, PDWA and partner provincial departments integrate gender perspectives in the existing programs and projects to support rural women and women's groups in agriculture and handicraft sectors (economic activities) and share the outputs, learnings and experiences extracted from the pilot activities in the WEE-WG. 2-5. In KPC and KCH, PDWA and partner provincial departments analyze circumstances surrounding rural women and women's groups in agriculture sector, identify their needs, and examine effective measures for supporting women to be involved more actively in economic activities as well as share the outputs and
2-6 The results of the monitoring conducted by PDWA and partner provincial departments in 2-3 are periodically shared to coordinate activities and discuss about the possible solutions at the meetings of the working group on WEE.	
2-7 The Project revises the 'Monitoring	

<p>Guidelines of Pilot Project developed by PGM2 based on the monitoring activities conducted by PDWA and partner provincial departments under the coordination of working groups on WEE based on the activities of 2-5 and 2-6.</p> <p>2-8 The Project develops a gender-responsive marketing manual on chicken raising targeting farmers based on the achievement of 2-1, 2-2, 2-3 and 2-4, which is complementary with the Technical Manual on Agricultural Production (chicken raising) developed by PGM2.</p>	<p><u>learnings in the WEE-WG.</u></p> <p><u>2-6. In SRP, PDWA and partner provincial departments analyze circumstances surrounding rural women and women's groups in tourism sector, identify their needs, and examine effective measures for supporting women to be involved more actively in economic activities as well as share the outputs and learnings in the WEE-WG.</u></p> <p>[Consideration on effective measures for promoting WEE and active women's participation in economic activities]</p>
<p>(Preparation of the implementation of scaling-up activities)</p> <p>2-9 The MOWA develops implementation plans for scaling-up activities which specify the target, schedule, budget and human resources during the Project period.</p> <p>2-10 The MOWA defines the selection criteria for the target provinces of the scaling-up activities, and selects the target provinces accordingly. During the process of the selection, MOWA collects baseline data about the capacity of PDWA and partner provincial departments on gender mainstreaming in each target province.</p> <p>2-11 The working groups on WEE are established in the selected provinces under WCCC. The Project encourages stakeholders in the private sectors (i.e. entrepreneurs networks, universities, research institution) to participate in the working group on WEE as members. The action plans of working groups on WEE are developed and integrated into the WCCC annual plans and provincial development plans.</p> <p>(Planning of the scaling-up activities)</p> <p>2-12 The PDWA and partner provincial</p>	<p>2-7. Based on the Activities 2-2~2-6 institutionalized implementation mechanism and implementation tools for promoting WEE at the sub-national level are compiled in the updated WEE Guideline.</p>

70

departments conduct policy analysis and gender analysis based on the steps of PGM Methods (from step 1 to step 4) through PGM Methods workshops facilitated by MOWA/PDWA. The socio-economic baseline data is collected on the female/male farmers and their gender issues are identified in the target areas of the scaling-up activities.

2-13 The PDWA and partner provincial departments conduct gender-responsive value chain analysis based on the methodology developed in 2-2 through PGM Method workshop, which is considered as a complementary step to the PGM Methods.

2-14 The PDWA and partner provincial departments develop plans for scaling-up activities on agriculture (chicken raising) through PGM Methods workshop (step 5) facilitated by MOWA/PDWA.

(Implementation and monitoring of the scaling-up activities)

2-15 The PDWA and partner provincial departments implement activities in respective sector based on the plans developed in 2-14.

2-16 The scaling-up activities are monitored based on the monitoring guidelines developed in 2-7 by PDWA and partner provincial departments. The results of the monitoring are periodically shared for coordinating activities and discussing about the possible solutions at the meetings of the working groups on WEE. The results of the meetings of the working groups on WEE are also shared in the monthly meetings of WCCC.

(Feedback of the evaluation result of scaling-up activities)

2-17 The PDWA and partner provincial departments conduct evaluation

<p>study on the scaling-up activities, including gender impact analysis based on the baseline data collected in 2-12 through PGM Methods workshop (step8) facilitated by MOWA/PDWA.</p> <p>2-18. The PDWA and partner provincial departments develop policy recommendations based on the results of evaluation study conducted in 2-17 through PGM Methods workshop (step9) facilitated by MOWA/PDWA.</p> <p>2-19. The partner provincial departments share the policy recommendations developed in 2-18 with WCCC and TWG-G Sub-group on WEE and propose them to be integrated into their policies and plans. The MOWA/PDWA provide them with necessary information about resource mobilization and gender budgeting.</p>	
<p>Reason: Activities were consolidated according to the amended Output 2.</p>	

c. Activities for Output 3

Before	Amended Version
<p>(Prepare the setup to implement the pilot projects in tourism industries)</p> <p>3-1. The working group on WEE is established in the selected province. The Project encourages stakeholders in the private sectors (i.e. entrepreneurs networks, universities, research institutions) to participate in the working group on WEE as members. The action plans of working groups on WEE are developed and integrated into the WCCC annual plans and provincial development plans.</p>	<p>3-1. <u>In coordination and collaboration with MOWA, project activities are integrated in the action plan for Neary Rattanak V and NCDD Gender Policy.</u></p> <p>3-2. <u>Through the TWG-G WEE/GMAG meetings, MOWA shares the progress, outputs, experiences, findings, lessons learned, etc. which are extracted from the project activities with line ministries, and advocates for promoting WEE at the sub-national level.</u></p> <p>3-3. <u>The recommendations for promoting WEE at the sub-national level are discussed and compiled by MOWA counterparts.</u></p>
<p>(Planning of the pilot projects in tourism industries)</p> <p>3-2. The PDWA and partner provincial departments conduct policy analysis and gender analysis based on the steps of PGM Methods (from step1 to step4) through PGM Method workshops facilitated by</p>	<p>3-4. <u>The compiled recommendations are shared in the TWG-G WEE/ GMAG meetings.</u></p> <p>3-5. <u>Active discussion and coordination are made with the partner line ministries and NCDD gender team.</u></p>

<p>MOWA/PDWA</p> <p>3-3 The PDWA and partner provincial departments conduct gender-responsive value chain analysis on tourism industries based on the methodology developed in 2-2 through PGM Method workshop facilitated by MOWA/PDWA. Information collection and analysis about marketing are also conducted for the pilot projects, including exploring and utilizing of the local resources</p> <p>3-4 The PDWA and partner provincial departments develop plans for pilot projects on tourism industries through PGM Methods workshop (step5) facilitated by MOWA/PDWA.</p> <p>3-5 The gender-responsive socio-economic baseline survey, including information collection about the gender issues, is conducted about the target industries and areas of the pilot projects decided in 3-4. The results of the survey are compiled to a report</p>	<p><u>(consisting of gender equality department of MOWA and NCDD) for integrating the shared recommendations into the sector plans/annual plans/action plans of the partner line ministries and for the NCDD Gender Policy.</u></p> <p>3-6 An experience (output) sharing workshop for widely sharing the approved recommendations (in Activity 3-4) and updated WEE guideline (developed in Activity 2-7) in collaboration with the MOWA counterparts as well as the outputs and lessons learnt of the project activities with line ministries.</p> <p>3-7 A regional seminar is held for sharing the achievements, outcomes, best practices and lessons learned from the project activities as well as exchanging the experiences among the ASEAN countries</p>
<p>(Implementation and monitoring of the pilot projects on tourism industries)</p>	
<p>3-6 The PDWA and partner provincial departments implement activities in respective sector based on the plans developed in</p> <p>3-7 The pilot project activities are monitored based on the monitoring guidelines developed in 2-7 by PDWA and partner provincial departments. The results of the monitoring are periodically shared for coordinating pilot project activities and discussing about the possible solutions at the meetings of the working group on WEE. The results of the meetings of the working groups on WEE are also shared in the monthly meetings of WCCC.</p>	
<p>3-8 The Project implements gender-responsive marketing activities in</p>	

204

tourism industries and develops and defuse hands-on tools for marketing in tourism industries targeting stakeholders at the grassroots levels

(Feedback of the evaluation result of pilot projects)

- 3-9 The PDWA and partner provincial departments conduct evaluation study on the pilot projects, including gender impact analysis based on the baseline data collected in 3-6 through PGM Methods workshop facilitated by MOWA/PDWA. The Project compiles the results of the evaluation study as end-line survey.
- 3-10 The PDWA and partner provincial departments develop policy recommendations based on the results of the evaluation study conducted in 3-9 through PGM Methods workshop facilitated by MOWA/PDWA.
- 3-11 The partner provincial departments share the policy recommendations developed in 3-10 with WCCC and TWG-G Sub-group on WEE and propose them to be integrated into their policies and plans. The MOWA/PDWA provide them with necessary information about resource mobilization and gender budgeting

Reasons: Activities were consolidated according to the amended Output 3

Annex 1 : Record of Discussions (signed on 30 November 2015)

Annex 2 : Minutes of Meetings of the 3rd Joint Coordination Committee (JCC)

Annex 3 : Revised PDM(Project Design Matrix) (Version 1.0)

RECORD OF DISCUSSIONS
ON
PROJECT ON GENDER MAINSTREAMING FOR WOMEN'S
ECONOMIC EMPOWERMENT
IN
THE ROYAL GOVERNMENT OF CAMBODIA

AGREED UPON BETWEEN
MINISTRY OF WOMEN'S AFFAIRS
AND
JAPAN INTERNATIONAL COOPERATION AGENCY

Phnom Penh, 30 November 2016



Mr. Itsu Adachi
Chief Representative
JICA Cambodia Office
Japan International Cooperation Agency



H.E. Dr. ING Karitha Phou
Minister
Ministry of Women's Affairs
The Royal Government of Cambodia

Based on the Minutes of Meetings on the Detailed Planning Survey for the Project on Gender Mainstreaming for Women's Economic Empowerment (PGM-WEE) (hereinafter referred to as "the Project") signed on 26th February 2016 between Ministry of Women's Affairs (hereinafter referred to as "MOWA") and the Japan International Cooperation Agency (hereinafter referred to as "JICA"), JICA held a series of discussions with MOWA and relevant organizations to develop a detailed plan of the Project.

Both parties agreed the details of the Project and the main points discussed as described in the Appendix 1 and the Appendix 2 respectively.

Both parties also agreed that MOWA, the counterpart to JICA, will be responsible for the implementation of the Project in cooperation with JICA, coordinate with other relevant organizations and ensure that the self-reliant operation of the Project is sustained during and after the implementation period in order to contribute toward social and economic development of the Royal Government of Cambodia (hereinafter referred to as "RGC").

The Project will be implemented within the framework of the Agreement on Technical Cooperation signed on June 17, 2003 (hereinafter referred to as "the Agreement") and the Note Verbales exchanged on July 3, 2015 between RGC and the Government of Japan (hereinafter referred to as "GOJ").

Appendix 1: Project Description

PROJECT DESCRIPTION

I. BACKGROUND

The Royal Government of Cambodia (RGC) implemented various kinds of programs and projects for promoting gender equality and women's empowerment based upon the national policies, such as Reclungular Strategy, National Strategic Development Plan and Neary Rattanak (the Five Year Strategic Plan of the Ministry of Women's Affairs, MOWA). Based on a long-term collaboration between MOWA and the Japan International Cooperation Agency (JICA) since early 1990s, the Projects on Gender Mainstreaming (PGM) Phase 1 and 2 were implemented. The PGM 2 was launched in 2010 for the duration of five years with the overall goal that women's economic empowerment (WEE) is advanced through the gender-responsive policies and programs undertaken by MOWA/Provincial Department of Women's Affairs (PDWA) and the partner line ministries in Cambodia.

The terminal evaluation study of the PGM 2 undertaken in February 2015 concluded that the function and capacity of MOWA/PDWA to advocate and coordinate the partner line ministries at the national and sub-national levels were strengthened. The study also found that the capacity and mechanism to deliver the gender-responsive services for enhancing WEE were strengthened at the sub-national levels through applying the PGM methods developed by the PGM 1 and implementing the pilot projects in Kampong Cham province. Moreover, the Provincial Three-year Rolling Investment Programs of Kampong Cham became more gender-responsive as a result of the PGM 2.

It should be further noted that the PGM 2 generated following socio-economic and gender impacts on the stakeholders at the grassroots level:

- 1) Increase of household income and improvement of living standards for both women and men as economic impacts.
- 2) Improvement of gender relationship in households, establishment of harmony in couples, reduction of gender-based violence (GBV), empowerment of women (e.g. increase of self-confidence, leadership, and participation in decision making of high household expenses), enhancement of awareness about women's capability by family members and communities as social and gender impacts.

As the results of the PGM 2, the PGM methods became an important gender mainstreaming mechanism in Cambodia. Moreover, the approaches adapted by the PGM 2 promoted both vertical and horizontal gender mainstreaming at the national and sub-national levels. Accordingly, in August 2014, the RGC requested the Japanese Government for further assistance to strengthen the existing gender mainstreaming mechanisms and expand them to cover wider

II. OUTLINE OF THE PROJECT

Details of the Project are described in the Project Design Matrix (PDM) (Annex I) and the Plan of Operation (Annex II)

1. Title of the Project

Project on Gender Mainstreaming for Women's Economic Empowerment (PGM-WEE)

2. Overall Goal

Women's economic empowerment (WEE) is promoted through gender-responsive programs and projects implemented by line ministries/departments through advocacy and coordination by MWVA/PDWA in all the 25 capital and provinces in Cambodia.

3. Project Purpose

Gender mainstreaming mechanisms are strengthened to promote women's economic empowerment (WEE) at the sub-national levels by the partner line ministries/departments through advocacy and coordination by MWVA/PDWA.

4. Outputs

- (1) The capacity of MWVA/PDWA is strengthened to promote women's economic empowerment (WEE) at the sub-national levels through gender mainstreaming mechanisms.
- (2) Gender mainstreaming mechanisms established by PMG 2 is strengthened to promote women's economic empowerment (WEE) with market orientation in agriculture (chicken raising) at the sub-national levels in preparation for nation-wide diffusion and scaling-up.
- (3) Gender mainstreaming mechanisms are established to promote women's economic empowerment (WEE) in tourism industries with market orientation at the sub-national levels through implementation of pilot projects.

5. Activities

The detailed activities of the Project are shown in the Annex I

6. Input

- (1) Input by JICA
 - (a) Dispatch of Experts

- Chief Advisor/Gender Mainstreaming
- Institutional Development
- Women's Economic Empowerment
- Marketing and Business Development
- Coordinator/Training
- Short-term experts on specific topics as needed (e.g. tourism development, agriculture product development, public relation, monitoring & evaluation).

(b) Training

Trainings in Japan and/or third countries

(c) Machinery and Equipment

Necessary equipment for effective project implementation

Input other than indicated above will be determined through mutual consultations between MOWA and JICA during the implementation of the Project, as necessary.

(2) Input by MOWA

(a) Assignment of Counterpart personnel and administrative personnel

- Project Director: Secretary of State, Ministry of Women's Affairs.
- Project Manager: Director, Planning and Statistics Department
- Officers/Members: Counterpart personnel from Planning and Statistics Department, Economic Development Department and Gender Equality Department

(b) Work space to be used by JICA Experts

Office spaces in MOWA and PDWAs of targeted provinces

MOWA will take necessary measures to provide at its own expense:

- (a) Salaries, remuneration and other allowances for the Cambodian counterpart personnel
- (b) Running expenses for utilities such as electricity, water supply, gas, fuel, etc.
- (c) Exemption from taxes, CD/VAT and other charges for machinery, equipment and other materials supplied by JICA.
- (d) Other contingency expenses related to the Project.
- (e) Services of MOWA's counterpart personnel and administrative personnel as referred to in (a)-(c).
- (f) Necessary facilities for the JICA experts for the remittance as well as utilization of the funds introduced into Cambodia from Japan in connection with the implementation of the Project.

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7 Implementation Structure

The project organization chart is given in the Annex II. The roles and assignments of relevant organizations are as follows:

(1) MOWA

(a) Project Director

Secretary of State of MOWA is responsible for overall administration and management of the Project.

(b) Project Manager

Director of Planning and Statistics Department is responsible for managerial and technical matters of the Project and coordinates.

(c) Implementation Departments

Counterpart personnel from Planning and Statistics Department, Economic Development Department and Gender Equality Department are responsible for the Project implementation.

(d) Technical Coordination Desk

Technical Coordination Desk promotes coordination among departments and international donors concerned for effective Project implementation.

(2) Partner Line Ministries and Provincial Departments

(a) Ministry of Planning (MOP)

(b) Ministry of Agriculture, Forestry and Fisheries (MAFF)

(c) Ministry of Industry and Handicraft (MIH)

(d) Ministry of Commerce (MOC)

(e) Ministry of Rural Development (MRD)

(f) Ministry of Labor and Vocational Training (MLVT)

(g) Ministry of Tourism (MOT)

(3) Local Authorities at the sub-national levels

(a) Women's and Children's Consultative Committee (WCCC)

(b) Board of Governors

(c) Female deputy governor

(d) Commune Council/Commune Women and Children Committee (CWCC)

(4) JICA Experts

The JICA experts will give necessary technical guidance, advice and recommendations to MOWA on any matters pertaining to the implementation of the Project.

(5) Joint Coordination Committee

The Joint Coordination Committee (hereinafter referred to as 'JCC') will be established in order to facilitate inter-organizational coordination. JCC will be held at least once a year and whenever deemed necessary. JCC will

review the progress, revise the overall plan when necessary, approve an annual work plan, conduct evaluation of the Project, and exchange opinions on major issues that arise during the implementation of the Project. A list of proposed members of JCC is shown in the Annex IV.

8. Project Site(s) and Beneficiaries

(1) Project Site:

Phnom Penh and five (5) target provinces

(2) Beneficiaries

Direct Beneficiaries: Officers (both at the national and sub-national levels) of the MOWA, Gender Mainstreaming Action Group (GMAG) and Gender Focal Points (both national and sub-national levels) of the Partner Line Ministries: Ministry of Planning (MOP), Ministry of Agriculture, Forestry and Fisheries (MAFF), Ministry of Industry and Handicraft (MIH), Ministry of Commerce (MOC), Ministry of Rural Development (MRD), Ministry of Labor and Vocational Training (MLVT), Ministry of Tourism (MOT)

- Indirect Beneficiaries: Women and men in the targeted provinces

9. Duration

Five (5) years from the arrival of the first expert.

10. Reports

MOWA and JICA experts will jointly prepare the following reports in English:

- (1) Monitoring Sheet on semi-annual basis until the Project completion
- (2) Project Completion Report at the time of the Project completion

11. Environmental and Social Considerations

- (1) The MOWA will abide by 'JICA Guidelines for Environmental and Social Considerations' in order to ensure that appropriate considerations will be made for the environmental and social impacts of the Project.

III. UNDERTAKINGS OF MOWA

1. The MOWA will take necessary measures as follows:

- (1) To ensure that the technologies and knowledge acquired by the Cambodian nationals as a result of Japanese technical cooperation contributes to the economic and social development of Cambodia, and that the knowledge and experience acquired by the personnel of

Cambodia from technical training as well as the equipment provided by JICA will be utilized effectively in the implementation of the Project.

- (iii) To grant privileges, exemptions and benefits to the JICA experts referred to in II-5 above and their families, which are no less favorable than those granted to experts and members of the missions and their families of third countries or international organizations performing similar missions in Cambodia.

IV. MONITORING AND EVALUATION

The MOVA and JICA will jointly and regularly monitor the progress of the Project through the Monitoring Sheets based on the Project Design Matrix (PDM) and Plan of Operation (PO). The Monitoring Sheets will be reviewed every six (6) months.

Also, Project Completion Report will be drawn up one (1) month before the termination of the Project.

1. Ex-post evaluation three (3) years after the project completion, in principle.
2. Follow-up surveys on necessity basis.

V. PROMOTION OF PUBLIC SUPPORT

For the purpose of promoting support for the Project, MOVA will take appropriate measures to make the Project widely known to the people of Cambodia.

VI. MISCONDUCT

If JICA receives information related to suspected corrupt or fraudulent practices in the implementation of the Project, MOVA and relevant organizations will provide JICA with such information as JICA may reasonably request, including information related to any concerned official of the government and/or public organizations of Cambodia.

MOVA and relevant organizations will not, unfairly or unfavorably treat the person and/or company which provided the information related to suspected corrupt or fraudulent practices in the implementation of the Project.

VII. MUTUAL CONSULTATION

MOVA and JICA will consult each other whenever any major issues arise in the course of Project implementation.

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VIII. AMENDMENTS

The Record of Discussions may be amended by the Minutes of Meetings between MOWA and JICA. However, PO may be amended in the Monitoring Sheets.

The Minutes of Meetings will be signed by authorized persons of each side who may be different from the signers of the Record of Discussions.

List of Annexes

- Annex I Project Design Matrix (PDM)
- Annex II Tentative Plan of Operation
- Annex III Project Organization Chart
- Annex IV List of Proposed Members of Joint Coordination Committee

Project Design Matrix (PDM)

Project Title: Project on Gender Mainstreaming for Women's Economic Empowerment (GEMWEE)

Duration: 3 years

Project Area: 4 Provinces and 5 selected provinces

Target Group:

Overall Target - Officials (both at the national and sub-national levels) of the Ministry of Women Affairs (MOWA)

Gender Mainstreaming Action Groups (GRAMs) and Gender Focal Points (both at the national and sub-national levels) of Partner Line Ministries:

Ministry of Planning (MOP), Ministry of Agriculture, Forestry and Fisheries (MAFF), Ministry of Industry and Handicraft (MIH), Ministry of Commerce (MOC),

Ministry of Rural Development (MRD), Ministry of Labour and Vocational Training (MLVT), Ministry of Tourism (MOT)

Additional Target - Women and men in the target provinces

Version: PDM 0, 12th, 08 February 2010

Narrative Summary	Objectively Verifiable Indicators	Means of Verification	Important Assumption
<p>Overall Goal Women's economic empowerment (WEE) is promoted through gender-responsive programs and projects implemented by the ministries/departments through advocacy and coordination by MOWA/PCMA in all the 25 capital and provinces in Cambodia.</p>	<ul style="list-style-type: none"> Gender-responsive programs and projects are planned and implemented by the ministries through improved PGM Methods workshops facilitated by MOWA/PCMA in all the 25 capital and provinces 	<ul style="list-style-type: none"> Report about PGM Methods Workshops Annual reports of WCCD 	
<p>Project Purpose Gender mainstreaming mechanisms are strengthened to promote women's economic empowerment (WEE) in the sub-national levels by the partner line ministries/departments through advocacy and coordination by MOWA/PCMA.</p>	<ol style="list-style-type: none"> The "WEE Guidelines through Gender Mainstreaming at the Sub-national Levels" are authored and launched The scaling up plans of gender mainstreaming mechanisms are integrated into the annual plan or Biennial Strategy (the five year Strategic Plan) of MOWA 	<ol style="list-style-type: none"> Published "WEE Guidelines through Gender Mainstreaming at the Sub-national Levels" Annual plans and Biennial Strategy (Plans) of MOWA 	<p>Dissemination and institutionalization processes to effectively gender-responsive</p>

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Output

1. The capacity of MO/WAR/MA is strengthened to provide women's economic empowerment (WEE) at the sub-national level through gender mainstreaming mechanisms.

2. Gender mainstreaming mechanisms established by POM2 is strengthened to provide women's economic empowerment (WEE) with market orientation in agriculture (chickens) along at the sub-national level in preparation for nation-wide diffusion and scaling up.

- 1.1. Networking among the stakeholders at the national and sub-national levels is established to coordinate WEE through TWG-G Sub-group on WEE.
- 1.2. Gender terminology/Booklet published.
- 1.3. Gender Statistics Leaflet is updated and provincial gender statistics is developed in the target provinces.
- 1.4. Revised POM Methods Guidelines is developed to register gender response with data analysis.
- 1.5. WEE Guidelines through Gender Mainstreaming at the Sub-national Level is developed.
- 1.6. The partner line ministries/departments recognize the activities and services which are proposed in the study recommendations, developed under Output 1 and Output 2 into their programs and projects through the provision by MO/WAR/MA.
- 1.7. The scaling up plans of the gender mainstreaming mechanisms by WEE at the sub-national level is developed by MO/WA during the Project period for the implementation after the termination of the Project, across target the provinces other than the target provinces of the Project.
- 2.1. The tool for the scaling up activities on agriculture (chickens) along is prepared based on the results of the gender-responsive socio-economic impact analysis of POM2 and value chain analysis.
- 2.2. Scaling up activities on poultry implemented monitored and evaluated by POM2 and partner provincial departments in the (XXX) provinces selected based on the criteria decided by MO/WA.
- 2.3. Scaling up activities are coordinated with

- 1.1. Minutes of meetings and reports of TWG-G Sub-group on WEE.
- 1.2. Updated Gender Terminology Booklet.
- 1.3. Updated Gender Statistics Leaflet, Developed provincial gender statistics.
- 1.4. Revised POM Method Guidelines.
- 1.5. Developed WEE Guidelines through Gender Mainstreaming at the Sub-national Level.
- 1.6. Revised GMAPS and annual action plans of partner line ministries, annual plans of WCCC of the target provinces.
- 1.7. Developed scaling-up report.
- 2.1. Developed tool for agricultural marketing manual on chicken raising.
- 2.2. Developed activity plan of MO/WA, Reports about POM2 activities, video/audios.
- 2.3. Minute of meetings and reports

GMAC members at the national and sub-national level cooperate and participate in the Project activities.

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<p>Gender mainstreaming mechanisms are established to promote women's economic empowerment (WEE) in business enterprises with regular monitoring at the sub-national level through implementation of pilot projects.</p>	<p>monitored through the working groups on WEE in the target provinces.</p> <p>2.4 Activities to monitor and expand the achievements of the scaling-up activities are integrated into the policies and activity plans of the partner line ministries/departments.</p> <p>3. The pilot project activities are planned, implemented, monitored and evaluated by PLMAs and partner provincial counterparts in the selected province.</p> <p>3.1 Networking between public and private sectors are established to strengthen marketing of the pilot projects through working group on WEE.</p> <p>3.3 Results of various researches and studies on marketing are compiled and those are deemed to strengthen marketing of the pilot projects.</p> <p>3.4 Socio-economic status of women engaged in business activities is improved. Indicators will be decided based on the baseline survey conducted by the Project.</p> <p>3.6 Activities to monitor and expand the achievements of the pilot projects are integrated into the policies and activity plans of the partner line ministries/departments.</p>	<p>Working groups on WEE</p> <p>2.4 Annual plans and/or GMAPs of partner line ministries, Annual plans of WCCC of the target provinces.</p> <p>3. Reports about PDM Methods workshop.</p> <p>3.2 Minutes of meetings and reports of working group on WEE.</p> <p>3.3 Results of marketing research. Downloaded table.</p> <p>3.4 Results of baseline and exit line survey.</p> <p>3.5 Annual plans and/or GMAPs of partner line ministries, Annual plans of WCCC of the target provinces.</p>	
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Activities

(Preparation of the supporting setup at the national level)

1.1. The Project encourages the stakeholders in the private sector (i.e. entrepreneurs, networks, universities, research institutions) to participate more actively in TWG-G Sub-group on WEE. The MDN&S may establish an advisory board for WEE under TWG-G Sub-group on WEE, which is mainly consisted of stakeholders in the private sector.

1.2. The stakeholders of the scaling-up activities and pilot projects at the sub-national level (i.e. the chair of working groups on WEE) share the achievements and challenges of the Project activities in the meeting of TWG-G Sub-group on WEE and receive advices from the members.

1.3. The members of the TWG-G Sub-group on WEE participate in the workshops, seminars and exchange visits related to the pilot projects and scaling-up activities at the sub-national levels.

(Expansion of lines)

1.4. The MOWA updates Gender Terminology Booklet.

1.5. The MOWA updates Gender Service Center.

1.6. Provincial gender checklists of the target provinces are developed based on the achievements of Output 2 and Output 3 by MOWA/COMA with the support from MD/RODF.

1.7. The PCM Methods Guidelines are revised integrating the gender-responsive value chain analysis method based on the achievements of the Output 2 and Output 3.

1.8. The Project develops the WEE Guidelines through Gender Mainstreaming at the Sub-national Levels as improved comprehensive guidelines based on the achievements of the Output 2 and Output 3 by using the "Comprehensive Guidelines for WEE in Rural Areas" developed by HCDG as reference.

(The partner line ministries/departments)

1.9. The MOWA provides technical support to update and implement the GMAPs of partner line ministries as necessary.

1.10. The Project hold workshops on gender budgeting to the stakeholders of the partner line ministries.

1.11. The Project encourages the partner line ministries/departments to integrate the activities and advices which are proposed in the policy recommendations developed under Output 2 and Output 3 into their programs and projects.

Japanese Government

1. Long-term experts (XXX persons)
2. Short-term experts
3. Seminars, Workshops and Trainings
4. Equipments

Cambodian Government

1. Consultants
2. Office space and facilities
3. Local Cost

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(Development of the scaling up plans)

- 1.1) The PDMA develops the scaling-up plans of the gender mainstreaming mechanisms for WEE at the sub-national levels for their implementation after the termination of the Project, which bags the provinces other than the target provinces of the project.
- 1.2) The Project organizes a seminar to share the achievements, experiences, best practices and lessons learned of the Project with all the stakeholders before the termination of the Project.
- 1.3) The Project organizes a regional seminar to share the achievements, experiences, best practices and lessons learned of the Project with the ASEAN countries at an appropriate time.

2.

(Preparation of facts based on the achievements of PDMA)

- 2.1 The Project conducts gender-responsive socio-economic impact analysis of the chicken raising pilot project of PDMA in Kampong Cham province.
- 2.2 The Project implements gender-responsive value chain analysis of chicken raising in Kampong Cham and compiles the methodology of the analysis.
- 2.3 The PDMA and other provincial departments develop a monitoring plan of the chicken raising pilot project of PDMA based on the results of 2.1 and 2.2, and start monitoring of the activities.
- 2.4 The Project implements supplementary activities to follow-up the chicken raising pilot project of PDMA based on the results of analysis conducted in 2.1 and 2.2 and monitoring conducted in 2.3.
- 2.5 A working group to coordinate and monitor the activities for WEE implemented by PDMA and the partner provincial departments (jointly called as working group on WEE) is established in collaboration with Women's Charter Consultative Committee (WCCC). The Project encourages stakeholders in the private sectors (i.e. entrepreneurs, networks, universities, research institutions) to participate in the working group. On WCC as the members.
- 2.6 The results of the monitoring conducted by PDMA and partner provincial departments in 2.3 are periodically shared to coordinate activities and discuss about the possible solutions of the findings of the working group on WEE.
- 2.7 The Project revises the 'Monitoring Guidelines of the Project' developed by PDMA based on the monitoring activities conducted by PDMA and partner provincial departments under the coordination of working group on WEE based on the activities of 2.5 and 2.6.

Procedure

for
the
plan

2.8. The Project develops a gender-responsive ranking method on cluster rating targeting farmers based on the achievement of 2-1, 2-2, 2-3 and 2-4 which is complementary with the Technical Manual on Agricultural Production (cluster rating) developed by PGM2.

(Realization of the implementation of scaling up activities)

2.9. The MOVA develops implementation plans for scaling up activities which specify the target, schedule, budget and human resources during the target period.

2.10. The MOVA defines the selection criteria for the target provinces of the scaling up activities and selects the target provinces accordingly. During the process of the selection, MOVA consults, besides with direct for capacity of PDVA and partner provincial departments on gender mainstreaming in each target province.

2.11. The working groups on VEE are established in the selected provinces under VCCC. The Project encourages stakeholders in the private sectors (i.e. entrepreneurs, networks, universities, research institutions) to participate in the working group on VEE as members. The action plans of working groups on VEE are developed and integrated into the VCCC annual plans and provincial development plans.

(Planning of the scaling up activities)

2.12. The PDVA and partner provincial departments conduct policy analysis and gender analysis based on the steps of PGM Methods (from step 1 to step 4) through PGM Methods workshops facilitated by MOVA/PDVA. The socio-economic baseline data is collected on the benchmarked farmers and their gender issues are identified in the target areas of the scaling up activities.

2.13. The PDVA and partner provincial departments conduct gender-responsive value chain analysis based on the methodology developed in 2-2 through PGM Method workshop, which is considered as a complementary step to the PGM Methods.

2.14. The PDVA and partner provincial departments develop plans for scaling up activities on agriculture (cluster rating through PGM Methods workshop (step 6)) facilitated by MOVA/PDVA.

(Implementation and monitoring of the scaling up activities)

2.15. The PDVA and partner provincial departments implement activities in respective sector based on the plans developed in 2-14.

2.16. The scaling up activities are monitored based on the monitoring guidelines developed in 2-7 by PDVA and partner provincial departments. The results of the monitoring are periodically shared for coordinating activities and discussing about the possible solutions at the meetings of the working groups on VEE. The results of the meetings of the working groups on VEE

are used based on the priority (need) of WCC.

(Feedback of the evaluation result of scaling up activities)

2.17 The PDWA and partner provincial departments conduct evaluation study on the scaling-up activities, including gender impact analysis based on the baseline data collected in 2.12 through PGM Methods workshop (step3) facilitated by MDW/PDWA.

2.18 The PDWA and partner provincial departments develop policy recommendations based on the results of evaluation study conducted in 2.17 through PGM Methods workshop (step3) facilitated by MDW/PDWA.

2.19 The partner provincial departments share the policy recommendations developed in 2.18 with WCCC and TWG/G Sub-group on WEE and propose them to be integrated into their policies and plans. The MDW/PDWA provides them with necessary information about resource mobilization and gender budgeting.

3

(Preparation for scaling up to implement the pilot projects in tourism industries)

3.1 The working group on WEE is established in the selected provinces. The Project encourages stakeholders in the private sector (i.e. entrepreneurs, networks, universities, research institutions) to participate in the working group on WEE as members. The action plans of working groups on WEE are developed and integrated into the WCCC annual plans and provincial five-year development plans.

(Scaling up of the pilot projects in tourism industries)

3.2 The PDWA and partner provincial departments conduct policy analysis and gender analysis based on the steps of PGM Methods (from step1 to step4) through PGM Methods workshop (step4) facilitated by MDW/PDWA.

3.3 The PDWA and partner provincial departments conduct gender-responsive market chain analysis on tourism industries based on the methodology developed in 2.8 through PGM Method workshop facilitated by MDW/PDWA. Information collection and analysis about marketing are also conducted by the pilot projects, including: mapping and utilizing of the local resources.

3.4 The PDWA and partner provincial departments develop plans for pilot projects on tourism industries through PGM Methods workshop (step5) facilitated by MDW/PDWA.

3.5 The gender-responsive socio-economic baseline survey, including information collection about the gender issues, is conducted across the target industries and areas of the pilot projects decided in 3.4. The results of the survey are compiled in a report.

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4. Implementation and monitoring of the pilot projects on tourism activities

- 4.6. The PDMA and partner provincial departments implement activities in respective sector based on the plans developed in 3.4.
- 4.7. The pilot project activities are monitored based on the monitoring guidelines developed in 2.7 by PDMA and partner provincial departments. The results of the monitoring are periodically shared for coordinating pilot project activities and discussing about the possible solutions at the meetings of the working group on WEE. The results of the meetings of the working group on WEE are also shared in the monthly meetings of WCC.
- 4.8. The Project implements gender-responsive marketing activities in tourism industries and develops and disseminates needs-on tools for marketing in tourism inclusive targeting stakeholders at the grassroots level.

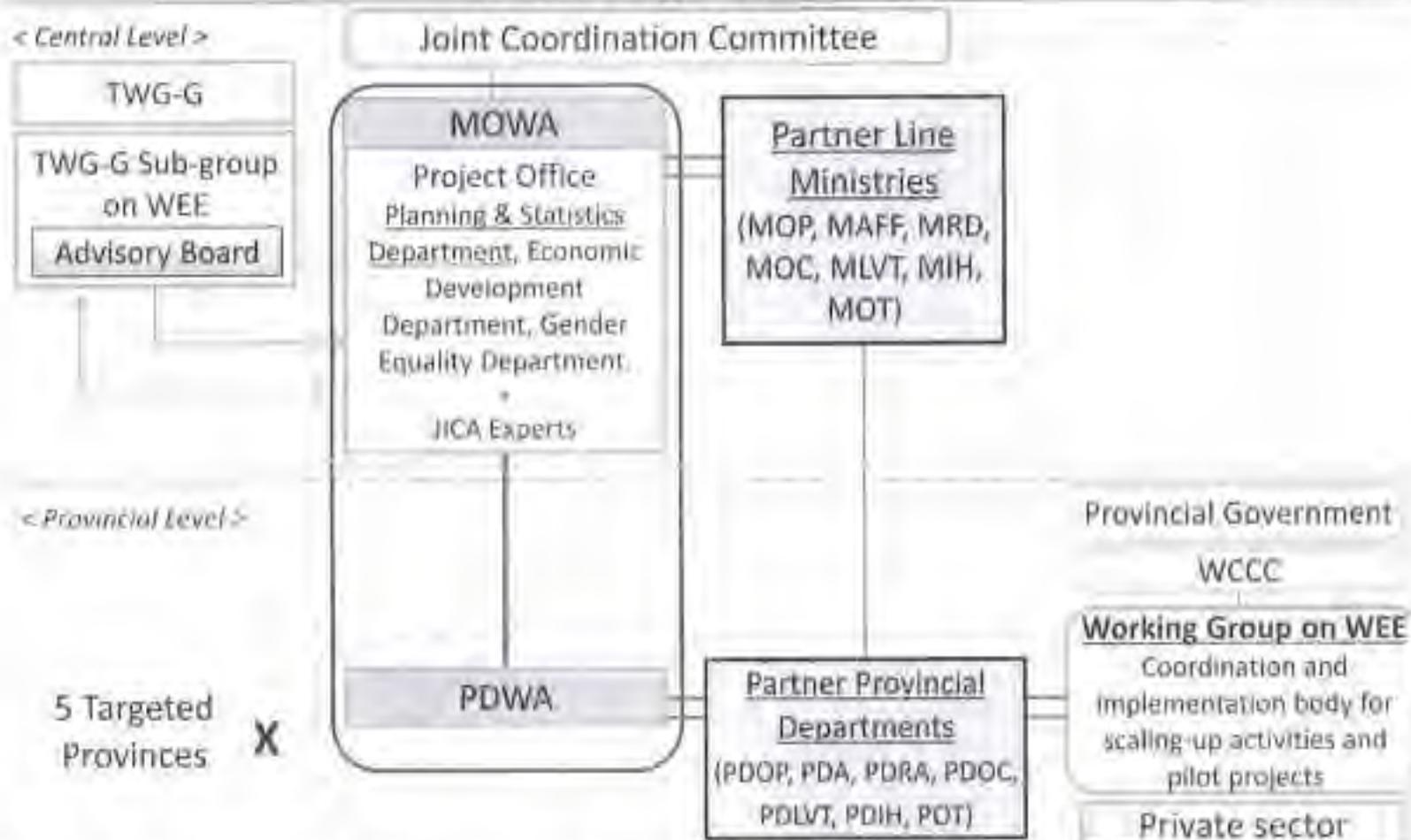
4.9. Outputs of the evaluation result of pilot projects

- 4.9.1. The PDMA and partner provincial departments conduct evaluation study on the pilot projects, including gender impact analysis based on the baseline data collected in 3.5 through POM Methods workshop facilitated by MOIWA/PDMA. The Project compiles the results of the evaluation study as online survey.
- 4.9.2. The PDMA and partner provincial departments develop policy recommendations based on the results of the evaluation study conducted in 4.9 through POM Methods workshop facilitated by MOIWA/PDMA.
- 4.9.3. The partner provincial departments share the policy recommendations developed in 4.9.2 with WCC and TWG Sub-group on WEE and propose them to be integrated into their policies and plans. The MOIWA/PDMA provide them with necessary information about resource mobilization and gender budgeting.

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Project Organization Chart

Annex III



MOWA: Ministry of Women's Affairs, MOP: Ministry of Planning, MAFF: Ministry of Agriculture, Forestry and Fisheries, MRD: Ministry of Rural Development, MOC: Ministry of Commerce, MLVT: Ministry of Labor and Vocational Training, MIH: Ministry of Industry and Handicraft, MOT: Ministry of Tourism, TWG-G: Technical Working Group on Gender, TWG-G Sub-group on WEE: TWG-G Sub-group on Women's Economic Empowerment, WCCC: Women's and Children's Consultative Committee, PDWA: Provincial Department of Women's Affairs, PDOP: Provincial Department of Planning, PDA: Provincial Department of Agriculture, PDRA: Provincial Department of Rural Development, PDOC: Provincial Department of Commerce, PDLVT: Provincial Department of Labour and Vocational Training, PDIH: Provincial Department of Industry and Handicraft, POT: Provincial Department of Tourism

List of Proposed Members of Joint Coordination Committee

The Joint Coordination Committee of the Project will be established, which will meet at least once a year and whenever necessary.

The functions of the Joint Coordination Committee (JCC) are as follows:

- (1) To approve the annual work plan of the Project based on the Plan of Operation within the framework of the Record of Discussions.
- (2) To evaluate the results of annual work plan and the progress of technical cooperation.
- (3) To review and exchange opinions on major issues that arise during the implementation of the Project.

Composition of JCC

(1) Chairperson

H.E. Minister, Ministry of Women's Affairs (MOWA)

(2) Members

(a) Cambodian side

Project Director: H.E. Secretary of State, MOWA

Project Manager: Director, Planning and Statistics Department, MOWA

Representative of Economic Development Department, MOWA

Representative of Gender Equality Department, MOWA

Representative of Technical Coordination Desk, MOWA

Representative of Ministry of Planning (MOP)

Representative of Ministry of Agriculture, Forestry and Fisheries (MAFF)

Representative of Ministry of Industry and Handicraft (MIH)

Representative of Ministry of Commerce (MOC)

Representative of Ministry of Rural Development (MRD)

Representative of Ministry of Labor and Vocational Training (MLVT)

Representative of Ministry of Tourism (MOT)

Representative of Ministry of Economy and Finance (MEF)

Representative of Council for Development of Cambodia (CDC)

Others, as necessary

b) Japanese side

Chief Advisor of the Project

Other Japanese Experts

Representative of JICA Cambodia Office

Other personnel concerned to be assigned by JICA, as necessary

c) Observers

Representatives from related organizations will be invited as observers, as necessary.

Note: In case that the JCC members described above can not attend the meeting, a representative(s) shall attend the meeting in place of the member(s). Persons who are nominated by the Chairperson may attend meeting of JCC.

MINUTES OF THE MEETING
OF
THE THIRD JOINT COORDINATING COMMITTEE
OF
THE PROJECT ON GENDER MAINSTREAMING FOR WOMEN'S ECONOMIC
EMPOWERMENT (PGM-WEE)

The third Joint Coordinating Committee (JCC) of the Project on Gender Mainstreaming for Women's Economic Empowerment (PGM-WEE) was held on 5th December 2019 in order to discuss and reach consensus on the progress of the project activities, the results of Mid-Term Review (MTR), revision of Project Design Matrix (PDM) and the plan of the third year (2020).

As a result of the discussions, Ministry of Women's Affairs (MOWA) and the Japan International Cooperation Agency (JICA) agreed upon the matters referred to in the documents attached hereto.

Phnom Penh, 5th December 2019



H.E. Dr. HUN KANTHA PHAVI
Minister
Ministry of Women's Affairs
The Royal Government of Cambodia



Haruko Kamei
Senior Director
Office for Gender Equality and Poverty Reduction
Infrastructure and Peacebuilding Department
Japan International Cooperation Agency

With participation of members of JCC and representatives from the concerned parties (refer to Appendix 1), the JCC meeting was conducted as follows (refer to Appendix 2).

1. *Opening remarks*

On behalf of JICA, Mr. Sugano Yoichi, Chief Representative of JICA Cambodia Office expressed his welcome to MOWA and all the participants for joining the JCC. He noted and appreciated a history of joint collaboration between MOWA and JICA for promoting gender equality and women's empowerment, which is driving force for sustainable growth of Cambodia. Finally, he showed his expectation for constructive and fruitful discussion in the JCC.

H.E. Minister first welcomed the distinguished guests and the participants, and outlined the objective of the PGM-WEE, which is to enhance gender mainstreaming mechanisms (GMM) among government agencies at national and sub-national levels with a specific focus on promoting Women's Economic Empowerment (WEE), a joint cooperation between MOWA and JICA.

H.E. Minister continued to highlight the progress of the project activities in the last 2 years, which has identified the best way to implement project activities to enhance the GMM to promote WEE at the national and sub-national levels through advocacy and coordination by MOWA and PDWA. H.E. Minister also noted that the PGM-WEE, of which activities are mostly on track, has started to extract successful stories and lessons learned, which will be compiled as recommendations and shared with the partner line ministries.

H.E. Minister finally highlighted the significance of gender equality and empowerment of all women and girls in the global context, and stated that the PGM-WEE addresses all aspects of WEE of rural women in Cambodia for realization of gender equality and empowerment of women and girls.

2. *Overview of the achievements and progress of the PGM-WEE (refer to Appendix 3)*

After briefly explaining the project outline, progress of the project activities which have been made so far was reported in line with three outputs. The overview of the progress was given and acknowledged by the concerned parties in the end of the presentation.

3. *Results of Mid-Term Review (MTR, refer to Appendix 4)*

With the explanation of the outline of the MTR, findings and observations which were found through the analysis were reported. Accordingly, six recommendations were also shared and acknowledged by the concerned parties.

4. *Draft of revised PDM (refer to Appendix 5 and 6)*

Revision of the PDM was proposed based on the recommendations, which were made in the MTR.

After the discussion among the stakeholders, the proposed PDM was approved with some modifications as follows:

- To use the word of "WCCC meeting" instead of "WCCC" in the indicator 2 for both overall goal and project purpose in order to clarify the intent of the sentence; and
- To delete the indicator 1-2 for output 1 (Number of trainings/workshops implemented), since only the number does not prove the degree of capacity development.

MDWA and JICA Cambodia Office will prepare and sign the Record of Discussion (R/D) to confirm the revised PDM (ver. 1), when each organization completes internal process for official approval (expected to be no later than January 2020).

3. Any Other Issues to be Noted

Major points raised in course of discussions following the presentations of each agenda during the JCC are as follows:

Representative of Ministry of Tourism expressed the appreciation to the Project to work, coordinate with line ministries and PDs and sub-national administration (SNA). She asked the questions on the status of project implementation and the limited number of beneficiaries in the target site in Siem Reap. H.E. Minister responded that the purpose of pilot projects is to accumulate the useful tools and tips and extract lessons learned for promoting WEE at the sub-national level, thus size of scale should be manageable to bring robust outcome. PGM-WEE also explained the status of implementation of activities and trainings in KCH, SPR and KPC provinces, and planned activities with more involvement of all line ministries.

H.E. Deputy Governor of Siem Reap Province shared good example of institutionalization at province level where the provincial government has already aligned the activities of PGM-WEE in the 3rd implementation plan (IP3) and also involves the Commune Women and Children Committee (CWCC) and commune chief in the project activities. PGM-WEE acknowledged the efforts to integrate project activities in the commune development plan in SRP, and also challenges to involve the local authority. PGM-WEE also noted that institutionalization aimed at by the Project is to integrate the function of WEE-WG at the provincial level into the existing structure of WCCC (or WCCC sub-group) in order to make the function sustainable.

Representative of Ministry of Labor and Vocational Training pointed out the importance of consistency between the local plan (commune development plan) and national policy to get the support from the national level, referring to the indicator 2.2 and experiences from the study tours

in the Philippines, where local authority prepare plan, and proposes it to the ministry level. PGM-WEE reaffirmed that the learning from the Project can be reflected in sector policy or strategy e.g. GMAP, as well as activities at the local level. JICA headquarters also responded that WEE-WG on an/loc basis shall be transferred into the existing mechanism for ensuring sustainability.

Representative of Ministry of Commerce suggested that PGM-WEE should inform and share project information to GMAG more regularly if not invite to join the activity, and that PDs should report to GMAG, national level.

Representative of Ministry of Rural Development acknowledged successful implementation of previous PGM 1 and 2, however, involvement at the national level should be further enhanced for the current phase, by inviting partner line ministries to work in collaboration with the project activities at national, provincial level, and community level.

H.E. Deputy Governor of Siem Reap Province referred to the challenges faced by provincial level to obtain supports from national level through policy, guideline or sub decree for ensuring implementation of the planned activities. As such example, she explained that the budget is not suitable even for the activities included in the development plan, as a result the roads in Commune Development Plan (CDP) is not always supported by PDs.

H.E. Minister, appreciating all the points raised by participants, stated the JCC meeting is an opportunity to enhance our communication between central level, provincial level, and PGM-WEE. H.E. Minister also explained and shared the current status and on-going discussion on the Decentralization and Deconcentration (D&D) process including budget and authority in terms of planning, implementation and supervision, and encouraged all the participants to continue to work jointly at the district and commune level.

List of Appendices

- Appendix 1: Participant List
- Appendix 2: Agenda of the 3rd JCC Meeting
- Appendix 3: Overview of the achievements and progress of the PGM-WEE (Presentation)
- Appendix 4: Results of Mid-Term Review (Presentation)
- Appendix 5: Draft of revised PDM (ver.1)
- Appendix 6: Outline of the revision of PDM
- Appendix 7: The plan of third year (2020)

**3rd Meeting of the Joint Coordinating Committee of
the Project on Gender Mainstreaming for Women's Economic Empowerment**

Agenda

Date: Thursday, 5 December 2019

Venue: Crystal ball room, Phnom Penh Hotel

MC: Ms. Khim Sovanny

Time	Item	Person in Charge
08:00-8:30	Registration	MDWA
08:30-08:35	Introduction of the agenda of the meeting	Ms. Khim Sovanny
08:35-09:00	Opening remarks <ul style="list-style-type: none"> • JICA • H.E. Dr. Ing Kantha Phavi 	JICA MDWA
09:00-09:05	Photo shooting	
09:05-10:00	Presentation <ul style="list-style-type: none"> • Overview of the achievements and progress of the PGM-WEE • Results of Mid-term Review 	PGM-WEE JICA
10:00-10:15	Tea break	
10:15-10:45	Draft of Revised PDM and Next Steps	PGM-WEE
10:45-11:45	Discussions and approval on the draft of revised PDM	H.E. Dr. Ing Kantha Phavi
11:45-12:00	Closing remarks by H.E. Dr. Ing Kantha Phavi	H.E. Dr. Ing Kantha Phavi
12:00-13:00	Closing (Lunch)	

Handouts:

1. Agenda
2. Progress of PGM-WEE (Feb 2017–Nov 2019)
3. The Results of Mid-Term Review (MTR)
4. Proposed Revision of Project Design Matrix (PDM)
5. The Plan of Third Year (2020)

*All the materials are prepared both in English/Khmer.



Progress of PGM-WEE (Feb 2017–Nov 2019)

5 December 2019
MOWA/PGM-WEE

Outline of PGM-WEE

- ▶ Project title: Project on Gender Mainstreaming for Women's Economic Empowerment (PGM-WEE)
- ▶ Duration: February 2017 - February 2022 (5 years)
 - 1st batch : Feb. 2017 - Jun. 2018
 - 2nd batch : Sep. 2018 - Feb. 2022
- ▶ Project purpose: Gender mainstreaming mechanisms are strengthened to promote women's economic empowerment (WEE) at the sub-national levels by the partner line ministries/departments through advocacy and coordination by MOWA/PDWA.

Progress of the project activities

Output 1: The capacity of MOWA/PDWA is strengthened to promote WEE at the sub-national levels through gender mainstreaming mechanisms

- ▶ Gender terminology booklet is to be finalized and approved by MOWA after selecting, defining and translating 105 crucial words.
- ▶ Gender statistics leaflet was revised, printed and distributed to the relevant organizations and departments.
- ▶ Provincial gender statistics (booklet) has been developed in two target provinces (TBK and KPT). Preparation activity has just started in KCH.

Progress of the project activities

Output 2: Gender mainstreaming mechanisms established by PGM2 are strengthened to promote WEE with market orientation in agriculture (chicken raising) at the sub-national levels in preparation for nation-wide diffusion and scaling-up.

[Kampong Cham Province (in the 1st batch)]

- ▶ Gender-responsive socio-economic impact analysis and value chain analysis of the chicken raising pilot project of PGM2 were conducted.
- ▶ Follow-up activities for chicken raising pilot project of PGM2 were also implemented.

Progress of the project activities

[Kampong Chhnang Province (in the 2nd batch)]

- ▶ WEE-WG was established.
- ▶ PDWA and PDs developed and have implemented the plan for scaling-up activities on agriculture (chicken raising) through PGM Methods workshop facilitated by MOWA/PGM-WEE.
 - ✓ Technical trainings (chicken raising, market information, business plan, business capital, 5S)
 - ✓ 3 gender trainings
- ▶ The scaling-up activities have been monitored based on the drafted monitoring guideline. Monitoring result was shared and discussed in the WEE-WG meeting.

Progress of the project activities

[Tbong Khmum Province and Kampong Thom Province (in the 2nd batch)]

- ▶ WEE-WGs were established at each province.
- ▶ (The activities for developing provincial gender statistics (Output 1) have currently been conducted.)
- ▶ Discussions and meetings were held with each PD to collect information about the women's group to consider pilot project activities.
- ▶ The 1st site visit was conducted by MoWA, PDWA, and PD to select candidate sites for the pilot project.

Progress of the project activities

Output 3: Gender mainstreaming mechanisms are established to promote WEE in tourism industries with market orientation at the sub-national levels through implementation of pilot projects (in Siem Reap Province).

- ▶ WEE-WG was established.
- ▶ PDWA and PDs developed and have implemented the plan for pilot activities on tourism sectors through PGM Methods workshop facilitated by MOWA/PGM-WEE.
 - ✓ Two community-based organizations (CBTs) were selected.

Progress of the project activities

- ▶ Activities for supporting women and men in the selected CBT sites to improve/develop their tourism-related business (Village Business School).
 - ✓ 30 villagers were selected as target group at each CBT site.
 - ✓ A series of analysis and technical sessions have been conducted by PDWA and PDs with supports from MOWA/PGM-WEE
 - ✓ Orientation was conducted in each CBT twice.
 - ✓ Gender sessions were conducted for analyzing gender gap in access and control over the necessary resources and benefits.
 - ✓ The progress of the activities were reported in the WEE-WG meeting.

Overview of the Progress

- ▶ Project implementation is on track as planned.
- ▶ Output 1:
 - Several outputs have been updated/prepared.
 - The Project is making use of TWG-G WEE and GMAG as a platform for exchanging information and networking with the partner line ministries.
- ▶ Output 2: Since the scaling-up activity (chicken raising) has almost finished in KPC, the Project will start to extract success stories and lessons learned, which will be shared with the partner line ministries.
- ▶ Output 3: In SRP, business skill training for villagers will be conducted until July 2020. Follow-up supports will be provided with the selected small business in tourism sector. Site visits in target CBTs (KPP and KNP) by H.E. Minister and partner line ministries.



The Results of Mid-Term Review (MTR)

5 December 2019
MOWA/PGM-WEE

Outline of the MTR

Schedule: 2-13 September 2019

Purpose:

- ▶ To verify the accomplishments of the Project activities, the implementation processes and the management, compared to those planned
- ▶ To evaluate the Project in terms of five evaluation criteria, i.e. Relevance, Effectiveness, Efficiency, Impact and Sustainability
- ▶ To make recommendations on the Project regarding the measures to be taken for the remaining Project period and/or after the termination of the Project based on the evaluation results

Findings and Observations

Overall:

- ▶ Project implementation is on track as planned,
- ▶ In KCH and SRP provinces, awareness of the Provincial Departments (PDs) on Women's Economic Empowerment (WEE) and collaboration among the PDs and PDWA is significantly strengthened.
- ▶ Policy related activities at central level could be further enhanced based on provincial level activities.
- ▶ Current indicators in the PDM, especially those for Outcomes, are too outputs-focused, not and quantitative nor qualitative.

Findings and Observations (cont.)

Project Purpose:

- ▶ It is positive that the project purpose will be achieved with the current progress, although it is too early to assess the achievement of project purpose.
- ▶ "The strengthening of Gender Mainstreaming Mechanism" is defined as the following 3 elements:
 1. Strengthening advocacy and coordination capacity of MOWA and PDWA
 2. Developing practical tools (WEE Guideline) and proposing institutional arrangements (WEE-WG)
 3. Compiling recommendations for partner line ministries and provincial departments

Findings and Observations (cont.)

DAC 5 Evaluation Criteria

Relevance: High

Effectiveness: Fair

Efficiency: Relatively High

Impact: Fair (with some indeterminable points)

Sustainability: Fair

Recommendations

- ▶ Reflection of clear definitions of "strengthening gender mainstreaming mechanisms" (project purpose) in the project framework
- ▶ Enhancing more involvement of partner line ministries into project activities and discussions in the TWG-G WEE/GMAG
- ▶ Alignment with the newly enrolled NCDD gender policy as an opportunity to deliver field level lessons and practices widely.
- ▶ Urgent completion of Gender Capacity Assessment for monitoring the strengthened capacities
- ▶ Institutionalization of implementation mechanisms (especially WEE-WG)
- ▶ Expansion of the scope of pilot activities for collecting more tips and lessons to be shared and applied

Project Design Matrix (PDM)

Version: 1.0

- Project Title:** Project on Gender Mainstreaming for Women's Economic Empowerment (PGM-WEE)
- Duration:** 5 years (February 2017 – February 2022)
- Project Area:** Phnom Penh and 3 selected provinces (Kampong Chhnang, Kampong Tom, Siem Reap, Thong Khmum and Ratanak Kiri)
- Target Group:** Ministry of Women's Affairs (MOWA) and Provincial Department of Women's Affairs (PDWA)
- Gender Mainstreaming Action Group (GMAG) and Gender Focal Points (both the national and the sub-national levels) of the following Partner Line Ministries:
 Ministry of Planning (MOP), Ministry of Agriculture, Forestry and Fisheries (MAFF), Ministry of Industry and Handicraft (MOIH), Ministry of Commerce (MOC),
 Ministry of Rural Development (MORD), Ministry of Labor and Vocational Training (MOLVT), Ministry of Tourism (MOT)
- Beneficiary:** Women and men in the target provinces

	Narrative Summary	Indicators	Means of Verification	Important Assumption
Overall Goal	Women's Economic Empowerment (WEE) is promoted through gender-responsive programs and projects implemented at the sub-national level by the ministries/provincial departments through advocacy and coordination by MOWA/PDWA in target and non-target provinces.	<p>1. Gender-responsive programs and projects are planned and implemented for promoting WEE based on the updated WEE Guideline and the PGM Method Guideline* in target and non-target provinces.</p> <p>2. WCCC meeting is functioning as a platform for PDWA and line provincial departments to discuss and monitor gender-responsive programs and projects for promoting WEE in non-target provinces.</p> <p>3. All the partner line ministries and NCDD integrate at least 1 recommendation into their sector policies/plans or NCDD Gender Policy/plan and implement gender-responsive programs and projects for promoting WEE at the sub-national level.</p>	<p>1-1. Annual Report of WCCC</p> <p>1-2. Provincial Development/Investment Plan</p> <p>2. Minutes of meetings and reports of WCCC</p> <p>3. Sector policies and plans and NCDD Gender Policy/plan</p>	

<p>Project Purpose</p>	<p>Gender mainstreaming mechanisms are strengthened* 2 to promote Women's Economic Empowerment (WEE) at the sub-national levels by the partner line ministries/provincial departments through advocacy and coordination by MDWA/PDWA.</p>	<p>1. MDWA/PDWA advocates and coordinates with line ministries and partner provincial departments for planning and implementing gender-responsive budgets and projects.</p> <p>2. WCCC meeting is functioning as a platform for PDWA and line provincial departments to discuss and monitor gender-responsive programs and budgets for promoting WEE in all target provinces.</p> <p>3. The updated WEE Guideline is approved by MDWA</p> <p>4. Partner line ministries and NCDD gender team integrate at least 1 implementation tool or recommendation for promoting WEE into their projects and activities.</p>	<p>1. Annual plan and project documents of the partner provincial departments</p> <p>2. Minutes of meetings and reports of WCCC</p> <p>3. Approved updated WEE Guideline</p> <p>4. Sector plans/annual plans/action plans of partner line ministries and for NCDD Gender Policy</p>	<p>Decentralization and deconcentration process is continuously gender-responsive.</p>
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Output	<p>1. The capacity of MOWA/PDWA in terms of advocacy and coordination is strengthened to promote WEE at the sub-national level</p>	<p>1. Capacity of the counterparts of MOWA/PDWA in advocacy and coordination which will be defined in the Gender Capacity Assessment is strengthened</p>	<p>1. <u>Result of Gender Capacity Assessment</u> 2. <u>Minutes of meetings and reports of TWS-G WEE/SMAG</u> 3. <u>Minutes of meetings and reports of WEE-WG/WCC</u></p>	<p>GMAG members at the national and sub-national levels cooperate and participate in the project activities.</p>
<p>2. Through the pilot activities implementation mechanism and tools for promoting WEE are verified with its effectiveness by MOWA/PDWA and partner line ministries and provincial departments.</p>	<p>2-1. <u>Implementing tools for promoting WEE at the sub-national level are acquired by the counterparts of MOWA/PDWA and the partner provincial departments.</u> 2-2. <u>Role of WEE-WG in the Project is institutionalized and included in the updated WEE guideline.</u>¹³</p>	<p>1-1. <u>Records of trainings/workshops</u> 1-2. <u>Minutes of meetings and reports of WCCC</u> 2. <u>Updated WEE Guideline</u></p>		
<p>3. Recommendations (tips and lessons learned) to implement/formulate gender-responsive policies are acknowledged by the partner line ministries and provincial departments and NCCD gender team through the active discussions with MOWA/PDWA.</p>	<p>3. Recommendations (tips and lessons learned) are acknowledged by the partner line ministries, NCCD gender team and partner provincial departments.</p>	<p>1. <u>Minutes of meetings and reports of TWS-G WEE/SMAG/NCCD gender team</u> 2. <u>Minutes of meetings and reports of WCCC</u></p>		

Activity	<p>1-1. Gender capacity assessment is conducted.</p> <p>1-2. According to the results of the assessment, "capacity development plan on WEE" is prepared.</p> <p>1-3. A series of workshops and trainings for strengthening MOWA/POWA's advocacy and coordination capacities for promoting WEE are planned and conducted.</p> <p>1-4. "Gender terminology booklet" is updated.</p> <p>1-5. "Gender statistics leaflet" is updated.</p> <hr/> <p>1-6. "Provincial gender statistics" are developed in each target province.</p> <p>1-7. "Gender responsive value chain analysis method" is developed at the planning stage of the pilot activities at the sub-national level and compiled in the updated WEE guideline.</p> <p>1-8. Technical advices on gender responsive monitoring and evaluation (policy-based) are provided (only for the relevant parts to WEE) to partner line ministries and partner provincial departments by MOWA/POWA through pilot activities at sub-national level.</p> <p>1-9. Trainings on gender mainstreaming and WEE are conducted in Japan.</p> <p>1-10. Terminal gender capacity assessment is conducted.</p> <hr/> <p>[Planning, implementation and monitoring of the activities for promoting WEE (pilot activities) at sub-national level]</p> <p>2-1. In KPC, chicken raising activities supported by PGM2 are monitored and followed up.</p> <p>2-2. In KCH, PDWA and partner provincial departments plan, implement and monitor the activities for promoting WEE on agriculture/chicken-raising (as pilot activities) as well as share the outputs and experiences extracted from the pilot activities in the WEE-WG.</p> <p>2-3. In SRP, PDWA and partner provincial departments plan, implement and monitor the activities for promoting WEE in tourism sector (as pilot activities) as well as share the outputs and experiences extracted from the pilot activities in the WEE-WG.</p>	
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Activity	<p>[Integration of gender perspectives in the existing programs and projects at the sub-national level]</p> <p>2-4. In T&I and KPT, PDWA and partner provincial departments integrate gender perspectives in the existing programs and projects to support rural women and women's groups in agriculture and handicraft sectors (economic activities) and share the outputs, learnings and experiences extracted from the pilot activities in the WEE-WG.</p> <p>2-5. In KPC and KCH, PDWA and partner provincial departments analyze circumstances surrounding rural women and women's groups in agriculture sector, identify their needs, and examine effective measures for supporting women to be involved more actively in economic activities as well as share the outputs and learnings in the WEE-WG.</p> <p>2-6. In SAP, PDWA and partner PDs analyze circumstances surrounding rural women and women's groups in tourism sector, (identify their needs, and examine effective measures for supporting women to be involved more actively in economic activities as well as share the outputs and learnings in the WEE-WG.</p> <p>[Consideration on effective measures for promoting WEE and active women's participation in economic activities]</p> <p>2-7. Based on the Activities 2-2-2-6, institutionalized implementation mechanism and implementation tools for promoting WEE at the sub-national level are compiled in the updated WEE Guideline.</p> <p>3-1. In coordination and collaboration with MOWA, project activities are integrated in the action plan for <i>Perang Kandang V</i> and <i>NCDD Gender Policy</i>.</p> <p>3-2. Through the TWG-G WEE/GMAG meetings, MOWA shares the progress, outputs, experiences, findings, lessons learned, etc. which are extracted from the project activities with line ministries, and advocates for promoting WEE at the sub-national level.</p> <p>3-3. The recommendations for promoting WEE at the sub-national level are discussed and compiled by MOWA counterparts.</p> <p>3-4. The compiled recommendations are shared in the TWG-G WEE/ GMAG meetings.</p> <p>3-5. Active discussion and coordination are made with the partner line ministries and NCDD gender team (consisting of gender equality department of MOWA and NCDD) for integrating the shared recommendations into the sector plans/annual plans/action plans of the partner line ministries and for the <i>NCDD Gender Policy</i>.</p> <p>3-6. An experience (output) sharing workshop for widely sharing the approved recommendations (in Activity 3-4) and updated WEE guideline (developed in Activity 2-7) in collaboration with the MOWA counterparts as well as the outputs and lessons learnt of the project activities with line ministries.</p> <p>3-7. A regional seminar is held for sharing the achievements, outcomes, best practices and lessons learned from the project activities as well as exchanging the experiences among the ASEAN countries.</p>	
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¹ WEE Method Guideline is the guideline for gender-responsive sector policy formulation developed in October 2007 and revised in August 2013 by MOWA and IICA.

² "Structuring of gender mainstreaming mechanism" is defined as the following three elements: 1) adequate advocacy and coordination capacity of officials of MOWA/POWA, 2) the concrete mechanism and tools for policy implementation on WEE at sub-national level, and 3) recommendations for formulating and implementing gender-responsive policies for promoting WEE.

³ The functions and role of WEE-WG defined in the updated WEE Guideline will be integrated into those of Women's and Children's Consultative Committee (WCCC) through consultative process through various forums.

Appendix 6: Outline of the Revision of PDM

1. Project summary

1.1 Duration

Before: 5 years	Amended Version: 5 years (February 2017 – February 2022)
Reason: To specify starting and ending month and year	

1.2 Project Area

Before: Phnom Penh and 5 selected provinces	Amended Version: Phnom Penh and 5 selected provinces (Kampong Chhnang, Kampong Tom, Siam Reap, Thmei Krumum and Kampong Chhnang)
Reason: To specify the names of target provinces	

1.3 Target Group

Before: Indirect Target: Women and men in the target provinces	Amended Version: <u>Beneficiaries:</u> Women and men in the target provinces
Reason: Women and men in the selected villages in the target provinces are not indirect target but beneficiaries of scaling up/pilot activities.	

2. Overall Goal

2.1 Narrative Summary

Before: Women's Economic Empowerment (WEE) is promoted through gender-responsive programs and projects implemented at the sub-national level by line ministries/provincial departments through advocacy and coordination by MOWA/PDWA in all the 25 capital and provinces in Cambodia.	Amended Version: Women's Economic Empowerment (WEE) is promoted through gender-responsive programs and projects implemented at the sub-national level by line ministries/provincial departments through advocacy and coordination by MOWA/PDWA <u>in target and non-target provinces.</u>
Reason: It is not theoretical to assume that the project outputs are disseminated to all the non-target provinces and make sure the implementation in those provinces within some years after the	

project completion.

2.1 Overall Goal (Indicators)

Before:

Gender-responsive programs and projects are planned and implemented by line ministries through improved PGM Methods workshops facilitated by MDWA/PDWA in all the 25 capital and provinces.

Amended Version:

1. Gender-responsive programs and projects are planned and implemented for promoting WEE based on the updated WEE Guideline and the PGM Method Guideline*1 in target and non-target provinces.

*1: PGM Method Guideline is the guideline for gender-responsive sector policy formulation developed in October 2007 and revised in August 2015 by MDWA and HCA.

Reason:

Specifying the objective of gender-responsive programs and projects, and what to be referred on the occasion of planning and implementation. Also, setting a tangible goal.

2.1 Overall Goal (Indicators)

Before:

Amended Version:

2. WCCC meeting is functioning as a platform for PDWA and line provincial departments to discuss and monitor gender-responsive programs and projects for promoting WEE implemented in non-target provinces.
3. All the partner line ministries and NCDD integrate at least 1 recommendation into their sector policies/plans or NCDD Gender Policy/plan and implement gender-responsive programs and projects for promoting WEE at the sub-national level.

Reason:

Adding the indicators for indicating other aspects of Overall Goal to be achieved

2.1 Overall Goal (Means of Verification)

<p>Before:</p> <p>1. Report about PGM Methods Workshops</p> <p>2. Annual reports of WCCC</p>	<p>Anticipated version:</p> <p>1-1. Annual reports of WCCC</p> <p>1-2. <u>Provincial Development/Investment Plan</u></p> <p>2. <u>Minutes of meetings and reports of WCCC</u></p> <p>3. <u>Sector policies and plans and NCCD Gender Policy/plan</u></p>
<p>Reasons:</p> <p>Adding appropriate means of verification according to the anticipated indicators</p>	

3. Project Purpose

3.1 Narrative Summary

<p>Before:</p> <p>Gender mainstreaming mechanisms are strengthened to promote Women's Economic Empowerment (WEE) at the sub-national levels by the partner line ministries/provincial departments through advocacy and coordination by MOWA/PDWA.</p>	<p>Anticipated version:</p> <p>Gender mainstreaming mechanisms are strengthened*2 to promote Women's Economic Empowerment (WEE) at the sub-national levels by the partner line ministries/provincial departments through advocacy and coordination by MOWA/PDWA.</p> <p><u>*2 : "Strengthening of gender mainstreaming mechanism" is defined as the following three elements: (1) adequate advocacy and coordination capacity of officials of MOWA/PDWA, 2)implementing mechanism and tools for policy implementation on WEE at sub-national level, and 3) recommendations for formulating and implementing gender-responsive policies for promoting WEE.</u></p>
<p>Reasons:</p> <p>"Strengthening of gender mainstreaming mechanism" is defined.</p>	

3.8 Indicators

<p>Before:</p> <ol style="list-style-type: none"> 1. The "WEE Guidelines through Gender Mainstreaming at the sub-national levels" are authorized and distributed. 2. The scaling-up plans of gender mainstreaming mechanisms are integrated into the annual plan or Neary Rattanak (the Five Year Strategic Plan) of MOWA. 	<p>Amended version:</p> <ol style="list-style-type: none"> 1. <u>MOWA/PDWA advocates and coordinates with line ministries and partner provincial departments for planning and implementing gender-responsive programs and projects.</u> 2. <u>WCCC meeting is functioning as a platform for PDWA and line provincial departments to discuss and monitor gender-responsive programs and projects for promoting WEE in all target provinces.</u> 3. <u>The updated WEE Guideline is approved by MOWA.</u> 4. <u>Partner line ministries and NCDD gender team integrate at least 1 implementation tool or recommendation for promoting WEE into their projects and activities.</u>
<p>Reasons: Setting outcome-oriented indicators rather than deliverables</p>	

3.9 Project Purpose (Means of verification)

<p>Before:</p> <ol style="list-style-type: none"> 1. Published "WEE Guidelines through Gender Mainstreaming at the sub-national levels" 2. Annual plans and 5th Neary Rattanak of MOWA 	<p>Amended version:</p> <ol style="list-style-type: none"> 1. <u>Annual plan and project documents of the partner provincial departments.</u> 2. <u>Minutes of meetings and reports of WCCC.</u> 3. <u>Approved updated WEE Guideline.</u> 4. <u>Sector plans/annual plans/action plans of partner line ministries and for NCDD Gender Policy.</u>
<p>Reasons: Adding appropriate means of verification according to the amended indicators.</p>	

4. Output 1

4.1 Narrative Summary

<p>Before:</p> <p>The capacity of MOWA/PDWA is strengthened to promote women's economic empowerment (WEE) at the sub-national levels through gender mainstreaming mechanisms.</p>	<p>Amended version:</p> <p>The capacity of MOWA/PDWA <u>in terms of advocacy and coordination</u> is strengthened to promote WEE at the sub-national level.</p>
<p>Reasons:</p> <p>Specifying the type of capacity to be strengthened by the project</p>	

4.2 Output 1 (Indicators)

<p>Before:</p> <p>1-1 Networking among the stakeholders at the national and sub-national levels is established to promote WEE through TWG-G sub-group on WEE.</p> <p>1-2 "Gender Terminology Booklet" is updated.</p> <p>1-3 "Gender Statistics Leaflet" is updated and provincial gender statistics is developed in the target provinces.</p> <p>1-4 Revised PGM Methods Guidelines is developed to integrate gender-responsive value chain analysis.</p> <p>1-5 "WEE Guidelines through Gender Mainstreaming at the sub-national levels" is developed.</p> <p>1-6 The partner line ministries/departments integrate the activities and advices which as proposed in the policy recommendations developed under Output 2 and Output 1 into their programs and projects through the promotion by MOWA/PDWA.</p> <p>1-7 The scaling-up plans of the gender mainstreaming mechanisms for WEE at the</p>	<p>Amended version:</p> <p>1. <u>Capacity of the counterparts of MOWA/PDWA in advocacy and coordination which will be defined in the Gender Capacity Assessment is strengthened.</u></p>
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sub-national levels is developed by MOWA during the project period for their implementation after the termination of the project, which target the provinces other than the target provinces of the project.	
Reasons: Setting outcome-oriented indicators rather than deliverables	

4.3 Output 1 (Means of verification)

<p>Before:</p> <p>1-1 Minutes of meetings and reports of TWG-G Sub-group on WEE.</p> <p>1-2 Updated Gender Terminology Booklet</p> <p>1-3 Updated Gender Statistics Leaflet and developed provincial gender statistics</p> <p>1-4 Revised PGM Methods Guidelines</p> <p>1-5 Developed "WEE Guidelines through Gender Mainstreaming at the sub-national levels"</p> <p>1-6 Revised GMAPs and annual action plans of partner line ministries, annual plans of WCCC of the target provinces</p> <p>1-7 Developed scaling-up plan</p>	<p>Amended version:</p> <p><u>1. Result of Gender Capacity Assessment</u></p> <p><u>2. Minutes of meetings and reports of TWG-G WEE/GMAG</u></p> <p><u>3. Minutes of meetings and reports of WEE-WG/WCCC</u></p>
Reasons: Adding appropriate means of verification according to the amended indicators	

5. Output 2

5.1 Narrative Summary

<p>Before:</p> <p>Gender mainstreaming mechanisms established by PGM2 is strengthened to promote WEE with market orientation in agriculture (chicken raising) at the sub-national levels in preparation for nationwide diffusion and scaling-up.</p>	<p>Attended version:</p> <p><u>Through the pilot activities, implementation mechanism and tools for promoting WEE are verified with its effectiveness by MOWA/PDWA and partner line ministries and provincial departments.</u></p>
<p>Reasons:</p> <p>Since the rationale of scaling-up activities (Output 2) and pilot activities (Output 3) are the same in the project, it is appropriate to combine Output 2 and 3 as an Output.</p>	

5.2 Indicators (Output 2)

<p>Before:</p> <p>2-1 The tools for the scaling-up activities on agriculture (chicken raising) is prepared based on the results of the gender-responsive socio-economic impact analysis of PGM2 and value chain analysis.</p> <p>2-2 Scaling-up activities are planned, implemented, monitored and evaluated by PDWA and partner provincial departments in the selected provinces on the criteria decided by MOWA.</p> <p>2-3 Scaling-up activities are coordinated and monitored through the working groups on WEE in the target provinces.</p> <p>2-4 Activities to maintain and expand the achievements of the scaling-up activities are integrated into the policies and activity plans of the partner line ministries/departments.</p>	<p>Attended version:</p> <p><u>2-1. Implementing tools for promoting WEE at the sub-national level are acquired by the counterparts of MOWA/PDWA and partner provincial departments.</u></p> <p><u>2-2. Role of WEE-WG in the project is institutionalized and included in the updated WEE Guideline*1.</u></p> <p><u>*1: The functions and roles of WEE-WG defined in the updated WEE Guideline will be integrated into those of Women's and Children's Consultative Committee (WCCC) through consultative process with the concerned parties.</u></p>
<p>Reasons:</p> <p>Setting outcome-oriented indicators rather than activity-oriented</p>	

5.3 Means of Verification (Output 2)

<p>Before:</p> <p>2-1 Developed tools (i.e. developed marketing manual on chicken raising)</p> <p>2-2 Developed activity plan of MOWA and reports about PGM Methods workshops</p> <p>2-3 Minute of meetings and reports of working groups on WEE</p> <p>2-4 Annual plans and/or GMAPs of partner line ministries, and annual plans of WCCC of the larger provinces</p>	<p>Amended version:</p> <p>1-1. <u>Records of training/workshops</u></p> <p>1-2. <u>Minutes of meetings and reports of WCCC</u></p> <p>2. <u>Updated WEE Guideline</u></p>
<p>Reasons:</p> <p>Adding appropriate means of verification according to the amended indicators</p>	

6. Output 3

6.1 Narrative Summary

<p>Before:</p> <p>Gender mainstreaming mechanisms established to promote WEE in tourism industries with market orientation at the sub-national levels through implementation of pilot projects.</p>	<p>Amended version:</p> <p><u>Recommendations (tips and lessons learned) to implement/formulate gender-responsive policies are acknowledged by the partner line ministries and provincial departments and NCDD gender team through the active discussions with MOWA/PDIWA.</u></p>
<p>Reasons:</p> <p>In order to promote WEE at the sub-national level, the tips and the lessons learned for promoting WEE at the sub-national level which are extracted from the project activities should be shared and discussed with the partner line ministries. It is also expected that some of them will be integrated and applied into the sector policies and plans after the project period.</p>	

6.2 Indicators (Output 3)

<p>Before:</p> <p>3-1 The pilot project activities are planned, implemented, monitored and evaluated by PDWA and partner provincial departments in the selected province.</p>	<p>Amended version:</p> <p>3. <u>Recommendations (tips and lessons learned) are acknowledged by the partner line ministries, NCDD gender team and partner provincial departments.</u></p>
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<p>3-2 Networking between public and private sectors are established to strengthen marketing of the pilot projects through working group on WEE.</p> <p>3-3 Results of various researchers and studies on marketing are compiled, and tools are developed to strengthen marketing of the pilot projects.</p> <p>3-4 Socio-economic status of women engaged in tourism industries is improved. Indicators will be decided based on the baseline survey conducted by the Project.</p> <p>3-5 Activities to maintain and expand the achievements of the pilot projects are integrated into the policies and activity plans of the partner line ministries/departments.</p>	
<p>Reasons: Setting appropriate indicator according to the amended outcome 3</p>	

6.3 Means of Verification (Output 3)

<p>Before:</p> <p>3-1 Reports about IOM Methods workshops</p> <p>3-2 Minutes of meetings and reports of working group on WEE</p> <p>3-3 Reports of marketing research, Developed tools</p> <p>3-4 Results of baseline and end-line survey</p> <p>3-5 Annual plans and/or GMAPs of partner line ministries, Annual plans of WCCC of the target provinces</p>	<p>Amended version:</p> <ol style="list-style-type: none"> 1. <u>Minutes of meetings and reports of TWG-G WEE/GMAG/NCTD gender team</u> 2. <u>Minutes of meetings and reports of WCCC</u>
<p>Reasons: Setting appropriate means of verification according to the amended indicators.</p>	

7. Activity

7.1 Activities for Output 1

<p>Before:</p> <p>(Preparation of the supporting setup at the national level)</p> <p>1-1. The Project encourages the stakeholders in the private sectors (i.e. entrepreneurs, networks, universities, research institutions) to participate more actively in TWG-G Sub-group on WEE. The MOWA may establish an advisory board for WEE under TWG-G Sub-group on WEE, which is mainly consisted of stakeholders in the private sectors.</p> <p>1-2. The stakeholders of the scaling-up activities and pilot projects at the sub-national levels (i.e. the chairs of working groups on WEE) share the achievements and challenges of the Project activities in the meeting of TWG-G Sub-group on WEE and receive advices from the members.</p> <p>1-3. The members of the TWG-G Sub-group on WEE participate in the workshops, seminars and exchange visits related to the pilot projects and scaling-up activities at the sub-national levels.</p> <p>(Preparation of tools)</p> <p>1-4. The MOWA updates 'Gender Terminology Booklet'.</p> <p>1-5. The MOWA updates 'Gender Statistics Leaflet'.</p> <p>1-6. Provincial gender statistics of the target provinces are developed based on the achievements of Output 2 and Output 3 by MOWA/PDWA with the support from MOP/PDOP.</p> <p>1-7. The PGM Methods Guidelines are revised integrating the gender-responsive value chain analysis method based on the achievements of the</p>	<p>Amended version:</p> <p>1-1. <u>Gender capacity assessment is conducted.</u></p> <p>1-2. <u>According to the results of the assessment, "capacity development plan on WEE" is prepared.</u></p> <p>1-3. <u>A series of workshops and trainings for strengthening MOWA/PDWA's advocacy and coordination capacities for promoting WEE are planned and conducted.</u></p> <p>1-4. "Gender terminology booklet" is updated.</p> <p>1-5. "Gender statistics leaflet" is updated.</p> <p>1-6. "Provincial gender statistics" are developed in each target province.</p> <p>1-7. "Gender responsive value chain analysis method" is developed at the planning stage of the pilot activities at the sub-national level and compiled in the updated WEE guideline.</p> <p>1-8. <u>Technical advices on gender responsive monitoring and evaluation (policy-based) are provided (only for the relevant parts to WEE) to partner line ministries and partner provincial departments by MOWA/PDWA through pilot activities at sub-national level.</u></p> <p>1-9. <u>Trainings on gender mainstreaming and WEE are conducted in Jagan.</u></p> <p>1-10. <u>Terminal gender capacity assessment is conducted.</u></p>
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Output 2 and Output 3.

1-8. The Project develops the 'WEE Guidelines through Gender Mainstreaming at the Sub-national Levels' as improved comprehensive guidelines based on the achievements of the Output 2 and Outputs 3 by using the "Comprehensive Guidelines for WEE in Rural Areas" developed by PGM2 as reference.

(The partner line ministries/departments)

1-9. The MOWA provides technical support to update and implement the GMAPs of partner line ministries as necessary.

1-10. The Project hold workshops on gender budgeting to the stakeholders of the partner line ministries.

1-11. The Project encourages the partner line ministries/departments to integrate the activities and advices which are proposed in the policy recommendations developed under Output 2 and Output 3 into their programs and projects.

(Development of the scaling up plans)

1-12. The MOWA develops the scaling-up plans of the gender mainstreaming mechanisms for WEE at the sub-national levels for their implementation after the termination of the Project, which target the provinces other than the target provinces of the project.

1-13. The Project organizes a seminar to share the achievements, outcomes, best practices and lessons learned of the Project with all the stakeholders before the termination of the Project.

1-14. The Project organizes a regional seminar to share the achievements, outcomes, best practices and lessons learned of the Project with the ASEAN

countries at an appropriate timing.	
Reasons: Activities were consolidated according to the amended Output 1.	

7.3 Activities for Output 3

<p>Before:</p> <p>(Preparation of tools based on the achievements of PGM2)</p> <p>2-1. The Project conducts gender-responsive socio-economic impact analysis of the chicken raising pilot project of PGM2 in Kampong Cham province.</p> <p>2-2. The Project implements gender-responsive value chain analysis of chicken raising in Kampong Cham and compiles the methodology of the analysis.</p> <p>2-3. The PDWA and partner provincial departments develop a monitoring plan of the chicken raising pilot project of PGM2 based on the result of 2-1 and 2-2, and restart monitoring of the activities.</p> <p>2-4. The Project implements supplementary activities to follow-up the chicken raising pilot project of PGM2 based on the results of analysis conducted in 2-1 and 2-2 and monitoring conducted in 2-3.</p> <p>2-5. A working group to coordinate and monitor the activities for WEE implemented by PDWA and the partner provincial departments (possibly called as 'working group on WEE') is established in collaboration with Women Children Consultative Committee (WCCC). The Project encourages stakeholders in the private sectors (i.e. entrepreneurs networks, universities, research institutions) to participate</p>	<p>Amended version:</p> <p>[Planning, implementation and monitoring of the activities for promoting WEE (pilot activities) at sub-national level]</p> <p>2-1. In KPC, chicken raising activities supported by PGM2 are monitored and followed up.</p> <p>2-2. In KCH, PDWA and partner provincial departments plan, implement and monitor the activities for promoting WEE on agriculture/chicken raising (as pilot activities) as well as share the outputs and experiences extracted from the pilot activities in the WEE-WG.</p> <p>2-3. In SRP, PDWA and partner provincial departments plan, implement and monitor the activities for promoting WEE in tourism sector (as pilot activities) as well as share the outputs and experiences extracted from the pilot activities in the WEE-WG.</p> <p>[Integration of gender perspectives in the existing programs and projects at the sub-national level]</p> <p>2-4. In TBK and KPT, PDWA and partner provincial departments <u>integrate gender perspectives in the existing programs and projects to support rural women and women's groups in agriculture and handicraft sectors (economic activities) and share the outputs, learnings and experiences extracted from the pilot activities in the WEE-WG.</u></p>
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in the working group on WEE as the members.

2-6. The results of the monitoring conducted by PDWA and partner provincial departments in 2-3 are periodically shared to coordinate activities and discuss about the possible solutions at the meetings of the working group on WEE.

2-7. The Project revises the 'Monitoring Guidelines of Pilot Project' developed by PGM2 based on the monitoring activities conducted by PDWA and partner provincial departments under the coordination of working groups on WEE based on the activities of 2-5 and 2-6.

2-8. The Project develops a gender-responsive marketing manual on chicken raising targeting farmers based on the achievement of 2-1, 2-2, 2-3 and 2-4, which is complementary with the 'Technical Manual on Agricultural Production (chicken raising)' developed by PGM2.

(Preparation of the implementation of scaling-up activities)

2-9. The MOWA develops implementation plans for scaling-up activities which specify the target, schedule, budget and human resources during the Project period.

2-10. The MOWA defines the selection criteria for the target provinces of the scaling-up activities, and selects the target provinces accordingly. During the process of the selection, MOWA collects baseline data about the capacity of PDWA and partner provincial departments on gender mainstreaming in each target province.

2-11. The working groups on WEE are established in the selected provinces under WCCC. The Project encourages stakeholders in the

2-5. In KPC and KCH, PDWA and partner provincial departments analyze circumstances surrounding rural women and women's groups in agriculture sector, identify their needs, and examine effective measures for supporting women to be involved more actively in economic activities, as well as share the outputs and learnings in the WEE-WG.

2-6. In SRP, PDWA and partner provincial departments analyze circumstances surrounding rural women and women's groups in tourism sector, identify their needs, and examine effective measures for supporting women to be involved more actively in economic activities as well as share the outputs and learnings in the WEE-WG.

[Consideration on effective measures for promoting WEE and active women's participation in economic activities]

2-7. Based on the Activities 2-2~2-6, institutionalized implementation mechanism and implementation tools for promoting WEE at the sub-national level are compiled in the updated WEE Guidelines.

private sectors (i.e. entrepreneurs networks, universities, research institution) to participate in the working group on WEE as members. The action plans of working groups on WEE are developed and integrated into the WCCC annual plans and provincial development plans.

(Planning of the scaling-up activities)

2-12. The PDWA and partner provincial departments conduct policy analysis and gender analysis based on the steps of PGM Methods (from step1 to step4) through PGM Methods workshops facilitated by MQWA/PDWA. The socio-economic baseline data is collected on the female/male farmers and their gender issues are identified in the target areas of the scaling-up activities.

2-13. The PDWA and partner provincial departments conduct gender-responsive value chain analysis based on the methodology developed in 2-2 through PGM Method workshop, which is considered as a complementary step to the PGM Methods.

2-14. The PDWA and partner provincial departments develop plans for scaling-up activities on agriculture (chicken raising) through PGM Methods workshop (step5) facilitated by MQWA/PDWA.

(Implementation and monitoring of the scaling-up activities)

2-15. The PDWA and partner provincial departments implement activities in respective sector based on the plans developed in 2-14.

2-16. The scaling-up activities are monitored based on the monitoring guidelines developed in 2-7 by PDWA and partner provincial



departments. The results of the monitoring are periodically shared for coordinating activities and discussing about the possible solutions at the meetings of the working groups on WEE. The results of the meetings of the working groups on WEE are also shared in the monthly meetings of WCCC;

(Feedback of the evaluation result of scaling-up activities)

2-17. The PDWA and partner provincial departments conduct evaluation study on the scaling-up activities, including gender impact analysis based on the baseline data collected in 2-12 through PGM Methods workshop (step8) facilitated by MOWA/PDWA.

2-18. The PDWA and partner provincial departments develop policy recommendations based on the results of evaluation study conducted in 2-17 through PGM Methods workshop (step9) facilitated by MOWA/PDWA.

2-19. The partner provincial departments share the policy recommendations developed in 2-18 with WCCC and TWG-G Sub-group on WEE and propose them to be integrated into their policies and plans. The MOWA/PDWA provide them with necessary information about resource mobilization and gender budgeting.

Reasons:

Activities were consolidated according to the amended Output 2.

7.1 Activities for Output 3

<p>Before:</p> <p>(Prepare the setup to implement the pilot projects in tourism industries)</p> <p>3-1. The working group on WEE is established in the selected province. The Project encourages stakeholders in the private sectors (i.e. entrepreneurs networks, universities, research institutions) to participate in the working group on WEE as members. The action plans of working groups on WEE are developed and integrated into the WCCC annual plans and provincial development plans.</p> <p>(Planning of the pilot projects in tourism industries)</p> <p>3-2. The PDWA and partner provincial departments conduct policy analysis and gender analysis based on the steps of PGM Methods (from step1 to step4) through PGM Method workshops facilitated by MOWA/PDWA.</p> <p>3-3. The PDWA and partner provincial departments conduct gender-responsive value chain analysis on tourism industries based on the methodology developed in 2-2 (through PGM Method workshop facilitated by MOWA/PDWA. Information collection and analysis about marketing are also conducted for the pilot projects, including exploring and utilizing of the local resources.</p> <p>3-4. The PDWA and partner provincial departments develop plans for pilot projects on tourism industries through PGM Methods workshop (step5) facilitated by MOWA/PDWA.</p> <p>3-5. The gender-responsive socio-economic baseline survey, including</p>	<p>Amended version:</p> <p>3-1. In coordination and collaboration with MOWA, project activities are integrated in the action plan for <u>Neary Romantik V and NCDD Gender Policy</u>.</p> <p>3-2. Through the TWG-G WEE/GMAG meetings, MOWA shares the <u>process, outputs, experiences, findings, lessons learned, etc. which are extracted from the project activities with line ministries, and advocates for promoting WEE at the sub-national level.</u></p> <p>3-3. <u>The recommendations for promoting WEE at the sub-national level are discussed and compiled by MOWA counterparts.</u></p> <p>3-4. <u>The compiled recommendations are shared in the TWG-G WEE/GMAG meetings.</u></p> <p>3-5. <u>Active discussion and coordination are made with the partner line ministries and NCDD gender team (consisting of gender equality department of MOWA and NCDD) for integrating the shared recommendations into the sector plans/annual plans/action plans of the partner line ministries and for the NCDD Gender Policy.</u></p> <p>3-6. An experience (output) sharing workshop for widely sharing the approved recommendations (in Activity 3-4) and updated WEE guideline (developed in Activity 3-7) in collaboration with the MOWA counterparts as well as the outputs and lessons learnt of the project activities with line ministries.</p> <p>3-7. A regional seminar is held for sharing the achievements, outcomes, best practices and lessons learned from the project activities as well as</p>
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<p>information collection about the gender issues, is conducted about the target industries and areas of the pilot projects decided in 3-4. The results of the survey are compiled to a report.</p> <p>(Implementation and monitoring of the pilot projects in tourism industries)</p> <p>3-6. The PDWA and partner provincial departments implement activities in respective sector based on the plans developed in</p> <p>3-7. The pilot project activities are monitored based on the monitoring guidelines developed in 2-7 by PDWA and partner provincial departments. The results of the monitoring are periodically shared for coordinating pilot project activities and discussing about the possible solutions at the meetings of the working group on WEE. The results of the meetings of the working groups on WEE are also shared in the monthly meetings of WCCC.</p> <p>3-8. The Project implements gender-responsive marketing activities in tourism industries and develops and diffuse in-house tools for marketing in tourism industries targeting stakeholders at the grassroots level.</p> <p>(Feedback of the evaluation result of pilot projects)</p> <p>3-9. The PDWA and partner provincial departments conduct evaluation study on the pilot projects, including gender impact analysis based on the baseline data collected in 3-5 through PGM Methods workshop facilitated by MOWA/PDWA. The Project compiles the results of the evaluation study as end-of-the survey.</p>	<p>exchanging the experiences among (the ASEAN) countries.</p>
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3-10. The PDWA and partner provincial departments develop policy recommendations based on the results of the evaluation study conducted in 3-9 through PGM Methods workshop facilitated by MOWA/PDWA.

3-11. The partner provincial departments share the policy recommendations developed in 3-10 with WCCC and TWG-G Sub-group on WEE and propose them to be integrated into their policies and plans. The MOWA/PDWA provide them with necessary information about resource mobilization and gender budgeting.

Reasons:

Activities were consolidated according to the amended Output 3.



Project Design Matrix (PDM)

Version: 1.0

Project Title: Project on Gender Mainstreaming for Women's Economic Empowerment (PGM-WEE)

Duration: 5 years (February 2017 - February 2022)

Project Area: Phnom Penh and 5 selected provinces (Kampong Chhnang, Kampong Tom, Siem Reap, Tbong Khmum and Kampong Cham)

Target Group: Ministry of Women's Affairs (MOWA) and Provincial Department of Women's Affairs (PDWA)

Gender Mainstreaming Action Group (GMAG) and Gender Focal Points (both the national and the sub-national levels) of the following Partner Line Ministries:

Ministry of Planning (MOP), Ministry of Agriculture, Forestry and Fisheries (MAFF), Ministry of Industry and Handicraft (MOH), Ministry of Commerce (MOC),

Ministry of Rural Development (MORD), Ministry of Labor and Vocational Training (MOLVT), Ministry of Tourism (MOT)

Beneficiary: Women and men in the target provinces

	Narrative Summary	Indicators	Means of Verification	Important Assumption
Overall Goal	Women's Economic Empowerment (WEE) is promoted through gender-responsive programs and projects implemented at the sub-national level by line ministries/provincial departments through advocacy and coordination by MOWA/PDWA in target and non-target provinces.	<p>1. Gender-responsive programs and projects are planned and implemented for promoting WEE based on the updated WEE Guideline and the PGM Midline Guideline*1 in target and non-target provinces.</p> <p>2. WCCC meeting is functioning as a platform for PDWA or line-provincial departments to discuss and monitor gender-responsive programs and projects for promoting WEE in non-target provinces.</p> <p>3. All the partner line ministries and NCCD integrate at least 1 recommendation into their sector policies/plans or NCCD Gender Policy/plan and implement gender-responsive programs and projects for promoting WEE at the sub-national level.</p>	<p>1-1. Annual reports of WCCC</p> <p>1-2. Provincial Development/Investment Plan</p> <p>3. Minutes of meetings and reports of WCCC</p> <p>1. Sector policies and plans and NCCD Gender Policy/plan</p>	

<p>Project Purpose</p>	<p>Gender mainstreaming mechanisms are strengthened*2 to promote Women's Economic Empowerment (WEE) at the sub-national levels by the partner line ministries/provincial departments through advocacy and coordination by MDWA/PDWA.</p>	<p>1. JACM/MDWA facilitates and coordinates with law ministries and partner provincial departments for planning and implementation of gender-responsive programs and projects.</p> <p>2. WCCO meeting is functioning as a platform for PDWA and line provincial departments to discuss and mobilize gender-responsive programs and projects to promote WEE in all target provinces.</p> <p>3. The updated WEE Guidelines is approved by MBWA</p> <p>4. Partner line ministries and NCDU gender team integrate at least 1 implementation tool or recommendation for promoting WEE into their projects and activities.</p>	<p>1. Annual plan and project documents of the partner provincial departments</p> <p>2. Minutes of meetings and reports of WCCO</p> <p>3. Approved updated WEE Guideline</p> <p>4. Sector plans/annual plans/action plans of partner line ministries and/or NCDU Gender Policy</p>	<p>Decentralization and deconcentration process is continuously gender-responsive</p>
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Output	1. The capacity of MQWA/PDWA in terms of advocacy and coordination is strengthened to promote WEE at the sub-national level.	1. Capacity of the counterparts of MQWA/PDWA in advocacy and coordination which will be defined in the Gender Capacity Assessment is strengthened.	1. Result of Gender Capacity Assessment 2. Minutes of meetings and reports of TWG-G/WEI/GMAG 3. Minutes of meetings and reports of WEE-WG/WCCC	GMAG members at the national and sub-national levels cooperate and participate in the project activities.
	2. Through the pilot activities, implementation mechanism and tools for promoting WEE are verified with its effectiveness by MQWA/PDWA and partner line ministries and provincial departments.	2-1. Implementing tools for promoting WEE at the sub-national level are acquired by the counterparts of MQWA/PDWA and the partner provincial departments. 2-2. Role of WEE-WG in the project is institutionalized and included in the updated WEE Guideline.	1-1. Records of trainings/workshops 1-2. Minutes of meetings and reports of WCCC 2. Updated WEE Guideline	
	3. Recommendations (tips and lessons learned) to implement/formulate gender-responsive policies are acknowledged by the partner line ministries and provincial departments and NCCD gender team through the active discussions with MQWA/PDWA.	3. Recommendations (tips and lessons learned) are acknowledged by the partner line ministries, NCCD gender team and partner provincial departments.	1. Minutes of meetings and reports of TWG-G, WEE/GMAG/NCCD gender team 2. Minutes of meetings and reports of WCCC	

Activity	<ul style="list-style-type: none"> 1-1. Gender capacity assessment is conducted. 1-2. According to the results of the assessment, "Capacity development plan on WEE" is prepared 1-3. A series of workshops and trainings for strengthening MDWA/PDWA's advocacy and coordination capacities for promoting WEE are planned and conducted. 1-4. "Gender terminology booklet" is updated. 1-5. "Gender statistics booklet" is updated. 	
	<ul style="list-style-type: none"> 1-6. "Provincial gender statistics" are developed in each target province. 1-7. "Gender responsive value chain analysis method" is developed at the planning stage of the pilot activities at the sub-national level and compiled in the updated WEE guideline. 1-8. Technical advices on gender responsive monitoring and evaluation (policy based) are provided (only for the relevant parts to WEE) to partner line ministries and partner provincial departments by MDWA/PDWA through pilot activities at sub-national level. 1-9. Trainings on gender mainstreaming and WEE are conducted in target. 1-10. Terminal gender capacity assessment is conducted. 	
	<p>【Planning, implementation and monitoring of the activities for promoting WEE (pilot activities) at sub-national level】</p> <ul style="list-style-type: none"> 2-1. In NPC, chicken raising activities supported by PGM2 are monitored and followed up. 2-2. In KCh, PDWA and partner provincial departments plan, implement and monitor the activities for promoting WEE on agriculture/chicken raising (as pilot activities) as well as share the outputs and experiences extracted from the pilot activities in the WEE-WG. 2-3. In SHP, PDWA and partner provincial departments plan, implement and monitor the activities for promoting WEE in tourism sector (as pilot activities) as well as share the outputs and experiences extracted from the pilot activities in the WEE-WG. 	

<p>Activity</p>	<p><u>[Integration of gender perspectives in the existing programs and projects at the sub-national level]</u></p> <p>2-4. In TRK and RPT, PDWA and partner provincial departments integrate gender perspectives in the existing programs and projects to support rural women and women's groups in agriculture and handicraft sectors (economic activities) and share the outputs, learnings and experiences extracted from the pilot activities in the WEE-WG.</p> <p>2-5. In NCC and KCH, PDWA and partner provincial departments analyze circumstances surrounding rural women and women's groups in agriculture sector, identify their needs, and examine effective measures for supporting women to be involved more actively in economic activities as well as share the outputs and learnings in the WEE-WG.</p> <p>2-6. In SRP, PDWA and partner PDs analyze circumstances surrounding rural women and women's groups in tourism sector, identify their needs, and examine effective measures for supporting women to be involved more actively in economic activities as well as share the outputs and learnings in the WEE-WG.</p> <p><u>[Consideration on effective measures for promoting WEE and active women's participation in economic activities]</u></p> <p>2-7. Based on the Activities 2-2~2-6, institutionalized implementation mechanism and implementation tools for promoting WEE at the sub-national level are compiled in the updated WEE Guideline.</p> <p>3-1. In coordination and collaboration with MDWA, project activities are integrated in the action plan for Neary Rattanak V and NCDD Gender Policy.</p> <p>3-2. Through the TWG-G WEE/GMAG meetings, MDWA shares the progress, outputs, experiences, findings, lessons learned, etc. which are extracted from the project activities with line ministries, and advocates for promoting WEE at the sub-national level.</p> <p>3-3. The recommendations for promoting WEE at the sub-national level are discussed and compiled by MDWA counterparts.</p> <p>3-4. The compiled recommendations are shared in the TWG-G WEE/ GMAG meetings.</p> <p>3-5. Active discussion and coordination are made with the partner line ministries and NCDD gender team (consisting of gender equality department of MDWA and NCDD) for integrating the shared recommendations into the sector plans/annual plans/action plans of the partner line ministries and for the NCDD Gender Policy.</p> <p>3-6. An experience (output) sharing workshop for widely sharing the approved recommendations (in Activity 3-4) and updated WEE guideline (developed in Activity 2-7) in collaboration with the MDWA counterparts as well as the outputs and lessons learned of the project activities with line ministries.</p> <p>3-7. A regional seminar is held for sharing the achievements, outcomes, best practices, and lessons learned from the project activities as well as exchanging the experiences among the ASEAN countries.</p>	
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¹ PDWA Revised Guidelines for gender-responsive sector policy formulation released in October 2007 and revised in August 2015 by MDWA and ICA.

² "Institutional mechanism" is defined as the following three elements: (1) strategic structure and management capacity of MDWA/PAWA; (2) implementing mechanism and tools for policy implementation on WEE at sub-national level; and (3) recommendations for formulating and implementing gender-responsive policies.

³ The functional term of WEE/WG defined in the updated WEE guideline will be integrated into term of "women and children" (category 4) committee (WEE/CO) to be a permanent entity with the government parties.

**MINUTES OF MEETINGS
BETWEEN
JAPAN INTERNATIONAL COOPERATION AGENCY
AND
MINISTRY OF WOMEN'S AFFAIRS
FOR AMENDMENT OF THE RECORD OF DISCUSSIONS
ON
PROJECT ON GENDER MAINSTREAMING FOR WOMEN'S ECONOMIC
EMPOWERMENT IN THE ROYAL GOVERNMENT OF CAMBODIA**

The Japan International Cooperation Agency (hereinafter referred to as "JICA") and Ministry of Women's Affairs (hereinafter referred to as "MOWA") hereby agree that the Record of Discussions on Project on Gender Mainstreaming for Women's Economic Empowerment (hereinafter referred to as "Project") signed on 30th November 2016 and its amendment overwritten by Minutes of Meetings signed on 16th January 2020 will be amended as follows;

1. Duration

Before	Amended Version
<u>February 2017 – February 2022</u>	<u>February 2017 – December 2022</u>
Reason: Due to the global pandemic of coronavirus disease (COVID-19), pilot activities such as income generation activities and follow-up activities for business skill trainings for Output 2 have been suspended. This has affected the overall project implementation schedule. Keeping in view the necessity of conducting field based pilot activities, drawing lessons and analytics for the development of the guideline in an integrated manner for achieving the project purpose, the project duration shall be extended by ten months.	

2. Project Design Matrix: PDM

Before	Amended Version
Activity 1-8 Technical Advice on gender responsive monitoring and evaluation(policy-based) are provided (only for the relevant parts to WEE) to partner line ministries and partner provincial departments by MOWA/PDWA through pilot activities at sub-national level.	Activity 1-8 Basic concept of gender responsive monitoring and evaluation (policy-based and only for the relevant parts to WEE) are shared with partner line ministries and partner provincial departments by MOWA/PDWA.
Reason: Since not all partner line ministries make Gender Mainstreaming Action Plan (GMAP), it is difficult to give technical advice on gender responsive monitoring and evaluation to such ministries which have not made GMAP. Therefore, it is decided that basic concept of gender responsive monitoring and evaluation will be shared with partner line ministries and provincial departments through some trainings and meetings for them to take steps to prepare GMAP.	

Before	Amended Version
Activity 1-9. Trainings on gender mainstreaming and WEE are conducted in Japan.	Activity Removed
Reason: Due to the global pandemic of coronavirus disease (COVID-19), it is found impossible for stakeholders at MOWA/PDWA in Cambodia to visit Japan for trainings. Instead, a retreat programme on strengthening MOWA/PDWA's advocacy and coordination capacities for promoting WEE is conducted in Cambodia (5th workshop under the activity 1-3).	

3. Plan of Operation (PO)

Before	Amended Version
Current and amended PO is shown in Annex 4.	
Reason: Due to the global pandemic of coronavirus disease (COVID-19), pilot activities such as income generation activities and follow-up activities for business skill trainings for Output 2 have been suspended, which has affected the overall project implementation schedule. Therefore, the plan of operation shall be revised as Annex 4 to achieve the project purpose.	

This amendment will be effective as of

Annex 1 : Record of Discussions (signed on November 30, 2016)

Annex 2 : Minutes of Meetings on Amendment of the Record of Discussions (signed on January 16, 2020)

Annex 3 : Amended Project Design Matrix (PDM)

Annex 4 : Amended Plan of Operation (PO)

Phnom Penh, January 2022


 Ms. KAMEI Haruko
 Chief Representative
 JICA Cambodia Office
 Japan International Cooperation Agency





 H.E. Dr. Ing Kantha Phavi
 Minister
 Ministry of Women's Affairs
 The Royal Government of Cambodia

Project Design Matrix (PDM)

Version: 2.0

Project Title: Project on Gender Mainstreaming for Women's Economic Empowerment (PGM-WEE)
Duration: 5 years and 10 months (February 2017 - December 2022)
Project Area: Phnom Penh and 5 selected provinces (Kampong Chhnang, Kampong Tom, Siem Reap, Tbong Khmum and Kampong Cham)

Target Group: Ministry of Women's Affairs (MOWA) and Provincial Department of Women's Affairs (PDWA)
 Gender Mainstreaming Action Group (GMAG) and Gender Focal Points (both the national and the sub-national levels) of the following Partner Line Ministries:
 Ministry of Planning (MOP), Ministry of Agriculture, Forestry and Fisheries (MAFF), Ministry of Industry and Handicraft (MOIH), Ministry of Commerce (MOC),
 Ministry of Rural Development (MORD), Ministry of Labor and Vocational Training (MOLVT), Ministry of Tourism (MOT)

Beneficiary: Women and men in the target provinces

	Narrative Summary	Indicators	Means of Verification	Important Assumption
Overall Goal	Women's Economic Empowerment (WEE) is promoted through gender-responsive programs and projects implemented at the sub-national level by line ministries/provincial departments through advocacy and coordination by MOWA/PDWA in target and non-target provinces.	1. Gender-responsive programs and projects are planned and implemented for promoting WEE based on the updated WEE Guideline and the PGM Method Guideline*1 in target and non-target provinces. 2. WCCC meeting is functioning as a platform for PDWA and line provincial departments to discuss and monitor gender-responsive programs and projects for promoting WEE in non-target provinces. 3. All the partner line ministries and NCDD integrate at least 1 recommendation into their sector policies/plans or NCDD Gender Policy/plan and implement gender-responsive programs and projects for promoting WEE at the sub-national level.	1-1. Annual reports of WCCC 1-2. Provincial Development/Investment Plan 2. Minutes of meetings and reports of WCCC 3. Sector policies and plans and NCDD Gender Policy/plan	
Project Purpose	Gender mainstreaming mechanisms are strengthened*2 to promote Women's Economic Empowerment (WEE) at the sub-national levels by the partner line ministries/provincial departments through advocacy and coordination by MOWA/PDWA.	1. MOWA/PDWA advocates and coordinates with line ministries and partner provincial departments for planning and implementing gender-responsive programs and projects. 2. WCCC meeting is functioning as a platform for PDWA and line provincial departments to discuss and monitor gender-responsive programs and projects for promoting WEE in all target provinces. 3. The updated WEE Guideline is approved by MOWA 4. Partner line ministries and NCDD gender team integrate at least 1 implementation tool or recommendation for promoting WEE into their projects and activities.	1. Annual plan and project documents of the partner provincial departments 2. Minutes of meetings and reports of WCCC 3. Approved updated WEE Guideline 4. Sector plans/annual plans/action plans of partner line ministries and for NCDD Gender Policy	Decentralization and deconcentration process is continuously gender-responsive.

Output	1. The capacity of MOWA/PDWA in terms of advocacy and coordination is strengthened to promote WEE at the sub-national level.	1. Capacity of the counterparts of MOWA/PDWA in advocacy and coordination which will be defined in the Gender Capacity Assessment is strengthened	1. Result of Gender Capacity Assessment 2. Minutes of meetings and reports of TWG-G WEE/GMAG 3. Minutes of meetings and reports of WEE-WG/WCCC	GMAG members at the national and sub-national levels cooperate and participate in the project activities.
	2. Through the pilot activities, implementation mechanism and tools for promoting WEE are verified with its effectiveness by MOWA/PDWA and partner line ministries and provincial departments.	2-1. Implementing tools for promoting WEE at the sub-national level are acquired by the counterparts of MOWA/PDWA and the partner provincial departments. 2-2. Role of WEE-WG in the Project is institutionalized and included in the updated WEE Guideline. ³	1-1. Records of trainings/workshops 1-2. Minutes of meetings and reports of WCCC 2. Updated WEE Guideline	
	3. Recommendations (tips and lessons learned) to implement/formulate gender-responsive policies are acknowledged by the partner line ministries and provincial departments and NCDD gender team through the active discussions with MOWA/PDWA.	3. Recommendations (tips and lessons learned) are acknowledged by the partner line ministries, NCDD gender team and partner provincial departments.	1. Minutes of meetings and reports of TWG-G WEE/GMAG/NCDD gender team 2. Minutes of meetings and reports of WCCC	
Activity	1-1. Gender capacity assessment is conducted. 1-2. According to the results of the assessment, "capacity development plan on WEE" is prepared. 1-3. A series of workshops and trainings for strengthening MOWA/PDWA's advocacy and coordination capacities for promoting WEE are planned and conducted. 1-4. "Gender terminology booklet" is updated. 1-5. "Gender statistics leaflet" is updated. 1-6. "Provincial gender statistics" are developed in each target province. 1-7. "Gender responsive value chain analysis method" is developed at the planning stage of-the pilot activities at the sub-national level and compiled in the updated WEE guideline. 1-8. Basic concept of gender responsive monitoring and evaluation (policy-based) are provided (only for the relevant parts to WEE) to partner line ministries and partner provincial departments by MOWA/PDWA. 1-9. Terminal gender capacity assessment is conducted. [Planning, implementation and monitoring of the activities for promoting WEE (pilot activities) at sub-national level] 2-1. In KPC, chicken raising activities supported by PGM2 are monitored and followed up. 2-2. In KCH, PDWA and partner provincial departments plan, implement and monitor the activities for promoting WEE on agriculture/chicken raising (as pilot activities) as well as share the outputs and experiences extracted from the pilot activities in the WEE-WG. 2-3. In SRP, PDWA and partner provincial departments plan, implement and monitor the activities for promoting WEE in tourism sector (as pilot activities) as well as share the outputs and experiences extracted from the pilot activities in the WEE-WG.			
Activity	[Integration of gender perspectives in the existing programs and projects at the sub-national level]			

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	<p>2-6. In SRP, PDWA and partner PDs analyze circumstances surrounding rural women and women's groups in tourism sector, identify their needs, and examine effective measures for supporting women to be involved more actively in economic activities as well as share the outputs and learnings in the WEE-WG.</p> <p>[Consideration on effective measures for promoting WEE and active women's participation in economic activities]</p> <p>2-7. Based on the Activities 2-2~2-6, institutionalized implementation mechanism and implementation tools for promoting WEE at the sub-national level are compiled in the updated WEE Guideline.</p>	
	<p>3-1. In coordination and collaboration with MOWA, project activities are integrated in the action plan for Neary Rattanak V and NCDD Gender Policy.</p> <p>3-2. Through the TWG-G WEE/GMAG meetings, MOWA shares the progress, outputs, experiences, findings, lessons learned, etc. which are extracted from the project activities with line ministries, and advocates for promoting WEE at the sub-national level.</p> <p>3-3. The recommendations for promoting WEE at the sub-national level are discussed and compiled by MOWA counterparts.</p> <p>3-4. The compiled recommendations are shared in the TWG-G WEE/ GMAG meetings.</p>	
	<p>3-5. Active discussion and coordination are made with the partner line ministries and NCDD gender team (consisting of gender equality department of MOWA and NCDD) for integrating the shared recommendations into the sector plans/annual plans/action plans of the partner line ministries and for the NCDD Gender Policy.</p> <p>3-6. An experience (output) sharing workshop for widely sharing the approved recommendations (in Activity 3-4) and updated WEE guideline (developed in Activity 2-7) in collaboration with the MOWA counterparts as well as the outputs and lessons learnt of the project activities with line ministries.</p> <p>3-7. A regional seminar is held for sharing the achievements, outcomes, best practices and lessons learned from the project activities as well as exchanging the experiences among the ASEAN countries.</p>	

*1 PGM Method Guideline is the guideline for gender-responsive sector policy formulation developed in October 2007 and revised in August 2015 by MOWA and JICA.

*2 "Strengthening of gender mainstreaming mechanism" is defined as the following three elements: 1) adequate advocacy and coordination capacity of officials of MOWA/PDWA, 2) Implementing mechanism and tools for policy implementation on WEE at sub-national level, and 3) recommendations for formulating and implementing gender-responsive policies for promoting WEE.

*3 The functions and roles of WEE-WG defined in the updated WEE Guideline will be integrated into those of Women's and Children's Consultative Committee (WCCC) through consultative process with the concerned parties.

NA

Revised Plan of Operation (PO) with the Expected Outputs to be Achieved

Activities	Implementation Process	Milestone	2021			2022												Remarks
			10	11	12	1	2	3	4	5	6	7	8	9	10	11	12	
Output 1: The capacity of MOWA/PDWA in terms of advocacy and coordination is strengthened to promote WEE at the sub-national level.																		
1-1. Gender capacity assessment is conducted.	To quantify the level of basic knowledge and relevant experiences by online questionnaire (Google Form)	The level of basic knowledge and relevant experiences of MOWA and PDWA is quantified.		■														Pre-test for Activity 1-3
1-2. According to the results of the assessment, "capacity development plan on WEE" is prepared.	To examine the practical contents through the online trainings	A training plan which includes the contents of planning, implementation, monitoring & evaluation, advocacy is prepared.		■														
1-3. A series of workshops and trainings for strengthening MOWA/PDWA's advocacy and coordination capacities for promoting WEE are planned and conducted.	To conduct a series of trainings for MOWA and PDWA (basically online, but face-to-face if possible) including a retreat programme (5th workshop is conducted as a retreat program in Cambodia)	The necessary knowledge and skills are acquired. 1. Basic concept of gender and WEE 2. Identification of women's needs (planning) 3. Gender training for community (implementation) 4. How to measure WEE (M&E) 5. Gender mainstreaming and advocacy (including line ministries and provincial departments)			■	■	■	■	■									A retreat programme which focuses on gender mainstreaming and advocacy (including finalizing WEE guideline) is conducted in May 2022.
1-4. "Gender terminology booklet" is updated.	Final draft in both English and Khmer was already approved by MOWA. Waiting for the approval of gender equality policy.	Gender terminology booklet is disseminated by the end of August 2022.															*	In case that the approval of gender equality policy is not done until June 2022, it is necessary to cancel it.
1-5. "Gender statistics leaflet" is updated.	The leaflet has already been updated in 2021.	Updated gender statistical leaflet is disseminated on the International Women's day in March 2022.		■														
1-6. "Provincial gender statistics" are developed in each target province.	Completed in TBK, KPT, KCH	Gender statistical booklet is compiled in SRP and KPC (updated).		■	■	■	■	■										Including KPC
1-7. "Gender responsive value chain analysis method" is developed at the planning stage of the pilot activities at the sub-national level and compiled in the updated WEE guideline.	Method was already developed and modified according to the follow-up activity in KPC and scale-up activity in KCH and introduced in SRP, KPT, TBK.	Gender responsive value chain analysis method is developed and reflected in the WEE guideline.		■	■	■												
1-8. Basic concept of gender responsive monitoring and evaluation (policy-based and only for the relevant parts to WEE) are shared with partner line ministries and partner provincial departments by MOWA/PDWA.	After reviewing existing M&E framework (matrix) of GMAP and/or Gender Equality Policy Basic concept is compiled and shared through the meeting (or workshop).	Partner line ministries understand the importance of concrete linkage between GMAP and sector plan and setting sound outcome indicators to measure the progress/change in terms of gender equality and WEE.		■	■	■	■	■	■	■	■	■	■	■	■	■		· Not all the partner line ministries can provide the updated GMAP · Due to the limited budget and the situation of COVID-19, not many activities are implemented and monitored/evaluated.
1-9. Terminal gender capacity assessment is conducted.	Assessment is done as Activity 1-1 after all the pilot activities are done.	The change of MOWA/PDWA's capacity is objectively measured.															■	Post-test of Activity 1-3, which should be done in the timing of terminal evaluation

Output 2: Through the pilot activities, implementation mechanism and tools for promoting WEE are verified with its effectiveness by MOWA/PDWA and partner line ministries and provincial departments.

[Planning, implementation and monitoring of the activities for promoting WEE (pilot activities) at sub-national level]				
2-1. In KPC, chicken raising activities supported by PGM2 are monitored and followed up.	Already done			
2-2. In KCH, PDWA and partner provincial departments plan, implement and monitor the activities for promoting WEE on agriculture/chicken raising (as pilot activities) as well as share the outputs and experiences extracted from the pilot activities in the WEE-WG.	Already done			
2-3. In SRP, PDWA and partner provincial departments plan, implement and monitor the activities for promoting WEE in tourism sector (as pilot activities) as well as share the outputs and experiences extracted from the pilot activities in the WEE-WG.	Already done			
[Integration of gender perspectives in the existing programs and projects at the sub-national level]				
2-4. In TBK and KPT, PDWA and partner provincial departments integrate gender perspectives in the existing programs and projects to support rural women and women's groups in agriculture and handicraft sectors (economic activities) and share the outputs, learnings and experiences extracted from the pilot activities in the WEE-WG.	<ul style="list-style-type: none"> - Pilot activity (until July 2022) - Follow-up activity (including institutionalizing WEE-WG) (until October 2022) 	<ul style="list-style-type: none"> · Gender perspectives and lessons learnt to be integrated into the income generating activities for women are extracted from the pilot activities · It is discussed how to institutionalize the function of WEE-WG in the existing provincial system and confirm necessary actions to be taken · Gender perspectives and lessons learnt from the pilot activities are applied into the activities and programs implemented by PDs 		<ul style="list-style-type: none"> - To limit the number of MOWA FPs and PDs to visit communities - To re-examine the contents of technical trainings - To take rapid PCR test before visiting communities (TBK) - To conduct face-to-face training for PDs as much as possible (online if necessary)
2-5. In KPC and KCH, PDWA and partner provincial departments analyze circumstances surrounding rural women and women's groups in agriculture sector, identify their needs, and examine effective measures for supporting women to be involved more actively in economic activities as well as share the outputs and learnings in the WEE-WG.	To conduct gender mainstreaming workshop (3 times) and WEE-WG (online) including field work for applying the learnings into the existing activities	<ul style="list-style-type: none"> · It is discussed how to institutionalize the function of WEE-WG in the existing provincial system and confirm necessary actions to be taken · Gender perspectives and lessons learnt from the pilot activities are applied into the activities and programs implemented by PDs 		To conduct field work for applying the learnings into the existing activities between the workshops if possible
2-6. In SRP, PDWA and partner PDs analyze circumstances surrounding rural women and women's groups in tourism sector, identify their needs, and examine effective measures for supporting women to be involved more actively in economic activities as well as share the outputs and learnings in the WEE-WG.	<ul style="list-style-type: none"> - Pilot activity (until July 2022) - Follow-up activity (including institutionalizing WEE-WG) (until October 2022) 	<ul style="list-style-type: none"> · Outputs and lessons learnt on tourism promotion with women's perspectives are extracted from the pilot activities · It is discussed how to institutionalize the function of WEE-WG in the existing provincial system and confirm necessary actions to be taken · Gender perspectives and lessons learnt from the pilot activities are applied into the activities and programs implemented by PDs 		<ul style="list-style-type: none"> - Difficult to conduct the activities in the target CBTs by the end of 2021 - To provide tablets and support women to collect information and pictures to be used for promotion materials virtually - To conduct face-to-face activities after January 2022 with the limitation of MOWA FPs and PDs - To conduct face-to-face training for PDs as much as possible (online if necessary)
[Consideration on effective measures for promoting WEE and active women's participation in economic activities]				
2-7. Based on the Activities 2-2~2-6, institutionalized implementation mechanism and implementation tools for promoting WEE at the sub-national level are compiled in the updated WEE Guideline.	December 2021: Drafting June 2022: Finalizing August 2022: Translation September 2022: Approval by MOWA	WEE guideline (in English and Khmer) is officially approved by MOWA.		Finalizing Approval Retreat Translation Printing Distribution

3. Recommendations (tips and lessons learned) to implement/formulate gender-responsive policies are acknowledged by the partner line ministries and provincial departments and NCDD gender team through the active discussions with MOWA/PDWA.

3-1. In coordination and collaboration with MOWA, project activities are integrated in the action plan for Neary Rattanak V and NCDD Gender Policy.		Project activities are identified in the Neary Rattanak V and action plan of NCDD.								Action plan of Neary Rattanak V will be prepared in December 2021.
3-2. Through the TWG-G WEE/GMAG meetings, MOWA shares the progress, outputs, experiences, findings, lessons learned, etc. which are extracted from the project activities with line ministries, and advocates for promoting WEE at the sub-national level.		1. Sharing the results of policy analysis (GMAG), confirming the status of implementation for promoting gender equality and women's empowerment, and exchanging views on the possibility of implementing activities for promoting WEE at provincial level 2. Sharing WEE guideline and recommendations 3. Exchanging views on the integration of gender and WEE into the sector policy and plan								
3-3. The recommendations for promoting WEE at the sub-national level are discussed and compiled by MOWA counterparts.		Tips are compiled for line ministries and PDs to plan, implement, monitor and evaluate the activities with the perspectives of WEE.								Policy recommendations are compiled after the terminal evaluation. Achievements, outputs and lessons learnt are also compiled in advance.
3-4. The compiled recommendations are shared in the TWG-G WEE/ GMAG meetings.		Tips which are compiled through activity 3-3 are discussed among the line ministries and MOWA.								
3-5. Active discussion and coordination are made with the partner line ministries and NCDD gender team (consisting of gender equality department of MOWA and NCDD) for integrating the shared recommendations into the sector plans/annual plans/action plans of the partner line ministries and for the NCDD Gender Policy.	To conduct discussions and/or training for improving the contents of action plan	It is examined how the perspectives of gender equality and WEE are more integrated in the gender action plan of NCDD.								
3-6. An experience (output) sharing workshop for widely sharing the approved recommendations (in Activity 3-4) and updated WEE guideline (developed in Activity 2-7) in collaboration with the MOWA counterparts as well as the outputs and lessons learnt of the project activities with line ministries.	<ul style="list-style-type: none"> To review the pilot activities with 5 target provinces To share the experiences with all the provinces 	<ul style="list-style-type: none"> Learnings from the pilot activities and idea on how to apply them are shared among 5 target provinces. The contents of WEE guideline are understood by PDWAs of all the provinces. 								
3-7. A regional seminar is held for sharing the achievements, outcomes, best practices and lessons learned from the project activities as well as exchanging the experiences among the ASEAN countries.										Considering the situation of COVID-19, it should be decided that the seminar is conducted either face-to-face or hybrid (including online for some parts).

MINUTES OF THE MEETING
OF
THE THIRD JOINT COORDINATING COMMITTEE
OF
THE PROJECT ON GENDER MAINSTREAMING FOR WOMEN'S ECONOMIC
EMPOWERMENT (PGM-WEE)

The third Joint Coordinating Committee (JCC) of the Project on Gender Mainstreaming for Women's Economic Empowerment (PGM-WEE) was held on 5th December 2019 in order to discuss and reach consensus on the progress of the project activities, the results of Mid-Term Review (MTR), revision of Project Design Matrix (PDM) and the plan of the third year (2020).

As a result of the discussions, Ministry of Women's Affairs (MOWA) and the Japan International Cooperation Agency (JICA) agreed upon the matters referred to in the documents attached hereto.

Phnom Penh, 5th December 2019



H.E. Dr. ING Kantha Phavi
Minister
Ministry of Women's Affairs
The Royal Government of Cambodia



Haruko Kamei
Senior Director
Office for Gender Equality and Poverty Reduction
Infrastructure and Peacebuilding Department
Japan International Cooperation Agency

With participation of members of JCC and representatives from the concerned parties (refer to Appendix 1), the JCC meeting was conducted as follows (refer to Appendix 2):

1. Opening remarks

On behalf of JICA, Mr. Sugano Yuichi, Chief Representative of JICA Cambodia Office expressed his welcome to MOWA and all the participants for joining the JCC. He noted and appreciated a history of joint collaboration between MOWA and JICA for promoting gender equality and women's empowerment, which is driving force for sustainable growth of Cambodia. Finally, he showed his expectation for constructive and fruitful discussion in the JCC.

H.E. Minister first welcomed the distinguished guests and the participants, and outlined the objective of the PGM-WEE, which is to enhance gender mainstreaming mechanisms (GMM) among government agencies at national and sub-national levels with a specific focus on promoting Women's Economic Empowerment (WEE), a joint cooperation between MOWA and JICA.

H.E. Minister continued to highlight the progress of the project activities in the last 2 years, which has identified the best way to implement project activities to enhance the GMM to promote WEE at the national and sub-national levels through advocacy and coordination by MOWA and PDWA. H.E. Minister also noted that the PGM-WEE, of which activities are mostly on track, has started to extract successful stories and lessons learned, which will be compiled as recommendations and shared with the partner line ministries.

H.E. Minister finally highlighted the significance of gender equality and empowerment of all women and girls in the global context, and stated that the PGM-WEE addresses all aspects of WEE of rural women in Cambodia for realization of gender equality and empowerment of women and girls.

2. Overview of the achievements and progress of the PGM-WEE (refer to Appendix 3)

After briefly explaining the project outline, progress of the project activities which have been made so far was reported in line with three outputs. The overview of the progress was given and acknowledged by the concerned parties in the end of the presentation.

3. Results of Mid-Term Review (MTR, refer to Appendix 4)

With the explanation of the outline of the MTR, findings and observations which were found through the analysis were reported. Accordingly, six recommendations were also shared and acknowledged by the concerned parties.

4. Draft of revised PDM (refer to Appendix 5 and 6)

Revision of the PDM was proposed based on the recommendations, which were made in the MTR.

After the discussion among the stakeholders, the proposed PDM was approved with some modifications as follows:

- To use the word of “WCCC meeting” instead of “WCCC” in the indicator 2 for both overall goal and project purpose in order to clarify the intent of the sentence; and
- To delete the indicator 1-2 for output 1 (Number of trainings/workshops implemented), since only the number does not prove the degree of capacity development.

MOWA and JICA Cambodia Office will prepare and sign the Record of Discussion (R/D) to confirm the revised PDM (ver. 1), when each organization completes internal process for official approval (expected to be no later than January 2020).

5. Any Other Issues to be Noted

Major points raised in course of discussions following the presentations of each agendas during the JCC are as follows.

Representative of Ministry of Tourism expressed the appreciation to the Project to work, coordinate with line ministries and PDs and sub-national administration (SNA). She asked the questions on the status of project implementation and the limited number of beneficiaries in the target site in Siem Reap. H.E. Minister responded that the purpose of pilot projects is to accumulate the useful tools and tips and extract lessons learned for promoting WEE at the sub-national level, thus size of scale should be manageable to bring robust outcome. PGM-WEE also explained the status of implementation of activities and trainings in KCH, SPR and KPC provinces, and planned activities with more involvement of all line ministries.

H.E. Deputy Governor of Siem Reap Province shared good example of institutionalization at province level where the provincial government has already aligned the activities of PGM-WEE in the 3rd implementation plan (IP3) and also involves the Commune Women and Children Committee (CWCC) and commune chief in the project activities. PGM-WEE acknowledged the efforts to integrate project activities in the commune development plan in SRP, and also challenges to involve the local authority. PGM-WEE also noted that institutionalization aimed at by the Project is to integrate the function of WEE-WG at the provincial level into the existing structure of WCCC (or WCCC sub-group) in order to make the function sustainable.

Representative of Ministry of Labor and Vocational Training pointed out the importance of consistency between the local plan (commune development plan) and national policy to get the support from the national level, referring to the indicator 2.2 and experiences from the study tours

in the Philippines, where local authority prepare plan, and proposes it to the ministry level. PGM-WEE reaffirmed that the learning from the Project can be reflected in sector policy or strategy e.g. GMAP, as well as activities at the local level. JICA headquarters also responded that WEE-WG on ad-hoc basis shall be transferred into the existing mechanism for ensuring sustainability.

Representative of Ministry of Commerce suggested that PGM-WEE should inform and share project information to GMAG more regularly if not invite to join the activity, and that PDs should report to GMAG, national level.

Representative of Ministry of Rural Development acknowledged successful implementation of previous PGM 1 and 2, however, involvement at the national level should be further enhanced for the current phase, by inviting partner line ministries to work in collaboration with the project activities at national, provincial level, and community level.

H.E. Deputy Governor of Siem Reap Province referred to the challenges faced by provincial level to obtain supports from national level through policy, guideline or sub decree for ensuring implementation of the planned activities. As such example, she explained that the budget is not available even for the activities included in the development plan, as a result the needs in Commune Development Plan (CDP) is not always supported by PDs.

H.E. Minister, appreciating all the points raised by participants, stated the JCC meeting is an opportunity to enhance our communication between central level, provincial level, and PGM-WEE. H.E. Minister also explained and shared the current status and on-going discussion on the Decentralization and Deconcentration (D&D) process including budget and authority in terms of planning, implementation and supervision, and encouraged all the participants to continue to work jointly at the district and commune level.

List of Appendices

Appendix 1: Participant List

Appendix 2: Agenda of the 3rd JCC Meeting

Appendix 3: Overview of the achievements and progress of the PGM-WEE (Presentation)

Appendix 4: Results of Mid-Term Review (Presentation)

Appendix 5: Draft of revised PDM (ver.1)

Appendix 6: Outline of the revision of PDM

Appendix 7: The plan of third year (2020)

**3rd Meeting of the Joint Coordinating Committee of
the Project on Gender Mainstreaming for Women's Economic Empowerment**

Agenda

Date: Thursday, 5 December 2019

Venue: Crystal ball room, Phnom Penh Hotel

MC: Ms. Khim Sovanny

Time	Item	Person in Charge
08:00-8:30	Registration	MOWA
08:30-08:35	Introduction of the agenda of the meeting	Ms. Khim Sovanny
08:35-09:00	Opening remarks <ul style="list-style-type: none"> ▪ JICA ▪ H.E. Dr. Ing Kantha Phavi 	JICA MOWA
09:00-09:05	Photo shooting	
09:05-10:00	Presentation <ul style="list-style-type: none"> ▪ Overview of the achievements and progress of the PGM-WEE ▪ Results of Mid-term Review 	PGM-WEE JICA
10:00-10:15	Tea break	
10:15-10:45	Draft of Revised PDM and Next Steps	PGM-WEE
10:45-11:45	Discussions and approval on the draft of revised PDM	H.E. Dr. Ing Kantha Phavi
11:45-12:00	Closing remarks by H.E. Dr. Ing Kantha Phavi	H.E. Dr. Ing Kantha Phavi
12:00-13:00	Closing (Lunch)	

Handouts:

1. Agenda
2. Progress of PGM-WEE (Feb 2017–Nov 2019)
3. The Results of Mid-Term Review (MTR)
4. Proposed Revision of Project Design Matrix (PDM)
5. The Plan of Third Year (2020)

*All the materials are prepared both in English/Khmer.



Progress of PGM-WEE (Feb 2017–Nov 2019)

5 December 2019
MOWA/PGM-WEE

Outline of PGM-WEE

- ▶ Project title: Project on Gender Mainstreaming for Women's Economic Empowerment (PGM-WEE)
- ▶ Duration: February 2017 - February 2022 (5 years)
 - 1st batch : Feb. 2017 - Jun. 2018
 - 2nd batch : Sep. 2018 - Feb. 2022
- ▶ Project purpose: Gender mainstreaming mechanisms are strengthened to promote women's economic empowerment (WEE) at the sub-national levels by the partner line ministries/departments through advocacy and coordination by MOWA/PDWA.

Progress of the project activities

Output 1: The capacity of MOWA/PDWA is strengthened to promote WEE at the sub-national levels through gender mainstreaming mechanisms

- ▶ Gender terminology booklet is to be finalized and approved by MOWA after selecting, defining and translating 105 crucial words.
- ▶ Gender statistics leaflet was revised, printed and distributed to the relevant organizations and departments.
- ▶ Provincial gender statistics (booklet) has been developed in two target provinces (TBK and KPT). Preparation activity has just started in KCH.

Progress of the project activities

Output 2: Gender mainstreaming mechanisms established by PGM2 are strengthened to promote WEE with market orientation in agriculture (chicken raising) at the sub-national levels in preparation for nation-wide diffusion and scaling-up.

【Kampong Cham Province (in the 1st batch)】

- ▶ Gender-responsive socio-economic impact analysis and value chain analysis of the chicken raising pilot project of PGM2 were conducted.
- ▶ Follow-up activities for chicken raising pilot project of PGM2 were also implemented.

Progress of the project activities

【Kampong Chhnang Province (in the 2nd batch)】

- ▶ WEE-WG was established.
- ▶ PDWA and PDs developed and have implemented the plan for scaling-up activities on agriculture (chicken raising) through PGM Methods workshop facilitated by MOWA/PGM-WEE.
 - ✓ Technical trainings (chicken raising, market information, business plan, business capital, 5S)
 - ✓ 3 gender trainings
- ▶ The scaling-up activities have been monitored based on the drafted monitoring guideline. Monitoring result was shared and discussed in the WEE-WG meeting.

5

Progress of the project activities

【Tbong Khmum Province and Kampong Thom Province (in the 2nd batch)】

- ▶ WEE-WGs were established at each province.
- ▶ (The activities for developing provincial gender statistics (Output 1) have currently been conducted.)
- ▶ Discussions and meetings were held with each PD to collect information about the women's group to consider pilot project activities.
- ▶ The 1st site visit was conducted by MoWA, PDWA, and PD to select candidate sites for the pilot project.

6

Progress of the project activities

Output 3: Gender mainstreaming mechanisms are established to promote WEE in tourism industries with market orientation at the sub-national levels through implementation of pilot projects (in Siem Reap Province).

- ▶ WEE-WG was established.
- ▶ PDWA and PDs developed and have implemented the plan for pilot activities on tourism sectors through PGM Methods workshop facilitated by MOWA/PGM-WEE.
 - ✓ Two community-based organizations (CBTs) were selected.

Progress of the project activities

- ▶ Activities for supporting women and men in the selected CBT sites to improve/develop their tourism-related business (Village Business School).
 - ✓ 30 villagers were selected as target group at each CBT site.
 - ✓ A series of analysis and technical sessions have been conducted by PDWA and PDs with supports from MOWA/PGM-WEE
 - ✓ Orientation was conducted in each CBT twice.
 - ✓ Gender sessions were conducted for analyzing gender gap in access and control over the necessary resources and benefits.
 - ✓ The progress of the activities were reported in the WEE-WG meeting.

Overview of the Progress

- ▶ Project implementation is on track as planned.
- ▶ Output 1:
 - Several outputs have been updated/prepared.
 - The Project is making use of TWG-G WEE and GMAG as a platform for exchanging information and networking with the partner line ministries.
- ▶ Output 2: Since the scaling-up activity (chicken raising) has almost finished in KPC, the Project will start to extract success stories and lessons learned, which will be shared with the partner line ministries.
- ▶ Output 3: In SRP, business skill training for villagers will be conducted until July 2020. Follow-up supports will be provided with the selected small business in tourism sector. Site visits in target CBTs (KPP and KNP) by H.E. Minister and partner line ministries.



The Results of Mid-Term Review (MTR)

5 December 2019
MOWA/PGM-WEE

1

Outline of the MTR

Schedule: 2-13 September 2019

Purpose:

- ▶ To verify the accomplishments of the Project activities, the implementation processes and the management, compared to those planned
- ▶ To evaluate the Project in terms of five evaluation criteria, i.e. Relevance, Effectiveness, Efficiency, Impact and Sustainability
- ▶ To make recommendations on the Project regarding the measures to be taken for the remaining Project period and/or after the termination of the Project based on the evaluation results

2

Findings and Observations

Overall:

- ▶ Project implementation is on track as planned.
- ▶ In KCH and SRP provinces, awareness of the Provincial Departments (PDs) on Women's Economic Empowerment (WEE) and collaboration among the PDs and PDWA is significantly strengthened.
- ▶ Policy related activities at central level could be further enhanced based on provincial level activities.
- ▶ Current indicators in the PDM, especially those for Outcomes, are too outputs-focused, not and quantitative nor qualitative.

3

Findings and Observations (cont.)

Project Purpose:

- ▶ It is positive that the project purpose will be achieved with the current progress, although it is too early to assess the achievement of project purpose.
- ▶ "The strengthening of Gender Mainstreaming Mechanism" is defined as the following 3 elements:
 1. Strengthening advocacy and coordination capacity of MOWA and PDWA
 2. Developing practical tools (WEE Guideline) and proposing institutional arrangements (WEE-WG)
 3. Compiling recommendations for partner line ministries and provincial departments

4

Findings and Observations (cont.)

DAC 5 Evaluation Criteria

Relevance: High

Effectiveness: Fair

Efficiency: Relatively High

Impact: Fair (with some indeterminable points)

Sustainability: Fair

5

Recommendations

- ▶ Reflection of clear definitions of “strengthening gender mainstreaming mechanisms” (project purpose) in the project framework
- ▶ Enhancing more involvement of partner line ministries into the project activities and discussions in the TWG-G WEE/GMAG
- ▶ Alignment with the newly enrolled NCDD gender policy as an opportunity to deliver field level lessons and practices widely.
- ▶ Urgent completion of Gender Capacity Assessment for monitoring the strengthened capacities
- ▶ Institutionalization of implementation mechanisms (especially WEE-WG)
- ▶ Expansion of the scope of pilot activities for collecting more tips and lessons to be shared and applied

6

Project Design Matrix (PDM)

Project Title: Project on Gender Mainstreaming for Women's Economic Empowerment (PGM-WEE)

Version: 1 (proposed)

Duration: 5 years (February 2017 - February 2022)

Date: 5 December 2019

Project Area: Phnom Penh and 5 selected provinces (Kampong Chhnang, Kampong Tom, Siem Reap, Tbong Khmum and Kampong Cham)

Target Group: Ministry of Women's Affairs (MOWA) and Provincial Department of Women's Affairs (PDWA)

Gender Mainstreaming Action Group (GMAG) and Gender Focal Points (both the national and the sub-national levels) of the following Partner Line Ministries:

Ministry of Planning (MOP), Ministry of Agriculture, Forestry and Fisheries (MAFF), Ministry of Industry and Handicraft (MOIH), Ministry of Commerce (MOC),

Ministry of Rural Development (MORD), Ministry of Labor and Vocational Training (MOLVT), Ministry of Tourism (MOT)

Beneficiary: Women and men in the target provinces

	Narrative Summary	Indicators	Means of Verification	Important Assumption
Overall Goal	Women's Economic Empowerment (WEE) is promoted through gender-responsive programs and projects implemented at the sub-national level by line ministries/provincial departments through advocacy and coordination by MOWA/PDWA <u>in target and non-target provinces.</u>	<p><u>1. Gender-responsive programs and projects are planned and implemented for promoting WEE based on the updated WEE Guideline and the PGM Method Guideline*1 in target and non-target provinces.</u></p> <p><u>2. WCCC meeting is functioning as a platform for PDWA and line provincial departments to discuss and monitor gender-responsive programs and projects for promoting WEE in non-target provinces.</u></p> <p><u>3. All the partner line ministries and NCDD integrate at least 1 recommendation into their sector policies/plans or NCDD Gender Policy/plan and implement gender-responsive programs and projects for promoting WEE at the sub-national level.</u></p>	<p>1-1. Annual reports of WCCC</p> <p>1-2. Provincial Development/Investment Plan</p> <p>2. <u>Minutes of meetings and reports of WCCC</u></p> <p>3. <u>Sector policies and plans and NCDD Gender Policy/plan</u></p>	

Project Purpose	<p>Gender mainstreaming mechanisms are strengthened*2 to promote Women's Economic Empowerment (WEE) at the sub-national levels by the partner line ministries/provincial departments through advocacy and coordination by MOWA/PDWA.</p>	<p><u>1. MOWA/PDWA advocates and coordinates with line ministries and partner provincial departments for planning and implementing gender-responsive programs and projects.</u></p> <p><u>2. WCCC meeting is functioning as a platform for PDWA and line provincial departments to discuss and monitor gender-responsive programs and projects for promoting WEE in all target provinces.</u></p> <p><u>3. The updated WEE Guideline is approved by MOWA</u></p> <p><u>4. Partner line ministries and NCDD gender team integrate at least 1 implementation tool or recommendation for promoting WEE into their projects and activities.</u></p>	<p><u>1. Annual plan and project documents of the partner provincial departments</u></p> <p><u>2. Minutes of meetings and reports of WCCC</u></p> <p><u>3. Approved updated WEE Guideline</u></p> <p><u>4. Sector plans/annual plans/action plans of partner line ministries and for NCDD Gender Policy</u></p>	<p>Decentralization and deconcentration process is continuously gender-responsive.</p>
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Output	1. <u>The capacity of MOWA/PDWA in terms of advocacy and coordination is strengthened to promote WEE at the sub-national level.</u>	1. <u>Capacity of the counterparts of MOWA/PDWA in advocacy and coordination which will be defined in the Gender Capacity Assessment is strengthened</u>	1. <u>Result of Gender Capacity Assessment</u> 2. <u>Minutes of meetings and reports of TWG-G WEE/GMAG</u> 3. <u>Minutes of meetings and reports of WEE-WG/WCCC</u>	GMAG members at the national and sub-national levels cooperate and participate in the project activities.
	2. <u>Through the pilot activities, implementation mechanism and tools for promoting WEE are verified with its effectiveness by MOWA/PDWA and partner line ministries and provincial departments.</u>	2-1. <u>Implementing tools for promoting WEE at the sub-national level are acquired by the counterparts of MOWA/PDWA and the partner provincial departments.</u> 2-2. <u>Role of WEE-WG in the Project is institutionalized and included in the updated WEE Guideline.³</u>	1-1. <u>Records of trainings/workshops</u> 1-2. <u>Minutes of meetings and reports of WCCC</u> 2. <u>Updated WEE Guideline</u>	
	3. <u>Recommendations (tips and lessons learned) to implement/formulate gender-responsive policies are acknowledged by the partner line ministries and provincial departments and NCDD gender team through the active discussions with MOWA/PDWA.</u>	3. <u>Recommendations (tips and lessons learned) are acknowledged by the partner line ministries, NCDD gender team and partner provincial departments.</u>	1. <u>Minutes of meetings and reports of TWG-G WEE/GMAG/NCDD gender team</u> 2. <u>Minutes of meetings and reports of WCCC</u>	

Activity	<p>1-1. <u>Gender capacity assessment is conducted.</u></p> <p>1-2. <u>According to the results of the assessment, "capacity development plan on WEE" is prepared.</u></p> <p>1-3. <u>A series of workshops and trainings for strengthening MOWA/PDWA's advocacy and coordination capacities for promoting WEE are planned and conducted.</u></p> <p>1-4. "Gender terminology booklet" is updated.</p> <p>1-5. "Gender statistics leaflet" is updated.</p>	
	<p>1-6. "Provincial gender statistics" are developed in each target province.</p> <p>1-7. "Gender responsive value chain analysis method" is developed at the planning stage of the pilot activities at the sub-national level and compiled in the updated WEE guideline.</p> <p>1-8. <u>Technical advices on gender responsive monitoring and evaluation (policy-based) are provided (only for the relevant parts to WEE) to partner line ministries and partner provincial departments by MOWA/PDWA through pilot activities at sub-national level.</u></p> <p>1-9. <u>Trainings on gender mainstreaming and WEE are conducted in Japan.</u></p> <p>1-10. <u>Terminal gender capacity assessment is conducted.</u></p>	
	<p>[Planning, implementation and monitoring of the activities for promoting WEE (pilot activities) at sub-national level]</p> <p>2-1. In KPC, chicken raising activities supported by PGM2 are monitored and followed up.</p> <p>2-2. In KCH, PDWA and partner provincial departments plan, implement and monitor the activities for promoting WEE on agriculture/chicken raising (as pilot activities) as well as share the outputs and experiences extracted from the pilot activities in the WEE-WG.</p> <p>2-3. In SRP, PDWA and partner provincial departments plan, implement and monitor the activities for promoting WEE in tourism sector (as pilot activities) as well as share the outputs and experiences extracted from the pilot activities in the WEE-WG.</p>	

Activity	<p><u>[Integration of gender perspectives in the existing programs and projects at the sub-national level]</u></p> <p><u>2-4. In TBK and KPT, PDWA and partner provincial departments integrate gender perspectives in the existing programs and projects to support rural women and women's groups in agriculture and handicraft sectors (economic activities) and share the outputs, learnings and experiences extracted from the pilot activities in the WEE-WG.</u></p> <p><u>2-5. In KPC and KCH, PDWA and partner provincial departments analyze circumstances surrounding rural women and women's groups in agriculture sector, identify their needs, and examine effective measures for supporting women to be involved more actively in economic activities as well as share the outputs and learnings in the WEE-WG.</u></p> <p><u>2-6. In SRP, PDWA and partner PDs analyze circumstances surrounding rural women and women's groups in tourism sector, identify their needs, and examine effective measures for supporting women to be involved more actively in economic activities as well as share the outputs and learnings in the WEE-WG.</u></p> <p><u>[Consideration on effective measures for promoting WEE and active women's participation in economic activities]</u></p> <p>2-7. Based on the Activities 2-2~2-6, institutionalized implementation mechanism and implementation tools for promoting WEE at the sub-national level are compiled in the updated WEE Guideline.</p> <p><u>3-1. In coordination and collaboration with MOWA, project activities are integrated in the action plan for Neary Rattanak V and NCDD Gender Policy.</u></p> <p><u>3-2. Through the TWG-G WEE/GMAG meetings, MOWA shares the progress, outputs, experiences, findings, lessons learned, etc. which are extracted from the project activities with line ministries, and advocates for promoting WEE at the sub-national level.</u></p> <p><u>3-3. The recommendations for promoting WEE at the sub-national level are discussed and compiled by MOWA counterparts.</u></p> <p><u>3-4. The compiled recommendations are shared in the TWG-G WEE/ GMAG meetings.</u></p> <p><u>3-5. Active discussion and coordination are made with the partner line ministries and NCDD gender team (consisting of gender equality department of MOWA and NCDD) for integrating the shared recommendations into the sector plans/annual plans/action plans of the partner line ministries and for the NCDD Gender Policy.</u></p> <p>3-6. An experience (output) sharing workshop for widely sharing the approved recommendations (in Activity 3-4) and updated WEE guideline (developed in Activity 2-7) in collaboration with the MOWA counterparts as well as the outputs and lessons learnt of the project activities with line ministries.</p> <p>3-7. A regional seminar is held for sharing the achievements, outcomes, best practices and lessons learned from the project activities as well as exchanging the experiences among the ASEAN countries.</p>	
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¹ PGM Method Guideline is the guideline for gender-responsive sector policy formulation developed in October 2007 and revised in August 2015 by MOWA and JICA.

*2 "Strengthening of gender mainstreaming mechanism" is defined as the following three elements: 1) adequate advocacy and coordination capacity of officials of MOWA/PDWA, 2) Implementing mechanism and tools for policy implementation on WEE at sub-national level, and 3) recommendations for formulating and implementing gender-responsive policies for promoting WEE.

³ The functions and roles of WEE-WG defined in the updated WEE Guideline will be integrated into those of Women's and Children's Consultative Committee (WCCC) through consultative process with the concerned parties.

Appendix 6: Outline of the Revision of PDM

1. Project summary

1.1 Duration

Before: 5 years	Amended Version: 5 years (February 2017 – February 2022)
Reason: To specify starting and ending month and year	

1.2 Project Area

Before: Phnom Penh and 5 selected provinces	Amended Version: Phnom Penh and 5 selected provinces (<u>Kampong Chhnang, Kampong Tom, Siem Reap, Tbong Khmum and kampong Cham</u>)
Reason: To specify the names of target provinces	

1.3 Target Group

Before: Indirect Target: Women and men in the target provinces	Amended Version: <u>Beneficiaries:</u> Women and men in the target provinces
Reason: To specify the names of target provinces	

2. Overall Goal

2.1 Narrative Summary

Before: Women's Economic Empowerment (WEE) is promoted through gender-responsive programs and projects implemented at the sub-national level by line ministries/provincial departments through advocacy and coordination by MOWA/PDWA in all the 25 capital and provinces in Cambodia.	Amended Version: Women's Economic Empowerment (WEE) is promoted through gender-responsive programs and projects implemented at the sub-national level by line ministries/provincial departments through advocacy and coordination by MOWA/PDWA <u>in target and non-target provinces.</u>
Reason: It is not theoretical to assume that the project outputs are disseminated to all the non-target provinces and make sure the implementation in those provinces within some years after the project completion.	

2.2 Overall Goal (Indicators)

<p>Before:</p> <p>Gender-responsive programs and projects are planned and implemented by line ministries through improved PGM Methods workshops facilitated by MOWA/PDWA in all the 25 capital and provinces.</p>	<p>Amended Version:</p> <ol style="list-style-type: none"> 1. Gender-responsive programs and projects are planned and implemented <u>for promoting WEE based on the updated WEE Guideline and the PGM Method Guideline*1 in target and non-target provinces.</u> <p><u>*1: PGM Method Guideline is the guideline for gender-responsive sector policy formulation developed in October 2007 and revised in August 2015 by MOWA and JICA.</u></p>
<p>Reason:</p> <p>Specifying the objective of gender-responsive programs and projects, and what to be referred on the occasion of planning and implementation. Also, setting a tangible goal.</p>	

2.3 Overall Goal (Indicators)

<p>Before:</p>	<p>Amended Version:</p> <ol style="list-style-type: none"> 2. <u>WCCC meeting is functioning as a platform for PDWA and line provincial departments to discuss and monitor gender-responsive programs and projects implemented in non-target provinces.</u> 3. <u>All the partner line ministries and NCDD integrate at least 1 recommendation into their sector policies/plans or NCDD Gender Policy/plan and implement gender-responsive programs and projects for promoting WEE at the sub-national level.</u>
<p>Reason:</p> <p>Adding the indicators for indicating other aspects of Overall Goal to be achieved</p>	

2.4 Overall Goal (Means of Verification)

<p>Before:</p> <p>1, Report about PGM Methods Workshops</p> <p>2. Annual reports of WCCC</p>	<p>Amended version:</p> <p>1-1. Annual reports of WCCC</p> <p>1-2. <u>Provincial Development/Investment Plan</u></p> <p>2-1. <u>Minutes of meetings and reports of WCCC</u></p> <p>3-1. <u>Sector policies and plans and NCDD Gender Policy/plan</u></p>
<p>Reason:</p> <p>Adding appropriate means of verification according to the amended indicators</p>	

3. Project Purpose

3.1 Narrative Summary

<p>Before:</p> <p>Gender mainstreaming mechanisms are strengthened to promote Women's Economic Empowerment (WEE) at the sub-national levels by the partner line ministries/provincial departments through advocacy and coordination by MOWA/PDWA.</p>	<p>Amended version:</p> <p>Gender mainstreaming mechanisms are strengthened*2 to promote Women's Economic Empowerment (WEE) at the sub-national levels by the partner line ministries/provincial departments through advocacy and coordination by MOWA/PDWA.</p> <p><u>*2 : "Strengthening of gender mainstreaming mechanism" is defined as the following three elements: 1) adequate advocacy and coordination capacity of officials of MOWA/PDWA, 2)Implementing mechanism and tools for policy implementation on WEE at sub-national level, and 3) recommendations for formulating and implementing gender-responsive policies for promoting WEE.</u></p>
<p>Reasons:</p> <p>"Strengthening of gender mainstreaming mechanism" is defined.</p>	

3.2 Indicators

<p>Before:</p> <ol style="list-style-type: none"> 1. The “WEE Guidelines through Gender Mainstreaming at the sub-national levels” are authorized and distributed. 2. The scaling-up plans of gender mainstreaming mechanisms are integrated into the annual plan or Neary Rattanak (the Five Year Strategic Plan) of MOWA 	<p>Amended version:</p> <ol style="list-style-type: none"> 1. <u>Technical consultation and advices for planning and implementing gender-responsive programs and projects are provided with the partner provincial departments by MOWA/PDWA in each target province.</u> 2. <u>WCCC meeting is functioning as a platform for PDWA and line provincial departments to discuss and monitor gender-responsive programs and projects in all target provinces.</u> 3. <u>The updated WEE Guideline is approved by MOWA.</u> 4. <u>Partner line ministries integrate at least 1 implementation tool or recommendation for promoting WEE into their projects and activities.</u>
<p>Reasons:</p> <p>Setting outcome-oriented indicators rather than deliverables</p>	

3.3 Project Purpose (Indicators)

<p>Before:</p> <ol style="list-style-type: none"> 1. Published “WEE Guidelines through Gender Mainstreaming at the sub-national levels” 2. Annual plans and 5th Neary Rattanak of MOWA 	<p>Amended version:</p> <ol style="list-style-type: none"> 1. <u>Annual plan and project documents of the partner provincial departments</u> 2. <u>Minutes of meetings and reports of WCCC</u> 3. <u>Annual plan and project documents of the partner provincial departments</u> 4. <u>Sector plans/annual plans/action plans of partner line ministries and for NCDD Gender Policy</u>
<p>Reasons:</p> <p>Adding appropriate means of verification according to the amended indicators</p>	

4. Output 1

4.1 Narrative Summary

<p>Before:</p> <p>The capacity of MOWA/PDWA is strengthened to promote women's economic empowerment (WEE) at the sub-national levels through gender mainstreaming mechanisms.</p>	<p>Amended version:</p> <p>The capacity of MOWA/PDWA <u>in terms of advocacy and coordination</u> is strengthened to promote WEE at the sub-national level.</p>
<p>Reasons:</p> <p>Specifying the type of capacity to be strengthened by the project</p>	

4.2 Output 1 (Indicators)

<p>Before:</p> <p>1-1 Networking among the stakeholders at the national and sub-national levels is established to promote WEE through TWG-G sub-group on WEE.</p> <p>1-2 "Gender Terminology Booklet" is updated.</p> <p>1-3 "Gender Statistics Leaflet" is updated and provincial gender statistics is developed in the target provinces.</p> <p>1-4 Revised PGM Methods Guidelines is developed to integrate gender-responsive value chain analysis.</p> <p>1-5 "WEE Guidelines through Gender Mainstreaming at the sub-national levels" is developed.</p> <p>1-6 The partner line ministries/departments integrate the activities and advices which as proposed in the policy recommendations developed under Output 2 and Output 3 into their programs and projects through the promotion by MOWA/PDWA.</p> <p>1-7 The scaling-up plans of the gender mainstreaming mechanisms for WEE at the</p>	<p>Amended version:</p> <p>1. <u>Capacity of the counterparts of MOWA/PDWA in advocacy and coordination which will be defined in the Gender Capacity Assessment</u> is strengthened.</p>
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<p>sub-national levels is developed by MOWA during the project period for their implementation after the termination of the project, which target the provinces other than the target provinces of the project.</p>	
<p>Reasons: Setting outcome-oriented indicators rather than deliverables</p>	

4.3 Output 1 (Means of verification)

<p>Before:</p> <p>1-1 Minutes of meetings and reports of TWG-G Sub-group on WEE.</p> <p>1-2 Updated Gender Terminology Booklet</p> <p>1-3 Updated Gender Statistics Leaflet” and developed provincial gender statistics</p> <p>1-4 Revised PGM Methods Guidelines</p> <p>1-5 Developed “WEE Guidelines through Gender Mainstreaming at the sub-national levels”</p> <p>1-6 Revised GMAPs and annual action plans of partner line ministries, annual plans of WCCC of the target provinces</p> <p>1-7 Developed scaling-up plan</p>	<p>Amended version:</p> <p><u>1. Result of Gender Capacity Assessment</u></p> <p><u>2. Minutes of meetings and reports of TWG-G WEE/GMAG</u></p> <p><u>3. Minutes of meetings and reports of WEE-WG/WCCC</u></p>
<p>Reasons: Adding appropriate means of verification according to the amended indicators</p>	

5. Output 2

5.1 Narrative Summary

<p>Before:</p> <p>Gender mainstreaming mechanisms established by PGM2 is strengthened to promote WEE with market orientation in agriculture (chicken raising) at the sub-national levels in preparation for nation-wide diffusion and scaling-up.</p>	<p>Amended version:</p> <p><u>Through the pilot activities, implementation mechanism and tools for promoting WEE are verified with its effectiveness by MOWA/PDWA and partner line ministries and provincial departments.</u></p>
<p>Reasons:</p> <p>Since the rationale of scaling-up activities (Output 2) and pilot activities (Output 3) are the same in the project, it is appropriate to combine Output 2 and 3 as an Output.</p>	

5.2 Indicators (Output 2)

<p>Before:</p> <p>2-1 The tools for the scaling-up activities on agriculture (chicken raising) is prepared based on the results of the gender-responsive socio-economic impact analysis of PGM2 and value chain analysis.</p> <p>2-2 Scaling-up activities are planned, implemented, monitored and evaluated by PDWA and partner provincial departments in the selected provinces on the criteria decided by MOWA.</p> <p>2-3 Scaling-up activities are coordinated and monitored through the working groups on WEE in the target provinces.</p> <p>2-4 Activities to maintain and expand the achievements of the scaling-up activities are integrated into the policies and activity plans of the partner line ministries/departments.</p>	<p>Amended version:</p> <p><u>2-1. Implementing tools for promoting WEE at the sub-national level are acquired by the counterparts of MOWA/PDWA and partner provincial departments.</u></p> <p><u>2-2. Role of WEE-WG in the project is institutionalized and included in the updated WEE Guideline*3.</u></p> <p><u>*3: The functions and roles of WEE-WG defined in the updated WEE Guideline will be integrated into those of Women's and Children's Consultative Committee (WCCC) through consultative process with the concerned parties.</u></p>
<p>Reasons:</p> <p>Setting outcome-oriented indicators rather than activity oriented</p>	

5.3 Means of Verification (Output 2)

<p>Before:</p> <p>2-1 Developed tools (i.e. developed marketing manual on chicken raising)</p> <p>2-2 Developed activity plan of MOWA and reports about PGM Methods workshops</p> <p>2-3 Minute of meetings and reports of working groups on WEE</p> <p>2-4 Annual plans and/or GMAPs of partner line ministries, and annual plans of WCCC of the target provinces</p>	<p>Amended version:</p> <p>1-1. <u>Records of trainings/workshops</u></p> <p>1-2. Minutes of meetings and reports of WEE-WG and/or WCCC</p> <p>2. <u>Updated WEE Guideline</u></p>
<p>Reasons:</p> <p>Adding appropriate means of verification according to the amended indicators</p>	

6. Output 3

6.1 Narrative Summary

<p>Before:</p> <p>Gender mainstreaming mechanisms established to promote WEE in tourism industries with market orientation at the sub-national levels through implementation of pilot projects.</p>	<p>Amended version:</p> <p><u>Recommendations (tips and lessons learned) to implement/formulate gender-responsive policies are acknowledged by the partner line ministries and provincial departments and NCDD gender team through the active discussions with MOWA/PDWA.</u></p>
<p>Reasons:</p> <p>In order to promote WEE at the sub-national level, the tips and the lessons learned for promoting WEE at the sub-national level which are extracted from the project activities should be shared and discussed with the partner line ministries. It is also expected that some of them will be integrated and applied into the sector policies and plans after the project period.</p>	

6.2 Indicators (Output 3)

<p>Before:</p> <p>3-1 The pilot project activities are planned, implemented, monitored and evaluated by PDWA and partner provincial departments in the selected province.</p>	<p>Amended version:</p> <p>3. <u>Recommendations (tips and lessons learned) are acknowledged by the partner line ministries, NCDD gender team and provincial departments.</u></p>
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<p>3-2 Networking between public and private sectors are established to strengthen marketing of the pilot projects through working group on WEE.</p> <p>3-3 Results of various researchers and studies on marketing are compiled, and tools are developed to strengthen marketing of the pilot projects.</p> <p>3-4 Socio-economic status of women engaged in tourism industries is improved. Indicators will be decided based on the baseline survey conducted by the Project.</p> <p>3-5 Activities to maintain and expand the achievements of the pilot projects are integrated into the policies and activity plans of the partner line ministries/departments.</p>	
<p>Reasons:</p> <p>Setting appropriate indicator according to the amended outcome 3</p>	

6.3 Means of Verification (Output 3)

<p>Before:</p> <p>3-1 Reports about PGM Methods workshops</p> <p>3-2 Minute of meetings and reports of working group on WEE</p> <p>3-3 Reports of marketing research, Developed tools</p> <p>3-4 Results of baseline and end-line survey</p> <p>3-5 Annual plans and/or GMAPs of partner line ministries, Annual plans of WCCC of the target province</p>	<p>Amended version:</p> <ol style="list-style-type: none"> 1. <u>Minutes of meetings and reports of TWG-G WEE/GMAG/NCDD gender team</u> 2. <u>Minutes of meetings and reports of WCCC</u>
<p>Reasons:</p> <p>Setting appropriate means of verification according to the amended indicators.</p>	

7. Activity

7.1 Activity 1

<p>Before:</p> <p>(Preparation of the supporting setup at the national level)</p> <p>1-1. The Project encourages the stakeholders in the private sectors (i.e. entrepreneurs networks, universities, research institutions) to participate more actively in TWG-G Sub-group on WEE. The MOWA may establish an advisory board for WEE under TWG-G Sub-group on WEE, which is mainly consisted of stakeholders in the private sectors.</p> <p>1-2. The stakeholders of the scaling-up activities and pilot projects at the sub-national levels (i.e. the chairs of working groups on WEE) share the achievements and challenges of the Project activities in the meeting of TWG-G Sub-group on WEE and receive advices from the members.</p> <p>1-3. The members of the TWG-G Sub-group on WEE participate in the workshops, seminars and exchange visits related to the pilot projects and scaling-up activities at the sub-national levels.</p> <p>(Preparation of tools)</p> <p>1-4. The MOWA updates 'Gender Terminology Booklet'.</p> <p>1-5. The MOWA updates 'Gender Statistics Leaflet'.</p> <p>1-6. Provincial gender statistics of the target provinces are developed based on the achievements of Output 2 and Output 3 by MOWA/PDWA with the support from MOP/PDOP.</p> <p>1-7. The PGM Methods Guidelines are revised integrating the gender-responsive value chain analysis method based on the achievements of the</p>	<p>Amended version:</p> <p>1-1. <u>Gender capacity assessment is conducted.</u></p> <p>1-2. <u>According to the results of the assessment, "capacity development plan on WEE" is prepared.</u></p> <p>1-3. <u>A series of workshops and trainings for strengthening MOWA/PDWA's advocacy and coordination capacities for promoting WEE are planned and conducted.</u></p> <p>1-4. "Gender terminology booklet" is updated.</p> <p>1-5. "Gender statistics leaflet" is updated.</p> <p>1-6. "Provincial gender statistics" are developed in each target province.</p> <p>1-7. "Gender responsive value chain analysis method" is developed at the planning stage of the pilot activities at the sub-national level and compiled in the updated WEE guideline.</p> <p>1-8. <u>Technical advices on gender responsive monitoring and evaluation (policy-based) are provided (only for the relevant parts to WEE) to partner line ministries and partner provincial departments by MOWA/PDWA through pilot activities at sub-national level.</u></p> <p>1-9. <u>Trainings on gender mainstreaming and WEE are conducted in Japan.</u></p> <p>1-10. <u>Terminal gender capacity assessment is conducted.</u></p>
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Output 2 and Output 3.

1-8. The Project develops the 'WEE Guidelines through Gender Mainstreaming at the Sub-national Levels' as improved comprehensive guidelines based on the achievements of the Output 2 and Outputs 3 by using the "Comprehensive Guidelines for WEE in Rural Areas" developed by PGM2 as reference.

(The partner line ministries/departments)

1-9. The MOWA provides technical support to update and implement the GMAPs of partner line ministries as necessary.

1-10. The Project hold workshops on gender budgeting to the stakeholders of the partner line ministries.

1-11. The Project encourages the partner line ministries/departments to integrate the activities and advices which are proposed in the policy recommendations developed under Output 2 and Output 3 into their programs and projects.

(Development of the scaling up plans)

1-12. The MOWA develops the scaling-up plans of the gender mainstreaming mechanisms for WEE at the sub-national levels for their implementation after the termination of the Project, which target the provinces other than the target provinces of the project.

1-13. The Project organizes a seminar to share the achievements, outcomes, best practices and lessons learned of the Project with all the stakeholders before the termination of the Project.

1-14. The Project organizes a regional seminar to share the achievements, outcomes, best practices and lessons learned of the Project with the ASEAN

countries at an appropriate timing.	
Reasons: Activities were consolidated according to the amended Output 1.	

7.2 Activity 2

<p>Before:</p> <p>(Preparation of tools based on the achievements of PGM2)</p> <p>2-1. The Project conducts gender-responsive socio-economic impact analysis of the chicken raising pilot project of PGM2 in Kampong Cham province.</p> <p>2-2. The Project implements gender-responsive value chain analysis of chicken raising in Kampong Cham and compiles the methodology of the analysis.</p> <p>2-3. The PDWA and partner provincial departments develop a monitoring plan of the chicken raising pilot project of PGM2 based on the result of 2-1 and 2-2, and restart monitoring of the activities.</p> <p>2-4. The Project implements supplementary activities to follow-up the chicken raising pilot project of PGM2 based on the results of analysis conducted in 2-1 and 2-2 and monitoring conducted in 2-3.</p> <p>2-5. A working group to coordinate and monitor the activities for WEE implemented by PDWA and the partner provincial departments (possibly called as ‘working group on WEE’) is established in collaboration with Women Children Consultative Committee (WCCC). The Project encourages stakeholders in the private sectors (i.e. entrepreneurs networks, universities, research institutions) to participate</p>	<p>Amended version:</p> <p><u>[Planning, implementation and monitoring of the activities for promoting WEE (pilot activities) at sub-national level]</u></p> <p>2-1. In KPC, chicken raising activities supported by PGM2 are monitored and followed up.</p> <p>2-2. In KCH, PDWA and partner provincial departments plan, implement and monitor the activities for promoting WEE on agriculture/chicken raising (as pilot activities) as well as share the outputs and experiences extracted from the pilot activities in the WEE-WG.</p> <p>2-3. In SRP, PDWA and partner provincial departments plan, implement and monitor the activities for promoting WEE in tourism sector (as pilot activities) as well as share the outputs and experiences extracted from the pilot activities in the WEE-WG.</p> <p><u>[Integration of gender perspectives in the existing programs and projects at the sub-national level]</u></p> <p><u>2-4. In TBK and KPT, PDWA and partner provincial departments integrate gender perspectives in the existing programs and projects to support rural women and women's groups in agriculture and handicraft sectors (economic activities) and share the outputs, learnings and experiences extracted from the pilot activities in the WEE-WG.</u></p>
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<p>in the working group on WEE as the members.</p> <p>2-6. The results of the monitoring conducted by PDWA and partner provincial departments in 2-3 are periodically shared to coordinate activities and discuss about the possible solutions at the meetings of the working group on WEE.</p> <p>2-7. The Project revises the ‘Monitoring Guidelines of Pilot Project’ developed by PGM2 based on the monitoring activities conducted by PDWA and partner provincial departments under the coordination of working groups on WEE based on the activities of 2-5 and 2-6.</p> <p>2-8. The Project develops a gender-responsive marketing manual on chicken raising targeting farmers based on the achievement of 2-1, 2-2, 2-3 and 2-4, which is complementary with the ‘Technical Manual on Agricultural Production (chicken raising)’ developed by PGM2.</p> <p>(Preparation of the implementation of scaling-up activities)</p> <p>2-9. The MOWA develops implementation plans for scaling-up activities which specify the target, schedule, budget and human resources during the Project period.</p> <p>2-10. The MOWA defines the selection criteria for the target provinces of the scaling-up activities, and selects the target provinces accordingly. During the process of the selection, MOWA collects baseline data about the capacity of PDWA and partner provincial departments on gender mainstreaming in each target province.</p> <p>2-11. The working groups on WEE are established in the selected provinces under WCCC. The Project encourages stakeholders in the</p>	<p><u>2-5. In KPC and KCH, PDWA and partner provincial departments analyze circumstances surrounding rural women and women's groups in agriculture sector, identify their needs, and examine effective measures for supporting women to be involved more actively in economic activities as well as share the outputs and learnings in the WEE-WG.</u></p> <p><u>2-6. In SRP, PDWA and partner PDs analyze circumstances surrounding rural women and women's groups in tourism sector, identify their needs, and examine effective measures for supporting women to be involved more actively in economic activities as well as share the outputs and learnings in the WEE-WG.</u></p> <p>【Consideration on effective measures for promoting WEE and active women's participation in economic activities】</p> <p>2-7. Based on the Activities 2-2~2-6, institutionalized implementation mechanism and implementation tools for promoting WEE at the sub-national level are compiled in the updated WEE Guideline.</p>
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private sectors (i.e. entrepreneurs networks, universities, research institution) to participate in the working group on WEE as members. The action plans of working groups on WEE are developed and integrated into the WCCC annual plans and provincial development plans.

(Planning of the scaling-up activities)

2-12. The PDWA and partner provincial departments conduct policy analysis and gender analysis based on the steps of PGM Methods (from step1 to step4) through PGM Methods workshops facilitated by MOWA/PDWA. The socio-economic baseline data is collected on the female/male farmers and their gender issues are identified in the target areas of the scaling-up activities.

2-13. The PDWA and partner provincial departments conduct gender-responsive value chain analysis based on the methodology developed in 2-2 through PGM Method workshop, which is considered as a complementary step to the PGM Methods.

2-14. The PDWA and partner provincial departments develop plans for scaling-up activities on agriculture (chicken raising) through PGM Methods workshop (step5) facilitated by MOWA/PDWA.

(Implementation and monitoring of the scaling-up activities)

2-15. The PDWA and partner provincial departments implement activities in respective sector based on the plans developed in 2-14.

2-16. The scaling-up activities are monitored based on the monitoring guidelines developed in 2-7 by PDWA and partner provincial

departments. The results of the monitoring are periodically shared for coordinating activities and discussing about the possible solutions at the meetings of the working groups on WEE. The results of the meetings of the working groups on WEE are also shared in the monthly meetings of WCCC.

(Feedback of the evaluation result of scaling-up activities)

2-17. The PDWA and partner provincial departments conduct evaluation study on the scaling-up activities, including gender impact analysis based on the baseline data collected in 2-12 through PGM Methods workshop (step8) facilitated by MOWA/PDWA.

2-18. The PDWA and partner provincial departments develop policy recommendations based on the results of evaluation study conducted in 2-17 through PGM Methods workshop (step9) facilitated by MOWA/PDWA.

2-19. The partner provincial departments share the policy recommendations developed in 2-18 with WCCC and TWG-G Sub-group on WEE and propose them to be integrated into their policies and plans. The MOWA/PDWA provide them with necessary information about resource mobilization and gender budgeting.

Reasons:

Activities were consolidated according to the amended Output 2.

7.3 Activity 3

<p>Before:</p> <p>(Prepare the setup to implement the pilot projects in tourism industries)</p> <p>3-1. The working group on WEE is established in the selected province. The Project encourages stakeholders in the private sectors (i.e. entrepreneurs networks, universities, research institutions) to participate in the working group on WEE as members. The action plans of working groups on WEE are developed and integrated into the WCCC annual plans and provincial development plans.</p> <p>(Planning of the pilot projects in tourism industries)</p> <p>3-2. The PDWA and partner provincial departments conduct policy analysis and gender analysis based on the steps of PGM Methods (from step1 to step4) through PGM Method workshops facilitated by MOWA/PDWA.</p> <p>3-3. The PDWA and partner provincial departments conduct gender-responsive value chain analysis on tourism industries based on the methodology developed in 2-2 through PGM Method workshop facilitated by MOWA/PDWA. Information collection and analysis about marketing are also conducted for the pilot projects, including exploring and utilizing of the local resources.</p> <p>3-4. The PDWA and partner provincial departments develop plans for pilot projects on tourism industries through PGM Methods workshop (step5) facilitated by MOWA/PDWA.</p> <p>3-5. The gender-responsive socio-economic baseline survey, including</p>	<p>Amended version:</p> <p><u>3-1. In coordination and collaboration with MOWA, project activities are integrated in the action plan for Neary Rattanak V and NCDD Gender Policy.</u></p> <p><u>3-2. Through the TWG-G WEE/GMAG meetings, MOWA shares the progress, outputs, experiences, findings, lessons learned, etc. which are extracted from the project activities with line ministries, and advocates for promoting WEE at the sub-national level.</u></p> <p><u>3-3. The recommendations for promoting WEE at the sub-national level are discussed and compiled by MOWA counterparts.</u></p> <p><u>3-4. The compiled recommendations are shared in the TWG-G WEE/GMAG meetings.</u></p> <p><u>3-5. Active discussion and coordination are made with the partner line ministries and NCDD gender team (consisting of gender equality department of MOWA and NCDD) for integrating the shared recommendations into the sector plans/annual plans/action plans of the partner line ministries and for the NCDD Gender Policy.</u></p> <p>3-6. An experience (output) sharing workshop for widely sharing the approved recommendations (in Activity 3-4) and updated WEE guideline (developed in Activity 2-7) in collaboration with the MOWA counterparts as well as the outputs and lessons learnt of the project activities with line ministries.</p> <p>3-7. A regional seminar is held for sharing the achievements, outcomes, best practices and lessons learned from the project activities as well as</p>
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information collection about the gender issues, is conducted about the target industries and areas of the pilot projects decided in 3-4. The results of the survey are compiled to a report.

(Implementation and monitoring of the pilot projects on tourism industries)

3-6. The PDWA and partner provincial departments implement activities in respective sector based on the plans developed in

3-7. The pilot project activities are monitored based on the monitoring guidelines developed in 2-7 by PDWA and partner provincial departments. The results of the monitoring are periodically shared for coordinating pilot project activities and discussing about the possible solutions at the meetings of the working group on WEE. The results of the meetings of the working groups on WEE are also shared in the monthly meetings of WCCC.

3-8. The Project implements gender-responsive marketing activities in tourism industries and develops and defuse hands-on tools for marketing in tourism industries targeting stakeholders at the grassroots levels.

(Feedback of the evaluation result of pilot projects)

3-9. The PDWA and partner provincial departments conduct evaluation study on the pilot projects, including gender impact analysis based on the baseline data collected in 3-5 through PGM Methods workshop facilitated by MOWA/PDWA. The Project compiles the results of the evaluation study as end-line survey.

exchanging the experiences among the ASEAN countries.

<p>3-10. The PDWA and partner provincial departments develop policy recommendations based on the results of the evaluation study conducted in 3-9 through PGM Methods workshop facilitated by MOWA/PDWA.</p> <p>3-11. The partner provincial departments share the policy recommendations developed in 3-10 with WCCC and TWG-G Sub-group on WEE and propose them to be integrated into their policies and plans. The MOWA/PDWA provide them with necessary information about resource mobilization and gender budgeting.</p>	
<p>Reasons: Activities were consolidated according to the amended Output 3.</p>	



The 3rd Year Plan

5 Dec. 2019
MOWA/PGM-WEE

The 3rd Year (Jan-Dec 2020) Activity Plan

Activities	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Output 1												
1	1-3. A series of workshops and trainings for strengthening MOWA/PDWA's advocacy and coordination capacities for promoting WEE											
2	1-6. Developing provincial gender statistics (KCH and SRP)											
3	1-8. Technical advices on gender responsive M&E											
4	1-9. Training in Japan											
Output 2												
5	2-4. Pilot project activity in agriculture and handicraft sectors (TBK and KPT)											
	• Planning											
	• Implementation											
	• Monitoring											

MINUTES OF THE MEETING
OF
THE FOURTH JOINT COORDINATING COMMITTEE
OF
THE PROJECT ON GENDER MAINSTREAMING FOR WOMEN'S ECONOMIC
EMPOWERMENT (PGM-WEE)

The fourth Joint Coordinating Committee (JCC) of the Project on Gender Mainstreaming for Women's Economic Empowerment (PGM-WEE) was held on 29th July 2021 in order to confirm the progress of project activities and achievements which were made after the last JCC in December 2019 and agree on the extension of project period considering the current situation of COVID-19 among the JCC members.

As a result of the discussion, Ministry of Women's Affairs (MOWA) and Japan International Cooperation Agency (JICA) agreed upon the matters referred to in the documents attached hereto.

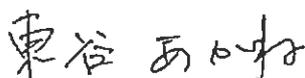
Phnom Penh, September 2021



H.E. Dr. ING Kantha Phavi
Minister
Ministry of Women's Affairs
The Royal Government of Cambodia



Ms. Tomomi UCHIKAWA
Senior Director
Office for Gender Equality and Poverty Reduction
Governance and Peacebuilding Department
Japan International Cooperation Agency (HQ)



Ms. Akane TOTANI
Chief Advisor
PGM-WEE

With the participation of members of JCC and representatives from the concerned parties (refer to Appendix 1), the JCC meeting was conducted as follows (refer to Appendix 2):

1. Opening Remarks

< Welcome speech by Ms. Tomomi UCHIKAWA, Senior Director, Office for Gender Equality and Poverty Reduction, Governance and Peacebuilding Department, JICA Headquarters >

On behalf of JICA, Ms. Tomomi UCHIKAWA, Senior Director, Office for Gender Equality and Poverty Reduction, Governance and Peacebuilding Department, JICA Headquarters, expressed her welcome and sincere appreciation to all staff members of the Ministry of Women's Affairs for the effort on this project and the preparation for the JCC today. She also appreciated that MoWA's dedication and strong commitment that ensured smooth and effective project activities despite many challenges facing. She mentioned that as we have known the impact of the COVID-19 pandemic on the global society and economy, it has become more serious for many countries including Cambodia. The pandemic has affected the progress towards gender equality and increasing the risk for women such as the violence against women and girls, the burden of unpaid care work in their houses, and the suffering from unemployment and poverty. Since everyone involved has been facing difficult situation due to the spread of COVID-19 infection, some activities have not been conducted smoothly as planned and some outputs might not be achieved yet. Finally, she said that this JCC meeting will help all the relevant parties present here to capture the progress and achievement as well as the challenges of the project and discuss the necessary actions to be taken for the rest of the project period to achieve the purpose of the project together.

< Opening speech by H.E. Dr. ING Kantha Phavi, Minister of Ministry of Women's Affairs >

First of all, H.E. Dr. ING Kantha Phavi, Minister of Ministry of Women's Affairs, warmly welcomed all the distinguished guests who were attending the 4th JCC of PGM-WEE. H.E. Minister continued to say that it was her honor to have this opportunity and lead this online (ZOOM) meeting with the participation of representatives from the line ministries, H.E. Deputy Governor -Chair of WEE, H.E. Chair of WCCC, and the member of the provincial council from 5 target provinces: Kampong Cham, Kampong Chhnang, Siem Reap, Kampong Thom, and Tboung Khmum provinces. H.E. Minister would like to thank the Japanese side, Ms. Tomomi UCHIKAWA, Representative of JICA Headquarter, and Representatives of JICA Cambodia Office for attending this meeting.

H.E. Minister continued to highlight that the PGM-WEE project was launched in February 2017 to strengthen the gender mainstreaming mechanisms in government institutions at the national and sub-national levels with focusing on the strengthening of economic empowerment of women. This project is implemented by MoWA in collaboration with the Provincial Department of Women's Affairs and partner ministries/departments with the support of JICA. Currently, the project has been active for more than four years, identifying the good ways to strengthen the gender mainstreaming mechanisms to enhance women's economic empowerment (WEE) at sub-national level through advocacy and coordination by MoWA/PDWA. The implementation of all activities in the target provinces has been carried out by WEE-WG at the provincial level.

H.E. Minister also mentioned that after the 3rd JCC Meeting in December 2019, the project successfully implemented the activities following the recommendations given by the 3rd JCC Meeting. As the result of the mid-term evaluation team, it included the invitation of representatives from relevant ministries and institutions for field visiting at the target communities in Siem Reap province. H.E Minister continued to explain that the project also invited the technical group from the ministry level to implement and provide feedback on the capacity building of training to the provincial level and target people as well. However, due to the spread of COVID-19, some activities of the project in the five provinces have been delayed including 1). Implementation of follow-up activities for supporting women and CBTs to improve their small tourism-related business and tourism promotion in 2 CBT sites in Siem Reap province. 2). Implementation of pilot activities for supporting the income-generating activities of women's groups in the target provinces, Kampong Thom and Tboung Khmum province, and 3). Follow-up activities for institutionalizing WEE-WG in Kampong Chhnang and Kampong Cham province. H.E. Minister mentioned that everyone could see the details in the Overview of Achievements of the project presented by H.E Chan Sorey, Secretary of State of MoWA and Project Director of PGM-WEE. The next point of the Way Forward would be presented by Ms. Te Vouchlim, Director of Planning and Statistics Department of MoWA and PGM-WEE Project Manager.

H.E. Minister finally highlighted that JCC is a forum for relevant institutions to coordinate, make decisions and provide the guidance for effective project management and implementation and to approve key activities, such as providing the green light to implement project activities successfully. H.E Minister hoped that the cooperation and understanding gained through this meeting will facilitate the smooth implementation of project activities and achieve the objectives of the project as our plan.

2. Overview of the achievements and progressing of the PGM-WEE (refer to Appendix 3)

After briefly explaining the project outline, the progress of the project activities which have been made so far was reported in order with the three outputs.

3. Way forward (refer to Appendix 4)

Challenges and the way forward were explained according to the three outputs in detail and the extension of the project period was also proposed.

4. Discussion points

- **H.E. Minister** mentioned that the project would be completed in February 2022 as originally planned, but due to the pandemic of COVID-19, the project activities have to be suspended. During the hard situation of Covid-19, will the project continue or end according to the plan of the project? If the project finishes in February 2022 as planned, the project cannot see the full results. As the third phase of the project, it is necessary to compile practical experiences according to the theory that have learned from the first and second phases. The project must be continued because it is also necessary to develop a model to be applied for the other projects. So that JICA can also use the model for the relevant projects in the other developing countries. In that sense, H.E. Minister proposed to take the third option (10 month extension) because it is most appropriate for implementing at least 70% to 80% of the activities and achieving expected results.

- Ms. Tomomi UCHIKAWA (JICA Headquarters) agreed with the H.E. Minister's idea that if we could implement the project activities as much as possible to achieve the project purpose. On the other hand, in the current unpredictable situation, considering the situation in each target province, MoWA and JICA need to select the appropriate option by the end of August.
- Mr. Yuji SHINOHARA (JICA Cambodia Office) expressed his gratitude to cooperation from H.E. and other colleagues of MoWA and well understanding of this difficult situation, especially the implementation of activities in the context of COVID-19. He mentioned that we had to overcome the challenges or difficulties by using a new approach. Currently, some projects in Cambodia have implemented and achieved expected outcomes by introducing online activities. If MoWA will consider that these examples are also effective for PGM-WEE to implement activities such as meeting, training, and sharing the tools for promoting WEE through online, he would be happy to support and will make effort to provide necessary fund by JICA.
- H.E. Minister responded that it seemed quite difficult to evaluate the situation of COVID-19 for making a decision. Cambodia has received another directive to convey the Delta or Delta variant dissemination. So, at the end of August, MoWA could not provide any idea in this situation. In Cambodia, the speed of vaccination is quite good. So, she is optimistic that at the end of the year we can probably get 70% of the population vaccinated at least. We are expecting now, to catch up on at least 70% of our expected activities which are delayed because of COVID-19. We need at least 10 months to catch up because we did not implement it for almost 1 year and a half, so we cannot expect in 4 months or 8 months to catch up 70% to 80% of the expected outcome.
- Ms. Tomomi UCHIKAWA (JICA Headquarters) basically agreed with H.E. Minister's opinion. However, she also insisted that if the decision will be made in October 2022, it cannot be ensured to finish all the necessary procedures to extend the contract within 3 months or 4 months before the end of existing contract term of the project. We need more time. She would like to ask MoWA to make a decision by the end of September. She said that we must complete all necessary procedures including to get approval from relevant departments within JICA and the Japanese government and it takes time.
- H.E. Minister understood that concerns which were raised by Ms. Uchikawa and it may need 6 months to do it. H.E. Minister also said that at the end of September having 2 more months to decide and choose the option. We would see the current situation with a little bit of the new directive because of lockdown. She could not say anything about the situation; we need to wait and see. She also thanked Mr. Yuji SHINOHARA gave her another idea and we have to discuss with JICA Cambodia Office on how we move forward by designing project activities.
- Ms. Tomomi UCHIKAWA insisted that we could talk about this matter anytime and we will consider how to extend the project period at the end of September. She still thinks that the COVID-19 especially the Delta variant is really unpredictable. She suggested that in the course of the discussion, she would like H.E. Minister to share the redesigned activity plan of the project in the context of COVID-19 with JICA and the progress of vaccination at the end of August so that we will discuss the scenario for this project.
- H.E. Minister confirmed that MoWA and the project team will notify JICA promptly.
- All participants from national and sub-national levels agreed with the suggestion and idea of H.E. Minister to implement the activity in this context. They said that they will try to implement

the activity through online, but Kampong Chhnang province does not agree because they are still limited in the internet access, especially at the provincial and commune level.

- **H.E. Minister** thanked all participants at both national and sub-national levels that agreed and supported what we had discussed in the meeting and appreciated the commitment to implement activity through online. She continued to say that we will consider the issue of Kampong Chhnang province on the capabilities of internet access.

<Summary of Agreement>

- 1) To re-assess the situation of COVID-19 and progress of vaccination and make final decision on the extension of the project period by the end of September. H.E. Minister agreed that MoWA will follow-up the effectiveness of the vaccine.
- 2) To discuss between MoWA and JICA Cambodia Office to examine what we should do to achieve the results as expected.
- 3) After the meeting, MoWA will report to JICA HQ the reviewed activity plan and the progress of vaccination at the end of August. Before the official meeting in the end of September, MoWA will inform JICA of the current situation and what we need to do to make that work successful.

(Discussion points (continued))

- **JICA** agreed with the agreements that H.E. Minister summarized, and they will consider those points and decide what we can do by the end of September.
- **Ms. Akane TOTANI (chief Advisor of PGM-WEE)** would like to inform that projects were organized and waited for a long time to implement the activities at the provincial level. Although the decision will be made at the end of September, we will start some project activities as soon as possible and continue discussions with the MoWA counterparts. We do not wait until the end of September. There are some activities that we can start, especially we do through online.
- **H.E. Minister** appreciated and thanked all participants from line ministries that always actively cooperated with MoWA. She thanked JICA for deciding to support Cambodia through the MoWA for promoting gender equality and WEE and also mentioned that we see that this PGM-WEE project is very important, especially in this third phase. We want to get the best lessons learned and experiences that can be applied for new projects through the relevant ministries or the Ministry of Women's Affairs. She continued that she felt sorry if the project activity is suspended now and can't get any lesson learned through getting experience in this project to apply with other projects or developing countries.

List of Appendices

Appendix 1: Participant List

Appendix 2: Agenda of the 4th JCC Meeting

Appendix 3: Overview of the achievements and progress of the PGM-WEE (Presentation)

Appendix 4: Way forward (Presentation)

MINUTES OF THE MEETING
OF
THE FIFTH JOINT COORDINATING COMMITTEE
OF
THE PROJECT ON GENDER MAINSTREAMING
FOR WOMEN'S ECONOMIC EMPOWERMENT (PGM-WEE)

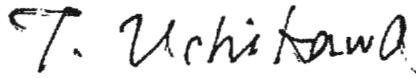
The fifth Joint Coordinating Committee (JCC) of the Project on Gender Mainstreaming for Women's Economic Empowerment (PGM-WEE) was held on 29th August 2022 in order to 1) approve the results of terminal evaluation which aims to analyze the results of the project implementation to date, identify challenges and lessons learned, and make recommendations for what needs to be done in the remaining period and to sustain the outputs of the project after the completion of the project, 2) confirm the way forwards proposed by MOWA and the Project, and 3) discuss what to be done at both national and sub-national levels.

As a result of the discussion, Ministry of Women's Affairs (MOWA), Japan International Cooperation Agency (JICA) and PGM-WEE agreed upon the matters referred to in the documents attached hereto.

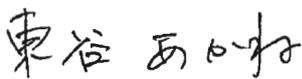
Phnom Penh, 29th August 2022



H.E. Dr. ING Kantha Phavi
Minister
Ministry of Women's Affairs
The Royal Government of Cambodia



Tomomi UCHIKAWA
Senior Director
Office for Gender Equality and Poverty Reduction
Peace and Governance Department
Japan International Cooperation Agency (HQ)



Akane TOTANI
Chief Advisor, PGM-WEE

With the participation of members of JCC and representatives from the concerned parties (refer to Appendix 1), the JCC meeting was conducted according to the given agenda (refer to Appendix 2).

1. Confirmation of the results of terminal evaluation (refer to Appendix 3)

Evaluation team shared the results of terminal evaluation which consist of the following contents.

- Evaluation concepts and method
- Project activity and deliverables status to date
- Evaluation of achievements of outputs, purpose and goal
- Evaluation results based on OECD/DAC evaluation criteria
- Overall evaluation result
- Evaluation conclusion
- Recommendations
- Lessons learned
- Summary

In the end of the presentation, JICA addressed the following key issues to confirmedly achieve the project purpose in the end of the project, sustain the gender mainstreaming mechanism at national and sub-national levels that the Project enhanced for promoting Women's Economic Empowerment (WEE), and disseminate the outcomes of the projects to the other provinces:

- 1) Institutionalize implementation mechanism for gender mainstreaming to promote WEE at the sub-national level;
- 2) Secure budget for activities for promoting WEE;
- 3) Utilize deliverables, such as WEE Guidelines and Gender Terminology Booklet at national and sub-national levels; and
- 4) Disseminate "recommendations" including tips and lessons learned to formulate and implement gender-responsive policies to the partner line ministries, provincial departments, NCDD gender team and the other Development Partners through Gender Mainstreaming Action Group (GMAG), Technical Working Group on Gender (TWG-G), TWG-G Sub-Group on WEE (TWG-G WEE) and other mechanisms.

2. Proposed actions and measures to be taken for way forward (refer to Appendix 4)

Corresponding to the results of the terminal evaluation and the recommendations, H. E. Chan Sorey, Secretary of State (Project Manager of PGM-WEE) presented the proposed actions and measures to be taken for way forward.

3. Discussions

- Mr. Khort Yuthly, Deputy Chief of Development and Policy, NCDD
 - NCDD developed a five-year development plan for the first phase from years 2021 to 2025, and is going to develop the second plan from years 2025 to 2030. NCDD welcomes MOWA to propose inputs to be integrated in to the plan, since we are currently collecting input from

other stakeholder by the end of this month and will call a meeting to finalize the plan of 2021-2025 by the end of October.

- We need to disseminate the results and the outputs of the project in not only 5 target provinces but also nationwide.
 - It is crucial that the Project continues to strengthen the capacity of the staffs of the provincial departments.
 - It is highly requested that JICA considers to scale-up the project activities on capacity building of women for improving income generation and their livelihood with financial supports in order to ensure the sustainability of the Project and cover all the 25 provinces.
- Mr. Heng Bo, Director of PDI, Kampong Cham province
- Gender mainstreaming is difficult and complex process. There are not enough number of officials who are involved in gender mainstreaming at the sub-national level. Although the officials of the partner line departments in 5 target provinces have been able to get benefits from the project, there are still many officials who have not been targeted and need the supports.
 - Women who are living in rural areas are facing several problems such as abduction for prostitution. Most of the women's rights are seen lower than men's. We have implemented great works with the project team to help rural women in the target villages. Although the Project will complete soon, we need to continue the works.
 - It is necessary to ask JICA to continue to support.
- Member of provincial council (chair of WEE-WG) in Kampong Chhnang province
- I fully agree with the results of the terminal evaluation shared by the consulting team. As a consensus on the evaluation, it was also appropriate that the project made the seven partner line ministries involved in the pilot activities.
 - It is planned to integrate the activities into the provincial plan for promote gender equality and expected that the activities will be implemented by the Royal Government continuously. Especially, we would like to request MEF to consider and make a decision to allocate necessary budget for continue the WEE activities which have been supported by PGM-WEE.
 - It is also necessary to prepare a three-year rolling plan in line with the five-year commune development plan. It is crucial to train newly elected commune members on gender mainstreaming. At the commune level, there is a budget for women and children. For Kampong Chhnang province, the efforts will be made to integrate gender perspectives into the plans.
- Chair of WCCC (chair of WEE-WG) in Kampong Cham province
- I would like to support all the important assessments of the activities that we have implemented. Based on the results, the project should continue and expand the target provinces as the others already pointed out earlier. If the project can expand the target provinces as much as 25 provinces and cities would be better.
 - I also would like to request PGM-WEE to scale up the activities to the other provinces and hope MEF to consider and advice the project to move forward to institutionalize the gender mainstreaming mechanism for promoting WEE at the sub-national level.

- I have learned a lot from this project for Kampong Cham province, I would like to share a short story from the fact that the target farmers who are growing vegetables. Since it was found that the farmers are willing to obtain necessary knowledge and skills for cultivation and marketing, so the team is happy to support them to raise their techniques. The farmers have never received technical advices before. Most of them do traditional farming, so the team provided the planting techniques, then the farmers changed from traditional planting to planting techniques. As the chairperson of the provincial WCCC, I will continue to work hard for the success of the target farmers' team. As we gain experience from our project, we will continue to support the target farmers.
- Regarding the budget for continuing the activities, we hope the government can support or discuss with the other development partner. Hope that the national level will help raise funds to continue this project for the future.
- I would like to request the project to consider the extension, and also request MEF and the line ministries to consider the allocation of necessary budget to continue the project activities.
- Deputy provincial governor (chair of WEE-WG) in Siem Reap province
 - As for the evaluation method to verify the status of the project and evaluate, I found that Kampong Cham, and Tbong Khmum provinces have been implementing the project activities for a long time since PGM and PGM2. However, my province just started to work since PGM-WEE, so the different from the two provinces. Therefore, I would like to ask the project to consider to continue the activities and request the line ministries and MEF to allocate necessary budget.
 - The Project has strengthened the department's capacity to integrate gender into the action plan. It is also to integrate it in the training plans for communes and sangkats, especially the newly elected ones. However, at the moment, we are lacking funds to strengthen the capacity of women. As H. E. Minister has said before that they do not understand family planning, but now they understand family planning.
 - We need to ask JICA to support in order to reach the goal. Because Siem Reap province is not yet able to walk on its own.
- Deputy provincial governor (chair of WEE-WG) in Kampong Thom province
 - I fully agree with the results of the evaluation. I would like to request MOWA to prepare a capacity building plan and continue to support this project. It is very important for the target women to continue to implement the activities. Because the activity was started from the beginning of this year and the results are now gratifying.
 - The project has supported the capacity building of the line departments regarding how to enhance WEE. The project have also supported and strengthened the capacity of target women on their skill for income generation. I would like to ask MEF to consider financial support for WEE activities as we believe that they have social service budget which could be used for the WEE activities. Finally, we request to JICA to continue the project.
- Deputy provincial governor (chair of WEE-WG) in Tbong Khnum province
 - I would like to support the results of the terminal evaluation.

- I would also like to tell you that Tbong Khmum province is the youngest province. Kampong Cham is the oldest province. For Tbong Khmum, what I remember of project starting in 2019 was gender planning, during content of COVID-19 the project was suspended and then there starting again in January 2022.
 - The project has collaborated with relevant provincial departments to implement the activities successfully. For this project, training was provided to the target women and they gained the understanding of WEE. The project has helped to strengthen the capacity of women, and most of them have awareness on gender and WEE. The project has also helped to decrease the incidents of domestic violence and most women have been encouraged to join in the activities.
 - We are trying to integrate necessary budget into our planning through the provincial line departments; however, our budget is limited. For the sustainability of this project, we ask each department/ministries to secure budgets to put the activity in the rolling and action plan for each department to make the project more sustainable and mainstream gender in each department. The project is effective because it has been providing and supporting our line departments to acquire knowledge and skills to integrate gender perspectives in planning, monitoring and evaluation process. Since it is very important, we need to request other donors and line ministries to consider to continue the activities supported by PGM-WEE. I would like to request MEF to consider the scale-up of this project and/or allocate necessary budget to continue the activities after the project completion.
 - Finally, we would like to request to JICA to continue and support WEE project. Because our province has just started the activities from the beginning of 2022 with limited experiences compared to the other provinces.
- Ministry of Economy and Finance (MEF)
- I understand the points mentioned by the governors and consider the budget allocations.
 - According to the comment from the Excellency of Siem Reap, I would like to share that MEF has not cut national budget for the provincial level at all, but the provincial level should also understand that the provincial level need to facilitate with the line provincial department to prepare these actual budgets have been allocated in accordance with the actual activities of each department. Because the time is not available for us to answer to all the line departments, I just quickly answer.
- Ministry of Labour and Vocational Training (MLVT)
- First of all, I would like to agree on the results of the terminal evaluation. Based on the results of the evaluation, the outputs of the project can be integrated into not only the plan of seven provincial departments but also the plan of WCCC.
 - As for the point on how to integrate the outputs of the project into the policy and plan, let me discuss with the gender team of MLVT and I will provide answers later.
 - I would like to highlight the experience of the workshop in Sihanoukville. Active discussion was made on how to integrate gender and WEE aspects in the provincial development plan and the three-year rolling plan. It is a good point to institutionalize the gender mainstreaming mechanism at national and sub-national levels.

- Ministry of Rural Development (MRD)
 - I would like to support the result of the terminal evaluation. MRD has participated in this project PGM, PGM2 and PGM-WEE.
 - The project can help strengthen WEE, especially to poverty reduction, which contributes to the Royal Government. Since the project will be completed at the end of this year, MRD finds ways to help to continue the necessary activities. We will have internal discussion and share the idea later.
- Ministry of Agriculture, Forest and Fisheries (MAFF)
 - First of all, I would like to support the results of the terminal evaluation.
 - Same as MLVT and MRD, we should come together to join when JICA ends and need to have an action plan. To ensure sustainability, it is crucial to involve NCDDs and provincial specialized departments. All the provincial departments must include the necessary activities in their action plans so that MEF can provide funding for each activity. Each ministry and provincial department have limited budget to implement the activities. Therefore, we also would like to JICA to continue the supports.
- Ministry of Commerce (MOC)
 - I would like to support the evaluation of this project. I apologize because the Ministry of MOC has changed the gender team. For me, I would like to learn more about this project.
- Ministry of Tourism (MOT)
 - I would like to support the results of the terminal evaluation. I am a representative of MOT but I'm sure the Ministry of Tourism has to consider to support after the project completion.
 - For sustaining of the project outputs, MOT has discussed how to support the activities according to our strategic plan with the provincial departments. We also started the discussion for disseminating information on the target Community-Based Tourism (CBT) sites which are supported by PGM-WEE on the Ministry's Facebook.
- Ministry of Industry, Science, Technology and Innovation (MISTI)
 - We also would like to support the results of the terminal evaluation, as the PGM-WEE approach is very effective in promoting gender. Gender perspectives should be included in all tasks and plans for the implementation of various institutions.
 - We should scale-up the project activities nationwide. Those who have done well should be transformed into a women's community. This is an important example of a project they can improve. Therefore, JICA should help scale-up those women with more skills.
- NCDD
 - We accepted the result of the project outcome and implementation.
 - The project must be scaled-up to another province. In order to sustain the project implementation in the 5 target provinces, it is a critical issue how to secure the necessary budget. Therefore, it should be discussed and coordinated with MOWA how to secure the budget for institutionalizing gender mainstreaming mechanism and implementing WEE activities for future.

4. Conclusion

H. E. Minister confirmed the following points as an agreement of 5th JCC.

- (1) The JCC approved the results of the terminal evaluation compiled by the evaluation team.
- (2) MOWA and PGM-WEE shall implement the remaining activities according to the proposed plan.
- (3) MOWA shall continue to discuss with the partner line ministries and NCDD how to integrate gender and WEE perspectives into the existing policies and plans.
- (4) Chair of WEE-WG shall share the results of 5th JCC and the terminal evaluation especially the issue of institutionalization of WEE-WG at the sub-national level with the Provincial Governor,
- (5) The 6th JCC will be called to share the project completion report in December 2022.

List of Appendices

Appendix 1: Participant List

Appendix 2: Agenda of the 5th JCC Meeting

Appendix 3: Results of the Terminal Evaluation (Presentation)

Appendix 4: Way forward (Presentation)

**5th Meeting of the Joint Coordinating Committee of
the Project on Gender Mainstreaming for Women's Economic Empowerment
Agenda**

Date: Monday, 29 August 2022
Venue: Phnom Penh Hotel (Phnom Penh)
MC: Ms. Chea Socheata

Time	Item	Person in Charge
8:30-9:00	Registration	MOWA
9:00-9:30	Opening remarks <ul style="list-style-type: none">▪ Ms. Haruko Kamei, JICA Representative▪ H.E. Dr. Ing Kantha Phavi	JICA Cambodia Office MOWA
9:30-9:45	Photo shooting	
9:45-10:00	Break	
10:00-11:00	Presentation (1): Results of terminal evaluation	Terminal Evaluation Team (Consultant)
11:00-11:40	Presentation (2): Way forwards	H. E. Chan Sorey MOWA
11:40-12:10	Discussions	H.E. Dr. Ing Kantha Phavi
12:10-12:20	Remarks by Ms. Tomomi Uchikawa, Director, Office for Gender Equality and Poverty Reduction, Governance and Peacebuilding Department	JICA Headquarters
12:20-12:30	Closing remarks by H.E. Dr. Ing Kantha Phavi	MOWA
12:30	Closing	

Handouts:

1. Agenda
2. Presentation material (1) Results of terminal evaluation
3. Presentation material (2) Way forwards

* All the documents are prepared both in English/Khmer.

Project on Gender Mainstreaming on Women's Economic Empowerment (PGM-WEE)

Evaluation Report (Draft as of Aug 25)
Presentation at JCC Meeting

Phnom Penh August 29, 2022
Absolute Consulting Services Co., Ltd.,

1

Content

- Evaluation Concepts and Method
- Project activity and deliverables status to date
- Evaluation of achievements of outputs, purpose and goal
- Evaluation results based on OECD/DAC evaluation criteria
- Overall evaluation result
- Evaluation Conclusion
- Recommendations
- Lessons learned

2

Evaluation Concept and Method (1/2)

Evaluation covers:

1. Verification of the project status and performance assessment
2. Value judgement based on six (6) criteria for ODA evaluation
3. Recommendations and lessons learned

3

Evaluation Concept and Method (2/2)

Evaluation methods include:

1. **Verification of the project status and performance assessment**
 1. Checking of status of project activities and confirmation with project team on its progress status
 2. Reviewing completions of activities, achievements of outputs, objective, and goal of the project
2. **Value judgement based on six (6) criteria for ODA evaluation**
 1. *Relevance*
 2. *Coherence*
 3. *Effectiveness*
 4. *Efficiency*
 5. *Impact*
 6. *Sustainability*
3. **Recommendations and lessons learned**
 1. Analytical works based on 1 and 2 above and consultant's technical knowledge on capacity development

RELEVANCE
is the intervention
doing the right things?

EFFECTIVENESS
is the intervention
achieving its objectives?

IMPACT
what difference does
the intervention make?



COHERENCE
how well does
the intervention fit?

EFFICIENCY
how well are resources
being used?

SUSTAINABILITY
will the benefits last?

4

Project activities status to date (end of Aug 2022) (1/3)

Status of completion as end of Aug 2022	# activities	Percentage
Completed (100%)	6	26%
Almost completed (greater than 70%)	8	35%
Partially completed (less than 70%)	5	22%
Note yet done	4	17%
Total activities	23	100%

Output's activities	Description of activities	Status as End of Aug 2022 (percentage of completion (eg. 80%, 100%))	Expected status by Dec 2022 (eg. 100% or 90%)	Remark
Output 1's activities	1-1. Gender capacity assessment is conducted	Completed		
	1-2. According to the results of the assessment, "capacity development plan on WEE" is prepared	Completed		
	1-3. A series of workshops and trainings for strengthening MOWA/PDWA's advocacy and coordination capacities for promoting WEE are planned and conducted	80%	100%	
	1-4. "Gender terminology booklet" is updated.	Completed at technical level with relevant stakeholders and to be submitted for the final approval from the council of ministers by Nov 2022		
	1-5. "Gender statistics leaflet" is updated.	Completed (updated in the 2nd batch)		
	1-6. "Provincial gender statistics" are developed in each target province.	80% (still work in KPC and SRP)	100%	
	1-7. "Gender responsive value chain analysis method" is developed at the planning stage of the pilot activities at the sub-national level and compiled in the updated WEE guideline.	Completed		
	1-8. Basic concept of gender responsive monitoring and evaluation (policy-based) are provided (only for the relevant parts to WEE) to partner line ministries and partner provincial departments by MOWA/PDWA	80%	100%	
	1-9. Terminal gender capacity assessment is conducted.	Not yet	Done at the end of the project	

Project activities status to date, end of Aug 2022 (2/3)

Output's activities	Description of activities	Status as End of Aug 2022 (percentage of completion (eg. 80%, 100%))	Expected status by Dec 2022 (eg. 100% or 90%)	Remark
Output 2's activities	[Planning, implementation and monitoring of the activities for promoting WEE (pilot activities) at sub-national level] 2-1. In KPC, chicken raising activities supported by PGMZ are monitored and followed up.	Completed		
	[Planning, implementation and monitoring of the activities for promoting WEE (pilot activities) at sub-national level] 2-2. In KCH, PDWA and partner provincial departments plan, implement and monitor the activities for promoting WEE on agriculture/chicken raising (as pilot activities) as well as share the outputs and experiences extracted from the pilot activities in the WEE-WG.	90% (study and report have not been finalized)	100%	
	[Planning, implementation and monitoring of the activities for promoting WEE (pilot activities) at sub-national level] 2-3. In SRP, PDWA and partner provincial departments plan, implement and monitor the activities for promoting WEE in tourism sector (as pilot activities) as well as share the outputs and experiences extracted from the pilot activities in the WEE-WG.	100%	Additional activities	
	[Integration of gender perspectives in the existing programs and projects at the sub-national level] 2-4. In TBK and KPT, PDWA and partner provincial departments integrate gender perspectives in the existing programs and projects to support rural women and women's groups in agriculture and handicraft sectors (economic activities) and share the outputs, learnings and experiences extracted from the pilot activities in the WEE-WG.	90%	One remaining planned activity and additional one	
	2-5. In KPC and KCH, PDWA and partner provincial departments analyze circumstances surrounding rural women and women's groups in agriculture sector, identify their needs, and examine effective measures for supporting women to be involved more actively in economic activities as well as share the outputs and learnings in the WEE-WG.	90%	One remaining will be done after JCC	
	2-6. In SRP, PDWA and partner PDs analyze circumstances surrounding rural women and women's groups in tourism sector, identify their needs, and examine effective measures for supporting women to be involved more actively in economic activities as well as share the outputs and learnings in the WEE-WG	90%	One remaining planned activity and additional one	
	[Consideration on effective measures for promoting WEE and active women's participation in economic activities] 2-7. Based on the Activities 2-2~2-6, institutionalized implementation mechanism and implementation tools for promoting WEE at the sub-national level are compiled in the updated WEE Guideline.	40% (outline is finished and got comments from stakeholder during the retreat in July 2022. Now, drafting the guideline is in the progress)	100%	

Project activities status to date, end of Aug 2022 (3/3)

Output's activities	Description of activities	Status as End of Aug 2022 (percentage of completion (eg. 80%, 100%))	Expected status by Dec 2022 (eg. 100% or 90%)	Remark	
Output's activities	3-1. In coordination and collaboration with MOWA, project activities are integrated in the action plan for Neary Rattanak V and NCDD Gender Policy.	- Integrating in Neary Rattanak: 100%; - Integrating in NCDD national programme policy 2 (Gender action plan is in progress)	100%		
	3-2. Through the TWG-G WEE/GMAG meetings, MOWA shares the progress, outputs, experiences, findings, lessons learned, etc. which are extracted from the project activities with line ministries, and advocates for promoting WEE at the sub-national level.	Sharing activities have been done with 8 partner line ministries (GMAG), WEE-WG in target provinces except TWG-G WEE	100% (TWG-G WEE will be convened in the morning of 30 Sept 2022)		
	3-3. The recommendations for promoting WEE at the sub-national level are discussed and compiled by MOWA counterparts.	50% (Input have been provided from target provinces but project team has not compiled it yet)	100%		
	3-4. The compiled recommendations are shared in the TWG-G WEE/ GMAG meetings.	Not yet start depending on 3-3 (TWG-G WEE will be convened in the morning of 30 Sept 2022)	100%		
	3-5. Active discussion and coordination are made with the partner line ministries and NCDD gender team (consisting of gender equality department of MOWA and NCDD) for integrating the shared recommendations into the sector plans/annual plans/action plans of the partner line ministries and for the NCDD Gender Policy.	- At national level: 80% of partner line ministries integrated them in to their respective plans. - At provincial level: 30% of partner PDs integrated in their sector plan/annual plans/action plan (SRP, TBKhum, KCH, KCM);	80-100%		
	3-6. An experience (output) sharing workshop for widely sharing the approved recommendations (in Activity 3-4) and updated WEE guideline (developed in Activity 2-7) in collaboration with the MOWA counterparts as well as the outputs and lessons learnt of the project activities with line ministries.	Planned in Dec 2022 but not yet start	100%		
	3-7. A regional seminar is held for sharing the achievements, outcomes best practices and lessons learned from the project activities as well as exchanging the experiences among the ASEAN countries	Planned in Oct/Nov 2022 (probably joining with other programme)	100%		

Evaluation of achievements of outputs, purpose and overall goal (1/4)

Output 1: The capacity of MOWA/PDWA in terms of advocacy and coordination is strengthened to promote WEE at sub-national level. Results (Tentative) Almost achieved and expected to be Fully achieved to the completion

Indicator 1.1: Capacity of the counterparts of MOWA/PDWA in advocacy and coordination which will be defined in the Gender Capacity Assessment is strengthened.

Result: (TENTATIVE) **Almost achieved** but need to be confirmed by the Terminal Gender Capacity Assessment.

OUTPUT 2: Through the pilot activities, implementation mechanism and tools for promoting WEE are verified with its effectiveness by MOWA/PDWA and partner line ministries and provincial departments. Result (Tentative) Partially achieved and expected to be fully achieved to the completion

Indicator 2.1. Implementing tools for promoting WEE at the sub-national level are acquired by the C/Ps of MOWA/PDWA and the partner provincial line departments

Result: (TENTATIVE) **Partially achieved** (for example, the gender-responsive tools and tips for planning, implementing and monitoring were developed, and the related trainings were implemented.)

Indicator 2.2. Role of WEE-WG in the project is institutionalized and included in the updated of WEE Guideline.

Result: (TENTATIVE) **Partially Achieved** (WEE-WG is functioning, but not yet institutionalized in WCCC or other existing mechanisms).

Evaluation of achievements of outputs, purpose and overall goal (2/4)

OUTPUT 3: Recommendations (tips and lessons learned) to implement/formulate gender-responsive policies are acknowledged by the partner line ministries and provincial departments and NCDD gender team through the active discussion with MOWA/PDWA. Results: (Tentative) Partially Achieved and expected to be Almost/Fully Achieved to the Completion.

3.1. Recommendations (tips and lessons) are acknowledged by the partner line ministries, NCDD gender team and partner provincial line departments.

Result: (TENTATIVE) ██████████ (recommendation is collected but not yet compiled/shared in the seminar/workshop)

9

Evaluation of achievements of outputs, purpose and overall goal (3/4)

Project purpose: Gender mainstreaming mechanisms are strengthened to promote women's economic empowerment at the sub-national levels by the partner line ministries/departments through advocacy and coordination by MOWA/PDWA: Result (Tentative) Partially Achieved and expected to be Almost/Fully Achieved to the Completion

1. MOWA/PDWA advocates and coordinates with line ministries and partner provincial departments for planning and implementing gender-responsive programs and projects.

Result: (TENTATIVE) ██████████ (through pilot activities, this activity has already been implemented.)

2. WCCC meeting is functioning as a platform for PDWA and line provincial departments to discuss and monitor gender-responsive programs and projects for promoting WEE in all target provinces.

Result: (TENTATIVE) ██████████ (After implementing all pilot activities, the project is planning to discuss how to institutionalize WEE-WG role into the part of WCCC or other existing mechanisms).

3. Updated WEE Guideline is approved by MOWA.

Result: (TENTATIVE) ██████████ (The outline of updated WEE guideline has fixed, but the guideline itself has not yet drafted and approved.)

4. Partner line ministries and NCDD gender team integrate at least one implementation tool or recommendation for promoting WEE into their projects and activities.

Result: (TENTATIVE) ██████████ (The tools or recommendations will be shared through TWG-G WEE and other occasions; some line ministries have already integrated though).

10

Evaluation of achievements of outputs, purpose and overall goal (4/4)

Overall Goal: Women's economic empowerment is promoted through gender-responsive programs and projects implemented by line ministries/department through advocacy and coordination by MOWA/PDWA in target and non-target provinces. Result (Tentative) not yet able to be evaluated

1. Gender-responsive programs and projects are planned and implemented for promoting WEE based on the updated **WEE Guideline** and the PGM Method Guideline in target and non-target provinces.
2. **WCCC meeting** is functioning as platform for PDWA and line provincial departments to discuss and monitor gender-responsive programs and projects for promoting WEE in non-target provinces
3. **All the partner line ministries and NCDD integrate at least one recommendation** into sector policies/plans or NCDD Gender Policy/Plan and implement gender-responsive programs and projects for promoting WEE at the sub-national level Partner line ministries and NCDD gender team integrate at least one implementation tool or recommendation for promoting WEE into their projects and activities.

Result: (TENTATIVE) Not yet able to be

(Once the following issues are confirmed, overall goal will be highly achieved.

***Provincial level:** the WEE-WG is formally institutionalized in terms of both technical and financial aspect.*

***Central level:** MOWA's capacity is maintained/enhanced and all tools and good practices of the project are disseminated via TWG-G WEE, GMAGs and other TWGs.)*

The appropriate time to assess the overall goal of the project is three to five years after the project's completion.

11

Evaluation results based on OECD/DAC evaluation criteria (1/2)

Relevance: High (4)

- **National Policy:** NSDP
- **Sector Policy:** Neary Rattanak
- **Actual Needs:** WEE in JMI, MOWA's PIPs and BSPs, MOWA's proposal to Japan, PGM-WEE from PGM1 and PGM2, Target Women's comments on the project.
- **Project Approach:** WEE approach via MOWA's capacity, pilots, analysis, training of provincial departments, training of target women, and PGM Method, WEE-WG and institutionalization

Coherence: High (4)

- **Japan's Policies:** Globally supports Gender Mainstreaming; Cambodia Country Assistance defines Gender as part of the governance support
- **Japan's Focus:** PGM1, PGM2 and PGM WEE to build as system to support income earning activities of rural women in rural areas and strengthening capacity of MOWA and related partners to run the system
- **SDG-5 and Other SDGs:** WEE is important
- **Aid Coordination of WEE:** TWG-G and Sub-TWG-G on WEE. However,
- **Concern:** TWG-G WEE has not yet been convened after the post-Covid 19.

12

Evaluation results based on OECD/DAC evaluation criteria (2/2)

Effectiveness: High ~ Moderate (4~3)

- **Progress of Activities:** To date the project has cover 83% of its activities of which 61% fully completed and nearly completed, 22% partially completed, 17% to be started in the project's remaining period.
- **Key Effectiveness Factors:** capacity of MOWA in advocate and coordinate WEE; WEE-WG functioning to transmit the knowledge to target women; gender-responsive programs and projects integrated at national level via GMAGs and provincial level via WEE-WG members; active participation and solidarity of Cambodian C/Ps including MOWA and partner line ministries; PDWA and partner provincial departments and WCCC; supplementary support during Covid-19.
- **Concern of Effectiveness:** WEE-WG institutionalization

Efficiency: Moderate (3)

- **Outputs and Activities:** Strong logical linkage and there is no activities of OP been reduced even Covid-19.
- **Dispatches of experts and C/Ps:** Dispatches are all relevant subjects toward WEE and C/Ps are very participatory and committed.
- **Project Achievement and Time Inputs of Experts:** Relatively balanced
- **Specifications and Qualities of Provided Equipment:** Responsive to the needs of the C/Ps to execute the project and well distributed among target provinces.
- **Overrun Cost:** By this time of evaluation there is no overrun cost.
- **Communication:** There is a need to improve the reporting by submitting the project monitoring sheet in a timely manner.
- **Covid-19 impact:** After Covid-19, the project rearranged the schedule of the activities such arrangement resulted in allocated short time of training of some technical subjects to the target women groups in the two provinces which activities implemented after the Covid-19. According to the partner provincial department and the project C/Ps, they had to speed up activities by several actions within the short time.

Evaluation results based on OECD/DAC evaluation criteria (2/2)

Impact: Moderate (3)

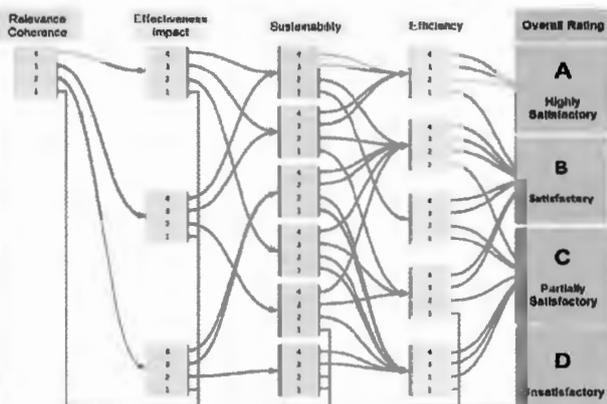
- **Immediate Impacts:** Capacity, mindsets, and participation of MOWA and partner line ministries, PDWA and partner provincial line departments, WCCC and NCDD Team; Positive effects on the target group is confirmed widely via the field interviews; spillover effects to other development issues and sectors
- **WEE Model:** Beneficial for wider gender issue, socio-economic development and poverty reduction.
- **Perception on PGM WEE of C/Ps:** Very positive; The momentum has been created and Japan can continue support to create the critical mass of WEE promotion for the next three to five years from the completion of this project.

Sustainability: Fair (2)

- **Policy Sustainability:** High due to the continuation of importance of WEE in national and sectoral development
- **Institutional Sustainability:** Fair due to the concern on institutionalization of WEE-WG after the project
- **Technical and Human Resource:** Moderate due to not yet complete updated WEE Guideline and terminal gender capacity assessment, the need to have plan for managing project outputs in period after the project
- **Financial Sustainability:** Fair because it may take time and effort to increase national budget to MOWA for WEE promotion under the framework of Neary Rattanak.
- **Other Concern:** not having TWG-G WEE meeting to share the experiences of the project to the stakeholders of WEE there.

Overall evaluation result

JICA's Evaluation Rating



Overall Evaluation Result

Criteria	Evaluation Result	Score	Overall Rating
Relevance	(Tentative)High	4	Satisfactory (B)
Coherence	(Tentative)High	4	
Effectiveness	(Tentative) Moderate ~ High	3~4	
Efficiency	(Tentative) Moderate	3	
Impact	(Tentative) Moderate	3	
Sustainability	(Tentative) Fair	2	

15

Evaluation conclusion

- WEE Promotion is very inevitable.
- MOWA and JICA are on track for gender mainstreaming efforts through WEE that address realistic needs.
- Strong collaboration and partnership of Cambodian project implementers including MOWA, PDWAs, partner line ministries especially GMAGs, partner provincial line departments especially WEE-WG members, NCDD gender team and WCCC and their practical networking
- WEE tools produced by the project is effective to mainstream gender-perspectives into any program and activity, and further utilization of such tools is very important.
- WEE promotion does not only benefit the economic empowerment of the women but also comprehensive empowerment, rural socio economic development, poverty reduction, and other social benefits.
- Unfortunately, in Cambodia only five projects are on-going from DPs and Japan is the main supporter of WEE promotion, especially capacity development. Therefore, securing budget for activities for WEE is important in the future.
- Moving forward, institutionalization of the updated WEE Guideline, institutionalized implementation mechanism such as WEE-WG and the function of TWG-G WEE are very crucial.

16

Recommendations (1/3)

[To the Completion of the Project]

For MOWA and Project Team

- 1) MOWA's plan(s) to institutionalize WEE-WG
- 2) MOWA's finalization of WEE recommendations to allow majority of the activities associated with Output 3 to be achieved within the project period
- 3) Timely reporting and submission of the monitoring sheets
- 4) Documentation of the key materials of the project by the Project Team as a basis for further extensions by MOWA and WEE-WGs after the project
- 5) Exchange experiences among target provinces implementing WEE

17

Recommendations (2/3)

[Impact and Sustainability]

For MOWA

- 1) Plan to use the project outputs and updates after the project, utilizing the functioning of TWG-G WEE.
- 2) Plan to secure complementary support (e.g., seeds, tools, small loans) when implementing similar activities to achieve more benefits for the target women in accordance with the situation of targeted women.

18

Recommendations (3/3)

[Impact and Sustainability]

For MOWA and Other Implementation Partners

- 1) MOWA's introduction and promotion to MEF and other related parties to ensure supports for WEE by adopting the WEE model developed by the project and explaining its benefits for broader gender empowerment, socio-economic development and poverty reduction during the budget proposal and negotiations and other related occasions under the WEE pillar of Neary Rattanak.
- 2) Continued efforts and leadership of the WEE WG Chairs and Vice Chairs and commitment of the PDWA and provincial partners.
- 3) Balanced task distribution between WEE and other core tasks of the provincial partners and career incentives in the provision of WEE promotion.
- 4) Sufficient time for some technical issues during the WEE promotion to the target groups in order to achieve higher quality training of the target groups.
- 5) Regular meetings of the C/Ps in the partner line ministries to exchange experiences of the WEE promotion.

For JICA

- 1) Consider possible additional support from JICA proposed by MOWA.
- 2) JICA's considerations for support in the transition period such as the dispatch of the policy and aid coordination expert when MOWA needs to strengthen the system of WEE promotion.
- 3) JICA's continued role in supporting WEE in Cambodia as a model for other countries and regions.

19

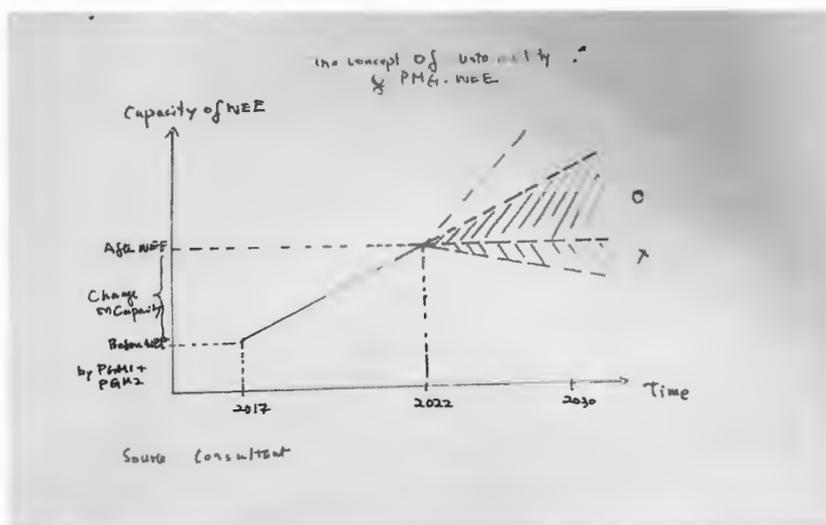
Lessons learned

- 1) The right approach to WEE promotion is important and the Cambodian model of capacity development through PGM 1, PGM 2 and PGM WEE can serve as an example.
- 2) In addition to the right approach, the active participation of the relevant C/Ps and their partners is very important since WEE is cross-sectoral.
- 3) Good project communication can increase efficiency.
- 4) Capacity development is successful when it starts with local initiators and conditions and develops in the continuous learning process of state building.
- 5) Some remedial actions or supports are really important for the project to successfully deal with Covid-19 or other external shocks.

20

Thank you very much for your support and participation!

Annex: Analysis of the Sustainability



Way Forward

MOWA & PGM-WEE

1. What to be done during the project period

【Output 1】

- Print and distribute gender terminology booklet
- Finalize and print gender statistics booklet in SRP & KPC
- Conduct terminal capacity assessment

1. What to be done during the project period (cont.)

【Output 2】

- Implement follow-up activities in KPT, TBK and SRP in Sep
- Facilitate discussions on how to institutionalize the function of WEE-WG and mainstream gender at 5 target provinces
- Approve and print WEE Guideline

1. What to be done during the project period (cont.)

【Output 3】

- Compile recommendations and share with the partner line ministries
- Discuss with the partner line ministries, NCDD and PDs on how to integrate outcomes of PGM-WEE into their policy, plan & activities

1. What to be done during the project period (cont.)

【Output 3】

- Conduct experience sharing workshop in Dec

【Others】

- Compile project completion report in Nov
- Conduct 6th JCC to approve the report in Dec

2. Proposed measures

- Meeting with the partner line ministries
 - Sharing the outputs and tips from PGM-WEE through TWG-G WEE on 28 Sep
 - Discussing how integrate them into their policy & plan through technical meeting in Oct
 - Confirming the results in GMAG meeting in Nov

2. Proposed measures (cont.)

- ASEAN seminar
 - Might be difficult to conduct as planned because of several ASEAN meetings in Oct & Nov
 - Option 1: Join in the other meeting on gender equality
 - Option 2: Conduct a dissemination workshop for non-target provinces

3. Actions to be taken after the project period

[National level]

- Conduct necessary activities (e.g. training, awareness raising) under the Neary Rattanak V
- Collaborate with the line ministries for integrating tips of PGM-WEE in their policy, plan and activities in order to provide more gender responsive supports for rural women on WEE

3. Actions to be taken after the project period (cont.)

【Provincial level】

- Follow-up to make sure the function of WEE-WG as a platform of multi-sectoral PDs for promoting WEE at provincial level
- Provide technical supports for non-target provinces based on the WEE guideline

Thank you for your attention!

MINUTES OF THE MEETING
OF
THE SIXTH JOINT COORDINATING COMMITTEE
OF
THE PROJECT ON GENDER MAINSTREAMING
FOR WOMEN'S ECONOMIC EMPOWERMENT (PGM-WEE)

The sixth Joint Coordinating Committee (JCC) of the Project on Gender Mainstreaming for Women's Economic Empowerment (PGM-WEE) was held on 16th December 2022 in order to 1) share the overview of the project completion report and way forward proposed by MOWA, 2) share lessons learnt and recommendations based on the experiences from PGM-WEE, 3) report the findings and future plan of the WEE-WGs at the provincial level, and 4) propose the expectations after the project completion from JICA.

As a result of the discussion, Ministry of Women's Affairs (MOWA), Japan International Cooperation Agency (JICA) and PGM-WEE agreed upon the matters referred to in the documents attached hereto.

Phnom Penh, 16th December 2022



H.E. Chan Sorey
Secretary of State
Ministry of Women's Affairs



Haruko KAMEI
Chief Representative
Japan International Cooperation Agency
Cambodia Office



Akane TOTANI
Chief Advisor, PGM-WEE

With the participation of members of JCC and representatives from the concerned parties (refer to Appendix 1), the JCC meeting was conducted according to the given agenda. (Refer to Appendix 2).

1. Overview of Project Completion Report and Way forward

Ms. Te Vouchlim, Director of Planning and Statistics Dept. of MOWA (Project Manager of PGM-WEE) presented the overview of the Project Completion Report which consists of the following contents. (Refer to Appendix 3)

- Basic information of the project
- Result of the project
- Result of joint evaluation
- For the achievement of overall goals after project completion

In the end of the presentation, she represented the following issues as way forward.

- Conduct technical training for PDWA in the non-target provinces by modifying the contents of PGM workshop with the program budget
- Confirm the integration of gender perspectives and WEE aspects in the PDWA's annual plan
- Follow up the progress and facilitate the discussion on how an appropriate gender mainstreaming mechanism should be formalized at the provincial level in coordination with Ministry of Interior and starts to install the mechanism in non-target provinces
- Monitor the status of gender mainstreaming in GMAP or sector plan through the GMAG meeting at least once a year
- Share the progress of WEE promotion at provincial level in the TWG-G WEE meeting which is supposed to be held regularly
- PDWA advocates and coordinates with the PDs to integrate gender perspectives and WEE aspects into the plans/projects, and monitor the progress in the regular WEE-WG meeting

2. Lessons learnt from PGM-WEE and recommendations

Ms. Akane Totani, Chief Advisor of PGM-WEE presented lessons learnt from PGM-WEE and recommendations. (Refer to Appendix 4)

- A cross-sectoral approach for promoting WEE was effective to produce concrete results in terms of both increase in income and women's empowerment by using existing skills and knowledge of the PDs.
- Implementation tools which were developed and testified through the pilot activities in PGM-WEE were significantly useful tips on "gender responsive project cycle management" for promoting not only WEE but also gender mainstreaming in general.
- The content of gender training on "the concept of WEE" was exclusively effective for bringing changes of target women's and men's mind-sets and behavior.
- As long as any types of income generating activities and small business of rural women are appropriately supported with clearly addressing women's needs and gender issues, WEE can be promoted in broader sense, which can contribute to achieve gender equality.
- The content of gender training on "the concept of WEE" was exclusively effective for bringing changes of target women's and men's mind-sets and behavior.

- Although the budget is still limited, several PDs showed that there is a possibility to utilize the experiences of PGM-WEE in several ways.
- Comprehensive capacity building of PDs is highly required for enhancing gender mainstreaming at the provincial level.

In the end of the presentation, she represented the following issues as recommendations.

- In order to ensure planning and implementation of gender-responsive WEE activities at the provincial level, it is important that MOWA and line ministries discuss with the Ministry of Economy and Finance (MEF) to allocate necessary budget or negotiate with the other Development Partners to gain more financial supports for promoting WEE.
- In order to enhance gender mainstreaming in all the sectors, RGC and the line ministries need to consider the integration of gender perspectives into the ordinal sector policy and plans rather than planning separate activities in the GMAP. Related to it, MEF needs to examine the introduction of gender budgeting so that budget allocation for gender-responsive projects/activities can be ensured.

3. Way Forward from 5 Target Provinces

➤ **KPC: H.E. Anheng Leakhena (Chair of WCCC) (WEE-WG Chair)**

- Project activities in KPC were successful. All the PDs understand the importance of gender mainstreaming and each element of WEE.
- H. E. Provincial Governor in KPC had already approved to maintain the function of WEE-WG under the existing WCCC. WEE-WG will work as the same as it does during the project period. 1 or 2 officers of each PD, front line officer, from each PD would be involved with WEE-WG which leads to most of the WCCC members being WEE-WG members.
- In 2023, KPC would call the 1st WEE-WG meeting. When some issues to be dealt with WEE-WG, we would call a WEE-WG but when no issues to be shared, we would have a joint meeting with WCCC depending on actual needs.
- Although it might be for a short period, continuous supports will be provided with the target village.
- KPC would like to say thank you so much for PGM-WEE project for supporting and hope to work together again. Thanks for establishing Agricultural Cooperative (AC) for KPC.

➤ **KPT: H.E. Lum Kuntheary (Provincial Deputy Governor) (WEE-WG Chair)**

- KPT would like to maintain the function of WEE-WG under the WCCC. In late December 2022, a WCCC meeting is to be called and it will be shared with all the PDs that the function of WEE-WG will be continued.
- During the WCCC meeting in late December, 8 PDs would make a request to department directors to get financial support to conduct gender training for the officers in the departments. It is also expected to receive necessary supports from the line ministries.

- **TBK: H.E Ny Chanthyda (Provincial Deputy Governor)**
 - As H.E Provincial Governor approved, TBK would maintain the function of WEE-WG under the existing WCCC. TBK would like to scale up the WEE related activities and the budget for commune level increased from 17,000 million Riel in 2022 to 20,000 million Riel in 2023; however, disbursement of the budget from MEF has been too slow. MEF should allocate more budget to keep implementation of WEE-WG activity.
 - TBK would like to still request MOWA and JICA to continue the technical supports for promoting gender mainstreaming and WEE at the provincial level.
 - TBK would like to say thank you so much to the Japanese Prime Minister and people for providing a budget to support the TBK and please continue to support TBK.

- **SRP: H.E. You Sophear (Provincial Deputy Governor) (WEE-WG Chair)**
 - SRP would maintain the function of WEE-WG under the administrative body of the SRP province.
 - WEE-WG meeting would be called at the end of February 2023 to disseminate the outcome of PGM-WEE including the gender statistical booklet to all the related PDs especially for the local governors.
 - WEE-WG would develop an action plan to continue the WEE related activities.
 - Participation of new members to WEE-WG is being planned to make the WEE-WG's function stronger.
 - A major challenge is budget limitation. Although we included some of the related activities in our 3-year plan, it was deducted by MEF because they think that this work should be provided priority to MOWA as gender or women activity and social affairs budget cannot be used as well. We would request MOWA to assist the provincial departments to get the necessary budgets to implement the activities.
 - Request to line ministries to strengthen and support this activity by allowing to include in PB.

- **KCH: H.E. Pal Yuern (Member of Provincial Councilor) (WEE-WG Chair)**
 - KCH would like to request JICA to scale up the project to all the 25 provinces.
 - KCH would like to maintain the function of WEE-WG under WCCC. H.E. Chair of WEE recommended to include PDOC and PDIST as a member of WCCC to share information among PDs in an efficient and effective manner.
 - KCH will set meetings in every month and report to WCCC and Provincial Administrative Body.
 - WEE-WG would have a distinct action plan with corroboration with all departments, however, no budget is a crucial challenge. We request MEF to increase the amount of budget for WCCC and PDs. Commune/Sangkat budget is so large, so some of the budget should be allocated for gender mainstreaming and WEE activity.
 - In addition, we request National Committee for Sub-National Democratic Development (NCDD) that the function of WEE-WG under the WCCC must be acknowledge by NCDD.
 - PDOC and PDIST would prepare a program to implement advocate training, gender mainstreaming training and technical training of vegetable growing in the communities.

- PDLVT would continue to disseminate and mainstreaming gender into the administrative system at all garment factories.
- PDAFF would continue to support target groups through Agricultural Services Programme for Innovation, Resilience and Extension (ASPIRE) project and extended to other village.

4. Future expectation

Ms. Yaeko Shikata JICA HQ expressed JICA's expectation that all the stakeholders continue and expand this momentum to achieve the overall goal after the completion of the project. She also underscored that MOWA is expected to monitor the activities utilizing outcome of PGM-WEE and/or any other means to promote WEE after the completion of the project in both central and provincial level and compile information on its progress and results in order to review sustainability and dissemination of the project results in the ex-post evaluation. Finally, she mentioned that JICA requested MOWA, PDWA and PDs of target provinces to submit the implementation plan for promoting WEE in 2023 to JICA by the end of January 2023. (Refer to Appendix 5-1 and 5-2)

5. Conclusion

H.E. Chan Sorey concluded that MOWA and target provinces would utilize experience and lessons learnt from the PGM-WEE after the project completion. A concrete action plan at sub-national level was mentioned necessary to implement WEE-WG activities.

List of Appendices

Appendix 1: Participant List

Appendix 2: Agenda of the 6th JCC Meeting

Appendix 3: Presentation (Overview of Project Completion Report and Way Forward)

Appendix 4: Presentation (Lessons learnt from PGM-WEE and Recommendations)

Appendix 5-1: Implementation plan after the completion of PGM-WEE (central level)

Appendix 5-2: Implementation plan after the completion of PGM-WEE (provincial level)

**6th Meeting of the Joint Coordinating Committee of
the Project on Gender Mainstreaming for Women's Economic Empowerment
Agenda**

Date: Friday, 16 December 2022

Venue: Dara Airport Hotel (Phnom Penh)

MC: Ms. Chea Socheata

Time	Item	Person in Charge
8:30-9:00	Registration	MOWA
9:00-9:30	Opening remarks <ul style="list-style-type: none"> • Ms. Haruko Kamei, JICA Representative • H.E. Chan Sorey, Secretary of State 	JICA Cambodia Office MOWA
9:30-9:45	Photo shooting	
9:45-10:00	Break	
10:00-10:30	Presentation (1): Overview of Project Completion Report and Way forward (MOWA)	Vouchlim Te Director of Planning and Statistics Dept.
10:30-10:40	Presentation (2): Lessons Learned from PGM-WEE and Recommendations	Akane Totani Chief Advisor, PGM-WEE
10:40-11:30	Way Forward from Target Province (10 min. for each province)	Chair of WEE-WG 5 Target Provinces
11:30-11:40	Recommendation from JICA Headquarters	JICA Headquarters
11:40-12:20	Discussions	H. E. Chan Sorey MOWA
12:20-12:30	Closing remarks	H. E. Chan Sorey MOWA
12:30	Closing	

Handouts:

1. Agenda
2. Presentation material (1) Overview of Project Completion Report and Way forward (MOWA)
3. Presentation material (2) Lessons Learned from PGM-WEE and Recommendations

* All the documents are prepared both in English/Khmer.

Overview of Project Completion Report (PCR) and Way Forward

Te Vouchlim
Director of Planning & Statistics Department, MOWA

1. Project Completion Reports (PCR)

- Project completion report (PCR) is a document to externally indicate the results of initiatives as published information until the time of project completion.
- PCR is a major document to be referred to in the ex-post evaluation (three years after completion).
- PCR is to summarize the project, be approved in the last JCC, and be submitted to JICA at project completion.

2. Contents of PCR

I. Basic information of the project

1. Country
2. Title of the project
3. Duration of the project
4. Background
5. Overall goal and project purpose
6. Implementing agency

2. Contents of PCR (cont.)

II. Results of the project

1. Results of the project
 - 1-1. Input by the Japanese side
 - 1-2. Input by the Cambodian side
 - 1-3. Activities
2. Achievement of the project
 - 2-1. **Outputs and indicators**
 - 2-2. **Project purpose and indicators**
3. History of PDM modification
4. Others

2. Contents of PCR (cont.)

III. Results of Joint Review

1. Results of review based on DAC evaluation criteria (Relevance, Coherence, Effectiveness, Efficiency, Impact, Sustainability)
2. Key factors affecting implementation and outcomes
3. Evaluation on the results of the project risk management
4. Lessons Learnt
5. Performance
6. Additional activity/support

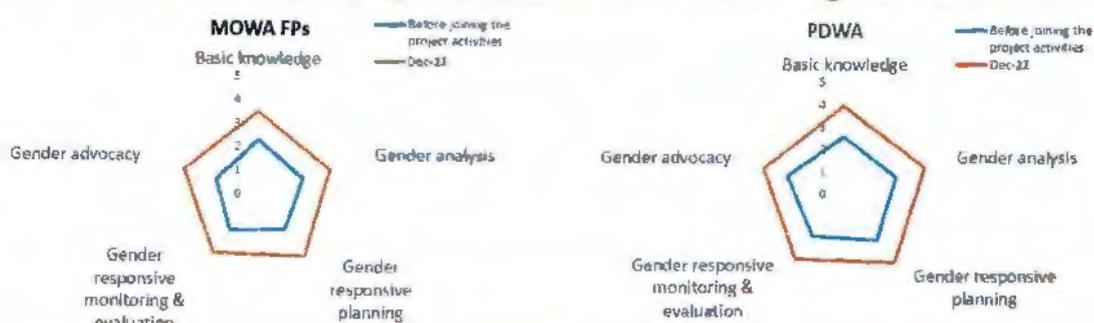
2. Contents of PCR (cont.)

IV. For the achievement of overall goals after project completion

1. Prospects to achieve overall goal
2. Plan of operation and implementation structure of the Cambodian side to achieve the overall goal
3. Recommendations for the Cambodian side
4. Monitoring plan from the end of the project to ex-post evaluation

3. Achievement of the project (output)

Output 1. Capacity of the counterparts of MOWA/PDWA in advocacy and coordination which will be defined in the Gender Capacity Assessment is strengthened



3. Achievement of the project (output)

Output 2-1. Implementing tools for promoting WEE at the sub-national level are acquired by the counterparts of MOWA/PDWA and the partner PDs

Key tools were acquired by the counterparts of MOWA/PDWA and the partner provincial departments through the technical meetings (before the implementation of pilot activities), on-the-job activity in the target villages and supplementary trainings (e.g. gender training, retreat program, gender mainstreaming workshop).

3. Achievement of the project (output)

Output 2-2. Role of WEE-WG in the Project is institutionalized and included in the updated WEE Guideline

- Based on the discussion among the WEE-WG members in the target provinces, it was approved by H.E. Provincial Governor to institutionalize the function of WEE-WG under the WCCC in KPC, KCH, KPT and TBK and the provincial administrative body in SRP.
- Function of WEE-WG is compiled in the WEE Guideline.

3. Achievement of the project (output)

Output 3. Recommendations (tips and lessons learned) are acknowledged by the partner line ministries, NCDD gender team and partner provincial departments

- Recommendations were compiled and acknowledged by the partner line ministries, NCDD gender team and partner provincial departments in the retreat program in July 2022.
- Partner line ministries confirmed the importance of applying the tips and lessons learned for promoting WEE in the existing project/activities through the GMAG dialogue in November 2022.

4. Achievement of the project (project purpose)

1. MOWA/PDWA advocates and coordinates with line ministries and partner PDs for planning and implementing gender-responsive programs and projects

- It was found that PDWA and some PDs started to discuss and coordinate to integrate gender perspectives or WEE aspects into the existing projects/activities (e.g. Project on Accelerating Inclusive Markets for Smallholders (AIMS) and Agricultural Service Programme for Innovation Resilience and Extension (ASPIRE) supported by IFAD/MOAF, and One Village One Product (OVOP) project of PDISTI.
- Findings and lessons learned from the PGM-WEE were shared in the TWG-G WEE meeting which was conducted in Oct. 2022.

4. Achievement of the project (project purpose)

2. WCCC meeting is functioning as a platform for PDWA and line provincial departments to discuss and monitor gender-responsive programs and projects for promoting WEE in all target provinces

- It was found that PDWA and some PDs started to discuss and coordinate to integrate gender perspectives or WEE aspects into the existing projects/activities (e.g. Project on Accelerating Inclusive Markets for Smallholders (AIMS) and Agricultural Service Programme for Innovation Resilience and Extension (ASPIRE) supported by IFAD/MOAF, and One Village One Product (OVOP) project of PDISTI.

4. Achievement of the project (project purpose)

3. The updated WEE Guideline is approved by MOWA

- WEE Guideline was updated and approved by MOWA in December 2022.

4. Partner line ministries and NCDD gender team integrate at least 1 implementation tool or recommendation for promoting WEE into their projects and activities.

- MAFF and MOC acknowledge and support the provincial department to integrate implementation tool for gender training into the project funded by the other DPs (e.g. IFAD, ADB).

4. Achievement of the project (project purpose)

- MOT and MOWA signed a joint action plan for gender-responsive ecotourism policy with implementation tools and tips of PGM-WEE and agreed to prepare an MOU. They also agreed to include MOWA in the secretariate of the national committee for management and development of community tourism and eco-tourism.
- MORD, MOLVT and MISTI acknowledge and support the provincial department to apply gender perspectives and WEE aspects into the existing project and administrative service for making them more gender responsive.

5. Results of review based on DAC evaluation criteria

Value judgement based on six (6) criteria for ODA evaluation

RELEVANCE
is the intervention
doing the right things?

EFFECTIVENESS
is the intervention
achieving its objectives?

IMPACT
what difference does
the intervention make?



COHERENCE
how well does
the intervention fit?

EFFICIENCY
how well are resources
being used?

SUSTAINABILITY
will the benefits last?

5. Results of review based on DAC evaluation criteria (cont.)

1. Relevance: High
2. Coherence: High
3. Effectiveness: Relatively High
4. Efficiency: Moderate
5. Impact: Moderate
6. Sustainability: Moderate (←Fair)

6. Prospects to achieve overall goal

1. Gender-responsive programs and projects are planned and implemented for promoting WEE based on the updated WEE Guideline and the PGM Method Guideline in target and non-target provinces

- As of October 2022, it was already found that some of the provincial departments started to integrate gender perspectives and/or WEE aspects which were learned from PGM-WEE into the ordinary plan (e.g. annual plan and 3-year investment plan) and existing project/activities (e.g. agribusiness, vocational training, administrative guidance for garment factories, women's leadership at village level) funded by the program budget.
- However, it is also required for the non-target provinces to get technical supports from MOWA and the relevant line ministries periodically.

6. Prospects to achieve overall goal (cont.)

2. WCCC meeting is functioning as a platform for PDWA and line provincial departments to discuss and monitor gender-responsive programs and projects for promoting WEE in non-target provinces

- Since it was just decided that the function of WEE-WG was institutionalized in the target provinces at the time of project completion, it is difficult to prospect whether the function of WEE-WG is established and functioned well in the other non-target provinces.

6. Prospects to achieve overall goal (cont.)

3. All the partner line ministries and NCDD integrate at least 1 recommendation into their sector policies/plans or NCDD Gender Policy/plan and implement gender-responsive programs and projects for promoting WEE at the sub-national level

- All the partner line ministries had already expressed their interests to integrate the recommendations and tips from the PGM-WEE into their policy, plan and projects. However, it largely depends on the budget condition of RGC and how MOWA can effectively advocate and coordinate with MEF and the other line ministries to secure necessary budget for the implementation. Continuous advocacy and facilitation should also be required to be done by MOWA, especially by the Gender Equality Department.

7. Way forward (MOWA & PDWA)

- Conduct technical training for PDWA in the non-target provinces by modifying the contents of PGM workshop with the program budget
- Confirm the integration of gender perspectives and WEE aspects in the PDWA's annual plan
- Follow up the progress and facilitate the discussion on how an appropriate gender mainstreaming mechanism should be formalized at the provincial level in coordination with Ministry of Interior and starts to install the mechanism in non-target provinces
- Monitor the status of gender mainstreaming in GMAP or sector plan through the GMAG meeting at least once a year
- Share the progress of WEE promotion at provincial level in the TWG-G WEE meeting which is supposed to be held regularly
- [PDWA] Advocate and coordinate with the PDs to integrate gender perspectives and WEE aspects into the plans/projects, and monitor the progress in the regular WEE-WG meeting

Lessons Learned from PGM-WEE and Recommendations

Akane Totani
Chief Advisor, PGM-WEE

1. Lessons Learned

- A **cross-sectoral approach** for promoting WEE was effective to produce concrete results in terms of both increase in income and women's empowerment by using existing skills and knowledge of the PDs.
- Implementation tools which were developed and testified through the pilot activities in PGM-WEE were significantly useful tips on "**gender responsive project cycle management**" for promoting not only WEE but also gender mainstreaming in general.

1. Lessons Learned (cont.)

- The content of gender training on “**the concept of WEE**” was exclusively effective for bringing changes of target women’s and men’s mind-sets and behavior.
- As long as any types of income generating activities and small business of rural women are appropriately supported with clearly addressing **women’s needs and gender issues**, WEE can be promoted in broader sense, which can contribute to achieve gender equality.

1. Lessons Learned (cont.)

- Although the budget is still limited, several PDs showed that there is **a possibility to utilize the experiences of PGM-WEE** in several ways.
- Comprehensive **capacity building of PDs** is highly required for enhancing gender mainstreaming at the provincial level.

2. Recommendations

- **【For promoting WEE at provincial level】**

In order to ensuring planning and implementation of gender-responsive WEE activities at the provincial level, it is important that MOWA and line ministries discusses with the Ministry of Economy and Finance (MEF) to allocate necessary budget or negotiate with the other Development Partners to gain more financial supports for promoting WEE.

2. Recommendations (cont.)

- **【For ensuring gender mainstreaming】**

In order to enhance gender mainstreaming in all the sectors, RGC and the line ministries need to consider the integration of gender perspectives into the ordinal sector policy and plans rather than planning separate activities in the GMAP. Related to it, MEF needs to examine the introduction of gender budgeting so that budget allocation for gender-responsive projects/activities can be ensured.

**Implementation plan for promoting WEE after completion of the
PGM-WEE (Central level)**

1. TWG-G WEE

(1) Members:

(2) TOR:

(3) Number of meetings and its holding period in 2023:

2. MoWA's activity plan for promoting WEE in 2023

Activity	Target Province	Non-target Province

**Implementation plan for promoting WEE after completion of the
PGM-WEE (provincial level)**

1. WEE-WG

(1) Members:

(2) Number of meetings and its holding period in 2023:

2. PDWA's Activity plan for promoting WEE in 2023

-
-

3. Other PD's Activity plan for promoting WEE in 2023

TO: CR of JICA Cambodia

PROJECT MONITORING SHEET

Project Title: Project on Gender Mainstreaming for Women's Economic Empowerment (PGM-WEE)
Version: Ver. 4 (Term: September 2018 – February 2019)
Name: Te Vouchlim, Director, Planning and Statistics Department, Ministry of Women's Affairs (MOWA)
Name: Akane Totani, Chief Advisor, PGM-WEE
Date: 29 March 2019

I. Summary**1 Progress****1-1 Progress of Inputs** (for details, see Attachment)Japanese side

- Six Japanese experts¹ were dispatched. Some modifications were made in the timing and length of the dispatch for the timely implementation of project activities.
- From the second batch of the Project, two Japanese experts, Ms. Akane Totani (chief advisor/gender mainstreaming) and Ms. Rie Fusamae (institutional development/governance), were newly assigned.
- Operational costs for project implementation including the procurement of equipment² and hiring five local staff members (a Senior Coordinator, a Senior Field Coordinator, a Field Coordinator, an Assistant Coordinator and a Driver) were disbursed.

Cambodian side

- Some of the Counterparts (C/Ps) of MOWA³ were replaced from the second batch of the Project. Twelve C/Ps of MOWA were assigned as Focal Points (hereinafter refer to as F/Ps) in charge of provincial-level activities.⁴
- While some of the members of the Women's Economic Empowerment Working Group (WEE-WG) in Kampong Chhnang Province⁵ were replaced from the second batch of the Project, there is no change in the WEE-WG members in Siem Reap Province.⁶ In addition, WEE-WG members in both Kampong Thom⁷ and Tboung Khmum⁸ Provinces were newly assigned as of January 2019 and December 2018 respectively.

¹ See Attachment 1 List of Japanese Experts.

² See Attachment 8 List of Equipment.

³ See Attachment 2 List of Counterparts (Ministry of Women's Affairs: MOWA).

⁴ See Attachment 3 List of Focal Points of MOWA in charge of project activities at provincial level.

⁵ See Attachment 4 List of WEE Working Group Members in Kampong Chhnang Province.

⁶ See Attachment 5 List of WEE Working Group Members in Siem Reap Province.

⁷ See Attachment 6 List of WEE Working Group Members in Kampong Thom Province.

⁸ See Attachment 7 List of WEE Working Group Members in Tboung Khmum Province.

1-2 Progress of Activities

Preparation of the supporting setup at the national level

Activity 1-1. (Resumption of TWG-G Sub-group on WEE)

- After a series of discussions with the Director and the Deputy Director of the General Directorate for Gender Equality and Economic Development, the Director of the Economic Development Department (EDD), and the director of the Planning and Statistics Department (PSD) in the first batch of the Project, it was reconfirmed at the start of the second batch that the meetings of the TWG-G Sub-group on WEE (hereinafter referred to as TWG-G WEE) were to be called on an ad hoc basis according to the results-based approach rather than on a regular basis. Finally, the newly assigned Director of the General Directorate for Gender Equality and Economic Development and PGM-WEE (hereinafter referred to as the Project) agreed that the outputs, best practices and lessons learned that would be obtained from the project activities of the PGM-WEE should be shared in a timely fashion with the relevant stakeholders, including private sectors in the TWG-G WEE, although the Project does not directly support MOWA to revitalize the TWG-G WEE itself. The Project will decide on the timing of holding TWG-G WEE meetings, agendas, and expected attendees in consultation with the Director of the EDD, once useful findings are extracted from the scale-up and pilot activities (e.g. baseline and field surveys).

Activity 1-3. (Participation of the members of TWG-G Sub-group on WEE in project activities)

- All the partner line ministries attended the consultation meeting on the Gender Terminology Booklet and exchanged views on 19 September and 3 December 2018, respectively.
- Her Excellency Ms. Ourng Heng, Advisor, Ministry of Agriculture, Forestry and Fisheries (MAFF) attended the kick-off meetings in Kampong Thom and Tbong Khmum provinces and made a presentation on the MAFF's gender policy and its relevance to the chicken-raising activities in the PGM-WEE (6 and 7 December 2018).

Preparation of tools

Activity 1-4. (Gender Terminology Booklet)

- A consultancy agreement on producing a Gender Terminology Booklet was made between the PGM-WEE and a local consultant at the beginning of the second batch of the Project.
- In the first consultation meeting (of the second batch) on 19 September 2018, 35 participants (from MOWA, partner line ministries, other relevant ministries and donor organisations) selected 60 words to be in the terminology and discussed how to translate them into Khmer. After the meeting, the Director of the PSD proposed adding some words in order to cover broader issues in the booklet. Taking the allocated budget into consideration, the Director of the PSD and the PGM-WEE agreed

to add 45 words and have a total of 105 words in the booklet. An additional 45 words were proposed in the second consultation meeting on 3 December 2018 and were finally approved by the stakeholders in the following meeting on 25 December 2018.

- As of the end of February 2019, 105 terms were initially defined in English and the first 60 words were translated into Khmer. This was done to check and revise the English definitions of all 105 words and to subsequently translate the remaining 45 words.
- According to the agreement with the Deputy Director of the General Directorate for Gender Equality and Economic Development in the first batch of the Project, the publication and distribution of the Booklet were planned to take place as part of the new Cambodia Gender Assessment (CGA) which meant to be published in January 2019. However, because the finalising process of both the Booklet and CGA has been delayed, the necessary adjustments and coordination are required in consultation with the Director of the PSD.

Activity 1-5. (Gender Statistics Leaflet)

Completed during the first batch of the Project.

Activity 1-6. (Provincial Gender Statistics)

- The first provincial gender statistics workshops are planned in Kampong Thom province from 25 to 26 March 2019 and in Tbong Khmum province from 28 to 29 March 2019. The necessary coordination and preparation will be done by the F/Ps of MOWA with the necessary support from the PGM-WEE.

Preparation of tools based on the achievements of PGM2

Activity 2-1. ~ 2-6. (Socio-economic impact analysis, value chain analysis, monitoring plan, follow-up activities, etc. in Kampong Cham province)

Completed during the first batch of the Project.

Activity 2-7. (Revision of monitoring guideline)

- The draft of the monitoring guideline for scale-up activities was developed and shared with MOWA counterparts and WEE-WG members in Kampong Chhnang province. The specific purposes of monitoring have been understood and agreed upon the stakeholders.
 - Tracking the target farmers' situations in their application of the knowledge and techniques in the training with special attention being paid to female farmers;
 - Identifying any difficulties and constraints faced by female farmers or gender inequality promoted during the course of project implementation; and
 - Defining countermeasures to solve or mitigate the identified problems in the monitoring process.

Activity 2-8. (Gender-responsive marketing manual on chicken raising)

Completed during the first batch of the Project.

Preparation of the implementation of scale-up activities

Activity 2-9. (Implementation plans for scale-up activities)

Completed during the first batch of the Project.

Activity 2-10. (Selection of the target province for chicken-raising)

Completed during the first batch of the Project.

Activity 2-11 (WEE-WG establishment in the target provinces)

- The WEE-WG of Kampong Chhnang province was established in the first batch of the Project.
- The WEE-WG of Kampong Thom province was officially established based on the Decision of the Provincial Governor dated 8 January 2019.⁹
- The WEE-WG of Tbong Khmum province was officially established based on the Decision of the Provincial Governor dated 19 December 2018.¹⁰

Planning of the scale-up activities

PGM-WEE is currently rolling out scale-up activities only in Kampong Chhnang province. The activities in Kampong Thom and Tbong Khmum provinces are to start in late 2019.

Activity 2-12 (Policy analysis and gender analysis: PGM method step 1-4)

- Although the analysis had already taken place in Kampong Chhnang province in the first batch of the Project, the socio-economic baseline data were collected through the baseline survey conducted in January 2019. The MOWA counterparts and PGM-WEE are compiling and analysing the data and information collected in the baseline survey. The report will be finalised in early April 2019.

Activity 2-13 (A gender-responsive value chain analysis)

Completed during the first batch of the Project.

Activity 2-14 (Scale-up project planning: PGM method step 5)

- The PDM for the scale-up activity in Kampong Chhnang province, which was prepared in the first batch of the Project, was revised according to the change of the schedule.

⁹ See Attachment 6. WEE Working Group of Kampong Thom Province.

¹⁰ See Attachment 7. WEE Working Group of Tbong Khmum Province.

Implementation and monitoring of the scale-up activities

PGM-WEE is currently rolling out scale-up activities only in Kampong Chhnang province. The activities in Kampong Thom and Tbong Khmum provinces are to start in late 2019.

Activity 2-15 (Implementation of the scale-up activities)

- After the revised PO was approved in the WEE-WG meeting on 21 September 2018, TOT training was conducted for the WEE-WG members of Kampong Chhnang province on 28–30 November 2018. The three trainers (officers of PDWA, PDAFF and PDOC) from Kompong Cham province prepared and facilitated the training. The main topics of the TOT training are as follows:
 - 1st day (PDWA):
concept of gender, facilitation skills, how to enhance behavioural change of farmers, and how to ensure active participation of farmers in training sessions
 - 2nd day (PDAFF):
gender-friendly chicken-raising techniques (division of labour, successful cases)
 - 3rd day (PDOC):
concept of micro-entrepreneurship, market information, marketing, business planning, and business matching.
- After the TOT training, an introductory workshop and the first registration were done on 4 and 5 December 2018 in the following four target villages: Thnal, Tang Krong, Khna Tay Mouk, and Thlok Roleung. In the workshop, with the support of two trainers (PDWA and PDAFF) from Kompong Cham province, the WEE-WG members of Kampong Chhnang province described the objectives and content of the project activities. Out of the 145 farmers (75 women and 71 men) who participated in the introduction workshop, 78 (29 women and 49 men) were eventually registered as target farmers of the Project.
- After a pre-survey and the revision of the questionnaire, the baseline survey was conducted on 14–17 January 2019. As some of the expected respondents were not available because they were occupied with work in such places as a garment factory, an additional survey was conducted in the following weekend of 19–20 January 2019. The total number of respondents who were interviewed in four villages was 73 (31 women and 42 men). As mentioned above, the MOWA counterparts and PGM-WEE are compiling and analysing the data and information collected in the baseline survey. The report will be finalised in early April 2019.
- On 28–29 January 2019, PDAFF and PDOC conducted the 1st technical training on chicken raising (building a shelter) and market information. On 12–13 February 2019, PDRD and PDLVT conducted the 2nd technical training on business planning and business capital.

<1st Technical Training on 28 and 29 January 2019>

Target Village	No. of registered farmers		No. of registered farmers who participated in the training		Participation Rate		No. of non-registered farmers who participated in the training	
	Women	Men	Women	Men	Women	Men	Women	Men
Tang Krong	6	9	3	6	50.0%	66.7%	3	17
Thnal	5	12	3	9	60.0%	75.0%	10	15
Thlork Roleung	12	11	6	8	50.0%	72.7%	10	17
Khma Tay Mouk	8	10	5	5	62.5%	50.0%	17	9
Total	31	42	17	28	54.8%	66.7%	40	58

<2nd Technical Training on 12 and 13 February 2019>

Target Village	No. of registered farmers		No. of registered farmers who participated in the training		Participation Rate		No. of non-registered farmers who participated in the training	
	Women	Men	Women	Men	Women	Men	Women	Men
Tang Krong	6	9	5	7	83.3%	77.8%	2	1
Thnal	5	12	2	10	40.0%	83.3%	4	2
Thlork Roleung	12	11	5	6	41.7%	54.6%	4	4
Khma Tay Mouk	8	10	4	3	50.0%	30.0%	7	5
Total	31	42	16	26	53.8%	61.4%	17	12

Prepare the setup to implement the pilot project in the tourism industry**Activity 3-1 (WEE Working Group establishment in the pilot province)**

Completed during the first batch of the Project.

Planning of the pilot projects in tourism industries**Activity 3-2 (Policy analysis and gender analysis: PGM method step 1-4)**

Completed during the first batch of the Project.

Activity 3-3 (Value chain analysis)

Completed during the first batch of the Project.

Activity 3-4. (Pilot project planning: PGM method step 5)

Completed during the first batch of the Project.

Activity 3-5. (Socio-economic baseline survey including information collection about the gender issues, identification of target industries and areas of the pilot projects)

- A set of information for identifying target activities and areas was collected through telephone interviews conducted by three MOWA counterparts in October and November 2018, and a field survey was conducted by the PDWA and PDs in five Community-Based Tourism Organisations (hereinafter referred to as CBT) on 16 and 17 January 2019.
- Taking both the following seven selection criteria and the other issues such as the possibility of duplication with the other donor's support in the same site and a variety of target activities into account, Kompong Phluk CBT and Knar Por CBT were selected out of the five candidate sites and approved by the WEE-WG in Siem Reap province on 20 February 2019.
 - Structure of a CBT committee;
 - Collaboration with local authorities, competent authorities, and CSOs;
 - Women's participation in community activities;
 - Linkage of CBT activities in the commune development plan, etc.;
 - Linkage of the needs of target groups with a multi-sector approach;
 - Work effectiveness, and the needs and challenges of the CBT; and
 - The number of customers/tourists.
- Some socio-economic data (e.g. income) and information on gender issues will be collected in the workshop which will be conducted at the beginning of the pilot activities in each CBT site.

1-3 Achievement of Outputs

Output 1 (Strengthened capacity of MoWA and PDWA for WEE promotion)

- Since both list up of the 105 words and preliminary definition in English have been done, it can be said that 30% of the Indicator 1-2 (Gender Terminology Booklet is updated) was achieved.
- Through the implementation of scale-up and pilot projects, the FPs of MOWA are learning how to support PDWA and PDs to plan, implement, and monitor the activities with gender perspectives. While some of the CPs who had been involved in the chicken-raising activities in Kampong Cham province in PGM 2 have better understanding as well as coordination and facilitation skills, the others were newly assigned as FPs for PGM-WEE. Furthermore, it is found that most of the FPs need comprehensive capacity building on gender and WEE. As recognized in the first batch of the project, it is necessary to plan MOWA's capacity development to promote WEE in coordination with the MOWA management, especially the relevant departments such as the EDD and the GED, and other programmes such as the Leading the Way for Gender Equality Program of UNDP as part of MOWA's overall capacity development plan.

- In Kampong Chhnang and Shem Reap provinces, the PDWA director and personnel are highly motivated and actively involved in coordination and facilitation for smooth implementation of the project activities among the PDs with the support of the FPs of MOWA. However, their knowledge and practical skills for advocating the integration of necessary gender perspectives in the projects and activities of the other PDs should be strengthened through the workshops and discussions on gender perspectives in project planning, implementation, and monitoring.

Output 2 (Gender mainstreaming mechanism (agriculture) strengthened)

- Although the scale-up activity is implemented only in Kampong Chhnang province, it can be said that about 10% of each Indicator 2-2 and 2-3 were achieved.
- WEE-WG was established in Tbong Khmum province in December 2018 and in Kampong Thom in January 2019, and started planning and coordination for scale-up activities.
- Three PD officials (PDWA, PDAFF and PDOC) were invited from Kampong Cham province to share their experiences in PGM 2 in the TOT training of Kampong Chhnang province. Their practical and sound inputs and guidance helped PDs understand the important points to share in the introduction workshop.
- In January 2019, with the logistical and technical support from MOWA and PGM-WEE, PDs prepared and conducted the baseline survey in Kampong Chhnang province. The results will be compiled and shared in April 2019.
- Two training sessions were conducted in collaboration with several PDs such as PDAFF, PDOC, PDRD and PDLVT in the four target villages in Kampong Chhnang province.
- A draft monitoring guideline for chicken-raising activities in Kampong Chhnang province was developed and agreed by the FPs of MOWA.

Output 3 (Gender mainstreaming mechanism (tourism) established)

- Since the selection of target area for pilot activity has been done in Siem Reap province, it can be said that 10% of Indicator 3-1 was achieved.
- After collecting necessary information through a telephone interview and a field survey by the F/Ps of MOWA, PDWA and PDs, two pilot sites were selected and approved by WEE-WG in Siem Reap province.

1-4 Achievement of the Project Purpose

- Planned activities for achieving the Project Purpose have been implemented as planned; however, at the present stage it is too early to measure the achievements by two indicators set in the PDM.
- To establish and strengthen a gender mainstreaming mechanism at the sub-national level, PGM-WEE has just started implementing scale-up activities in Kampong Chhnang province and the site selection for the pilot activities in Siem Reap province. Thus, it is still too early to assess the achievement level of the Project Purpose. Nonetheless, the preparation for scale-up and pilot activities is ongoing as planned, and the second batch is expected to show concrete progress towards achieving the Project Purpose.

1-5 Changes in Risks and Actions for Mitigation

(1) Risks related to the Important Assumption (Output) regarding cooperation of the GMAG members
It is necessary to confirm carefully the commitment of the GMAG members to PGM-WEE and their concrete needs for a gender mainstreaming mechanism and collaboration with MOWA.

(2) Risks related to the Important Assumption (Project Purpose) regarding gender-responsive decentralization and deconcentrating processes

The legal basis for promoting gender mainstreaming in the decentralisation and deconcentration (D&D) process should be updated. Furthermore, a consensus on promoting gender mainstreaming on WEE with the initiative of MOWA and PDWA should be confirmed with partner line ministries, departments and other relevant stakeholders such as the Ministry of Interior and the Ministry of Finance.

1-6 Progress of Actions undertaken by JICA

None

1-7 Progress of Actions undertaken by Government of Cambodia

MOWA, PDWA, and PDs in Kampong Chhnang Province, and Siem Reap Province provided human resources and technical inputs to the project activities described in Section 1-2 'Progress of Activities' above.

1-8 Progress of Environmental and Social Considerations (if applicable)

Not applicable

1-9 Progress of Considerations on Gender/Peace Building/Poverty Reduction (if applicable)

Gender: The PGM-WEE aims to strengthen gender mainstreaming mechanism in Cambodia.

1-10 Other remarkable/considerable issues related to/affecting the project (such as other JICA projects, activities of counterparts, other donors, the private sector, and NGOs)

None

2 Delay of Work Schedule and/or Problems (if any)

Because of the delay in starting the second batch, the schedule of the project activities especially the scale-up activities in Kampong Chhnang province was revised.

3 Modification of the Project Implementation Plan

3-1 Plan of Operation (PO)

At the beginning of the second batch, the timing of providing inputs and implementing some activities as well as the monitoring plan in the PO were revised as attached. The modified parts are shown in blue in the revised PO (PM Form 3-3) as attached.

3-2 Other modifications on detailed implementation plan

Few parts of PDM were modified on the basis of the actual project implementation. The modified parts are shown in red in the revised PDM (PM Form 3-2) as attached.

4 Preparations Done by the Government of Cambodia toward after completion of the Project

MOWA and PGM-WEE will continue to discuss necessary measures and preparation to undertake for ensuring the internalisation and continuous use of outputs obtained of the project activities after the project completion.

II. Project Monitoring Sheet I & II *as Attached*

Project Monitoring Sheet (Revision of Project Design Matrix)

Project Title: Project on Gender Mainstreaming for Women's Economic Empowerment (PGM-WEE)

Implementing Agency: Ministry of Women's Affairs (MOWA)

Target Group: [Direct Target]
Officers of MoWA (national) and PDWA (sub-national)

[Indirect Target]

Women and men in the target provinces, Gender Mainstreaming Action Groups (GMAGs) and Gender Focal Points (both at the national and sub-national levels) of Partner Line Ministries: Ministry of Planning (MOP), Ministry of Agriculture, Forestry and Fisheries (MAFF), Ministry of Industry and Handicraft (MIH), Ministry of Commerce (MOC), Ministry of Rural Development (MRD), Ministry of Labor and Vocational Training (MLVT), Ministry of Tourism (MOT)

Period of Project: February 2017– July 2018 (First Batch) September 2018–February 2022 (Second Batch)

Project Site: Phnom Penh and 4 selected provinces (Kampong Chhnang, Kampong Thom, Tbong Khmum and Siem Reap)

Model Site: Kampong Cham

Version: 4

Date: 29 March 2019

Narrative Summary	Objectively Verifiable Indicators	Means of Verification	Important Assumption	Achievement	Remarks
<p>Overall Goal</p> <p>Women's economic empowerment (WEE) is promoted through gender-responsive programs and projects implemented by line ministries/departments through advocacy and coordination by MOWA/PDWA in all the 25 capital and provinces in Cambodia.</p>	<p>Gender-responsive programs and projects are planned and implemented by line ministries through improved PGM Methods workshops facilitated by MOWA/PDWA in all the 25 capital and provinces.</p>	<p>1. Report about PGM Methods Workshops</p> <p>2. Annual reports of WCCC</p>			<p>It should be re-examined how the project can involve WCCC into the project activities.</p>
<p>Project Purpose</p> <p>Gender mainstreaming mechanisms are strengthened to promote women's economic empowerment (WEE) at the sub-national levels by the partner line ministries/departments through advocacy and coordination by MOWA/PDWA.</p>	<p>1. The "WEE Guidelines through Gender Mainstreaming at the Sub-national Levels" are authorized and distributed.</p> <p>2. The scaling-up plans of gender mainstreaming mechanisms are integrated into the annual plan or Neary Rattanak (the Five Year Strategic Plan) of MOWA.</p>	<p>1. Published "WEE Guidelines through Gender Mainstreaming at the Sub-national Levels"</p> <p>2. Annual plans and 5th Neary Rattanak of MOWA</p>	<p>Decentralization and deconcentration processes is continuously gender-responsive.</p>		<p>It should be re-examined what elements of gender mainstreaming mechanisms are aimed to be strengthened and scaled up.</p>
<p>Outputs 1</p> <p>The capacity of MOWA/PDWA is strengthened to promote women's economic empowerment (WEE) at the sub-national levels through gender mainstreaming mechanisms.</p>	<p>1-1. Networking among the stakeholders at the national and sub-national levels is established to promote WEE through TWG-G Sub-group on WEE.</p> <p>1-2. 'Gender Terminology Booklet' is updated.</p> <p>1-3. 'Gender Statistics Leaflet' is updated and provincial gender statistics is developed in the target provinces.</p> <p>1-4. Revised PGM Methods Guidelines is developed to integrate gender-responsive value chain analysis.</p> <p>1-5. 'WEE Guidelines through Gender Mainstreaming at the Sub-national Levels' is developed.</p> <p>1-6. The partner line ministries/departments integrate the activities and advices which are proposed in the policy recommendations developed under Output 2 and Output 3 into their programs and projects through the promotion by MOWA/PDWA.</p> <p>1-7. The scaling-up plans of the gender mainstreaming mechanisms for WEE at the sub-national levels is developed by MOWA during the Project period for their implementation after the termination of the Project in the provinces which are not targeted by the Project, which target the provinces other than the target provinces of the Project.</p>	<p>1-1. Minutes of meetings and reports of TWG-G Sub-group on WEE</p> <p>1-2. Updated Gender Terminology Booklet</p> <p>1-3. Updated 'Gender Statistics Leaflet', Developed provincial gender statistics</p> <p>1-4. Revised PGM Method Guidelines</p> <p>1-5. Developed "WEE Guidelines through Gender Mainstreaming at the Sub-national Levels"</p> <p>1-6. Revised GMAGs and annual action plans of partner line ministries, annual plans of WCCC of the target provinces</p> <p>1-7. Developed scaling-up plan</p>	<p>GMAG members at the national and sub-national levels cooperate and participate in the Project activities.</p>	<p>1-1. It was agreed to share outputs and lessons learned with GMAG of partner ministries in the existing TWG-G WEE meeting with the Director of General Directorate for Gender Equality and Economic Development.</p> <p>1-2. After selecting 105 words through the consultation meetings with stakeholders, definition and translation works have been done.</p> <p>1-3. Preparation for developing provincial gender statistics for KPT and TBK provinces has been started.</p>	

<p>Outputs 2</p> <p>Gender mainstreaming mechanisms established by PGM2 is strengthened to promote women's economic empowerment (WEE) with market orientation in agriculture (chicken raising) at the sub-national levels in preparation for nation-wide diffusion and scaling-up.</p>	<p>2-1. The tools for the scaling-up activities on agriculture (chicken raising) is prepared based on the results of the gender-responsive socio-economic impact analysis of PGM2 and value chain analysis</p> <p>2-2. Scaling-up activities are planned, implemented, monitored and evaluated by PDWA and partner provincial departments in the three provinces (Kampong Chhnang Province, Kampong Thom Province, Tbong Khmum Province) selected based on the criteria decided by PDWA</p> <p>2-3. Scaling-up activities are coordinated and monitored through the WEE-WGworking groups on WEE in the target provinces.</p> <p>2-4. Activities to maintain and expand the achievements of the scaling-up activities are integrated into the policies and activity plans of the partner line ministries/departments.</p>	<p>2-1. Developed tools (i.e. developed marketing manual on chicken raising)</p> <p>2-2. Developed activity plan of MOWA, Reports about PGM Methods workshops</p> <p>2-3. Minute of meetings and reports of working groups on WEE</p> <p>2-4. Annual plans and/or GMAPs of partner line ministries, Annual plans of WCCC of the target provinces</p>	<p>2-2. After revising the plan, scale-up activity has started to implement in Kampong Chhnang province.</p> <p>2-3. WEE-WG has been re-started and discussed the plan of scale-up activity in Kampong Chhnang province. Also, WEE-WG were newly established in Kampong Thom and Tboung Khmum provinces.</p>	
<p>Outputs 3</p> <p>Gender mainstreaming mechanisms are established to promote women's economic empowerment (WEE) in tourism industries with market orientation at the sub-national levels through implementation of pilot projects.</p>	<p>3-1. The pilot project activities are planned, implemented, monitored and evaluated by PDWA and partner provincial departments in the selected province (Siem Reap Province)</p> <p>3-2. Networking between public and private sectors are established to strengthen marketing of the pilot projects through WEE-WGworking group on WEE.</p> <p>3-3. Results of various researches and studies on marketing are compiled, and tools are developed to strengthen marketing of the pilot projects.</p> <p>3-4. Socio-economic status of women engaged in tourism industries is improved. Indicators will be decided based on the baseline survey conducted by the Project.</p> <p>3-5. Activities to maintain and expand the achievements of the pilot projects are integrated into the policies and activity plans of the partner line ministries/departments.</p>	<p>3-1. Reports about PGM Methods workshops</p> <p>3-2. Minute of meetings and reports of WEE-WGworking group on WEE.</p> <p>3-3. Reports of marketing research, Developed tools</p> <p>3-4. Results of baseline and end-line survey</p> <p>3-5. Annual plans and/or GMAPs of partner line ministries, Annual plans of WCCC of the target province</p>	<p>3-1. Site selection was done based on the selection criteria agreed in the WEE-WG and the collected information.</p>	

Activities	Inputs		Pre-Conditions
<p>(Preparation of the supporting setup at the national level)</p> <p>1-1. The Project encourages the stakeholders in the private sectors (i.e. entrepreneurs networks, universities, research institutions) to participate more actively in TWG-G Sub-group on WEE. The MOWA may establish an advisory board for WEE under TWG-G Sub-group on WEE, which is mainly consisted of stakeholders in the private sectors.</p> <p>1-2. The stakeholders of the scaling-up activities and pilot projects at the sub-national levels (i.e. the chairs of WEE-WGworking groups on WEE) share the achievements and challenges of the Project activities in the meeting of TWG-G Sub-group on WEE and receive advices from the members.</p> <p>1-3. The members of the TWG-G Sub-group on WEE participate in the workshops, seminars and exchange visits related to the pilot projects and scaling-up activities at the sub-national levels.</p> <p>(Preparation of tools)</p> <p>1-4. The MOWA updates 'Gender Terminology Booklet'</p> <p>1-5. The MOWA updates 'Gender Statistics Leaflet'.</p> <p>1-6. Provincial gender statistics of the target provinces are developed based on the achievements of Output 2 and Output 3 by MOWA/PDWA with the support from MOP/PDOP.</p> <p>1-7. The PGM Methods Guidelines are revised integrating the gender-responsive value chain analysis method based on the achievements of the Output 2 and Output 3.</p> <p>1-8. The Project develops the 'WEE Guidelines through Gender Mainstreaming at the Sub-national Levels' as improved comprehensive guidelines based on the achievements of the Output 2 and Outputs 3 by using the "Comprehensive Guidelines for WEE in Rural Areas" developed by PGM2 as reference.</p> <p>(The partner line ministries/departments)</p> <p>1-9. The MOWA provides technical support to update and implement the GMAPs of partner line ministries as necessary.</p> <p>1-10. The Project hold workshops on gender budgeting to the stakeholders of the partner line ministries.</p> <p>1-11. The Project encourages the partner line ministries/departments to integrate the activities and advices which are proposed in the policy recommendations developed under Output 2 and Output 3 into their programs and projects.</p> <p>(Development of the scaling-up plans)</p> <p>1-12. The MOWA develops the scaling-up plans of the gender mainstreaming mechanisms for WEE at the sub-national levels for their implementation after the termination of the Project, which target the provinces other than the target provinces of the project.</p> <p>1-13. The Project organizes a seminar to share the achievements, outcomes, best practices and lessons learned of the Project with all the stakeholders before the termination of the Project.</p> <p>1-14. The Project organizes a regional seminar to share the achievements, outcomes, best practices and lessons learned of the Project with the ASEAN countries at an appropriate timing.</p>	The Japanese Side	The Cambodian Side	
	<p>1. JICA Experts</p> <ul style="list-style-type: none"> - Chief Advisor - Deputy Chief Advisor - Institutional Development/Governance - Women's Economic Empowerment - Market and Business Development - Coordinator/Training Management <p>2. Seminars, workshops and trainings</p> <p>3. Necessary equipment for the project activities</p>	<p>1. Counterparts (C/P)</p> <p>2. Office space and facilities</p> <p>3. Local Cost</p>	 <Issues and countermeasures>
<p>(Preparation of tools based on the achievements of PGM2)</p> <p>2-1. The Project conducts gender-responsive socio-economic impact analysis of the chicken raising pilot project of PGM2 in Kampong Cham province.</p> <p>2-2. The Project implements gender-responsive value chain analysis of chicken raising in Kampong Cham and compiles the methodology of the analysis.</p> <p>2-3. The PDWA and partner provincial departments develop a monitoring plan of the chicken raising pilot project of PGM2 based on the result of 2-1 and 2-2, and restart monitoring of the activities.</p> <p>2-4. The Project implements supplementary activities to follow-up the chicken raising pilot project of PGM2 based on the results of analysis conducted in 2-1 and 2-2 and monitoring conducted in 2-3.</p> <p>2-5. A working group to coordinate and monitor the activities for WEE implemented by PDWA and the partner provincial departments (possibly called as 'WEE-WGworking group on WEE') is established in collaboration with Women Children Consultative Committee (WCCC). The Project encourages stakeholders in the private sectors (i.e. entrepreneurs networks, universities, research institutions) to participate in the WEE-WGworking group on WEE.</p> <p>2-6. The results of the monitoring conducted by PDWA and partner provincial departments in 2-3 are periodically shared to coordinate activities and discuss about the possible solutions at the meetings of the WEE-WGworking group on WEE.</p> <p>2-7. The Project revises the 'Monitoring Guidelines of Pilot Project' developed by PGM2 based on the monitoring activities conducted by PDWA and partner provincial departments under the coordination of WEE-WGworking groups on WEE based on the activities of 2-5 and 2-6.</p> <p>2-8. The Project develops a gender-responsive marketing manual on chicken raising targeting farmers based on the achievement of 2-1, 2-2, 2-3 and 2-4, which is complementary with the 'Technical Manual on Agricultural Production (chicken raising)' developed by PGM2.</p> <p>(Preparation of the implementation of scaling-up activities)</p> <p>2-9. The MOWA develops implementation plans for scaling-up activities which specify the target, schedule, budget and human resources during the Project period.</p> <p>2-10. The MOWA defines the selection criteria for the target provinces of the scaling-up activities, and selects the target provinces accordingly. During the process of the selection, MOWA collects baseline data about the capacity of PDWA and partner provincial departments on gender mainstreaming in each target province.</p> <p>2-11. The working groups on WEE are established in the selected provinces under WCCC. The Project encourages stakeholders in the private sectors (i.e. entrepreneurs networks, universities, research institution) to participate in the WEE-WGworking group on WEE as members. The action plans of WEE-WGworking groups on WEE are developed and integrated into the WCCC annual plans and provincial development plans.</p>			

<p>(Planning of the scaling-up activities)</p> <p>2-12. The PDWA and partner provincial departments conduct policy analysis and gender analysis based on the steps of PGM Methods (from step1 to step4) through PGM Methods workshops facilitated by MOWA/PDWA. The socio-economic baseline data is collected on the female/male farmers and their gender issues are identified in the target areas of the scaling-up activities.</p> <p>2-13. The PDWA and partner provincial departments conduct gender-responsive value chain analysis based on the methodology developed in 2-2 through PGM Method workshop, which is considered as a complementary step to the PGM Methods.</p> <p>2-14. The PDWA and partner provincial departments develop plans for scaling-up activities on agriculture (chicken raising) through PGM Methods workshop (step5) facilitated by MOWA/PDWA.</p> <p>(Implementation and monitoring of the scaling-up activities)</p> <p>2-15. The PDWA and partner provincial departments implement activities in respective sector based on the plans developed in 2-14.</p> <p>2-16. The scaling-up activities are monitored based on the monitoring guidelines developed in 2-7 by PDWA and partner provincial departments. The results of the monitoring are periodically shared for coordinating activities and discussing about the possible solutions at the meetings of the WEE-WGworking groups on WEE. The results of the meetings of WEE-WGthe-working-groups-on-WEE are also shared in the monthly meetings of WCCC.</p> <p>(Feedback of the evaluation result of scaling-up activities)</p> <p>2-17. The PDWA and partner provincial departments conduct evaluation study on the scaling-up activities, including gender impact analysis based on the baseline data collected in 2-12 through PGM Methods workshop (step8) facilitated by MOWA/PDWA.</p> <p>2-18. The PDWA and partner provincial departments develop policy recommendations based on the results of evaluation study conducted in 2-17 through PGM Methods workshop (step9) facilitated by MOWA/PDWA.</p> <p>2-19. The partner provincial departments share the policy recommendations developed in 2-18 with WCCC and TWG-G Sub-group on WEE and propose them to be integrated into their policies and plans. The MOWA/PDWA provide them with necessary information about resource mobilization and gender budgeting.</p>			
<p>(Prepare the setup to implement the pilot projects in tourism industries)</p> <p>3-1. The WEE-WGworking group on WEE is established in the selected province. The Project encourages stakeholders in the private sectors (i.e. entrepreneurs networks, universities, research institutions) to participate in the WEE-WGworking group on WEE as members. The action plans of WEE-WGworking groups on WEE are developed and integrated into the WCCC annual plans and provincial development plans.</p> <p>(Planning of the pilot projects in tourism industries)</p> <p>3-2. The PDWA and partner provincial departments conduct policy analysis and gender analysis based on the steps of PGM Methods (from step1 to step4) through PGM Method.</p> <p>3-3. The PDWA and partner provincial departments conduct gender-responsive value chain analysis on tourism industries based on the methodology developed in 2-2 through PGM Method workshop facilitated by MOWA/PDWA. Information collection and analysis about marketing are also conducted for the pilot projects, including exploring and utilizing of the local resources.</p> <p>3-4. The PDWA and partner provincial departments develop plans for pilot projects on tourism industries through PGM Methods workshop (step5) facilitated by MOWA/PDWA.</p> <p>3-5. The gender-responsive socio-economic baseline survey, including information collection about the gender issues, is conducted about the target industries and areas of the pilot projects decided in 3-4. The results of the survey are compiled to a report.</p> <p>(Implementation and monitoring of the pilot projects on tourism industries)</p> <p>3-6. The PDWA and partner provincial departments implement activities in respective sector based on the plans developed in 3-4.</p> <p>3-7. The pilot project activities are monitored based on the monitoring guidelines developed in 2-7 by PDWA and partner provincial departments. The results of the monitoring are periodically shared for coordinating pilot project activities and discussing about the possible solutions at the meetings of the WEE-WGworking group on WEE. The results of the meetings of the WEE-WGworking-groups-on-WEE are also shared in the monthly meetings of WCCC.</p> <p>3-8. The Project implements gender-responsive marketing activities in tourism industries and develops and defuse hands-on tools for marketing in tourism industries targeting stakeholders at the grassroots levels.</p> <p>(Feedback of the evaluation result of pilot projects)</p> <p>3-9. The PDWA and partner provincial departments conduct evaluation study on the pilot projects, including gender impact analysis based on the baseline data collected in 3-5 through PGM Methods workshop facilitated by MOWA/PDWA. The Project compiles the results of the evaluation study as end-line</p> <p>3-10. The PDWA and partner provincial departments develop policy recommendations based on the results of the evaluation study conducted in 3-9 through PGM Methods workshop facilitated by MOWA/PDWA.</p> <p>3-11. The partner provincial departments share the policy recommendations developed in 3-10 with WCCC and TWG-G Sub-group on WEE and propose them to be integrated into their policies and plans. The MOWA/PDWA provide them with necessary information about resource mobilization and gender budgeting.</p>			

1. List of Japanese Experts

Title	Name	Assignment (MM/total MM in 2 nd batch)
Chief Advisor/ Gender Mainstreaming	Akane Nakamura	2.53 / 14.00 0.0 / 0.3 (in Japan)
Deputy Chief Advisor/ Gender Mainstreaming	Michiko Tsurumine	0.43 / 8.17
Institutional Development/ Governance	Rie Fusamae	1.83 / 11.50
Women's Economic Empowerment	Yasuko Yagi	2.37 / 12.83
Market and Business Development	Naoko Ogawa	1.57 / 13.33
Coordinator/Training Management	Mirei Sakamoto	1.17 / 14.70 0.0 / 0.5 (in Japan)

As of 28th February 2019

2. List of Counterparts (Ministry of Women's Affairs: MoWA)

No	Name	Position	Department
1	H.E. Chan Sorey (Project Director)	Secretary of State	
2	H.E. Chhoy Kimsor	Advisor	
3	Ms. Te Vouchlim (Project Manager)	Director	Planning and Statistics (PSD)
4	Ms. Hou Nirmitta	Director	Gender Equality (GED)
5	Ms. Soth Sithan	Directors	Economic Development (EDD)
6	Mr. Tim Phiyary	Deputy Director	PSD
7	Ms. Nith Sreya	Deputy Director	PSD
8	Ms. Khim Sovanny	Chief Office	PSD
9	Ms. Te Tevy	Chief Office	PSD
10	Ms. Chan Vanny	Chief Office	GED
11	Ms. Meach Sotheary	Chief Office	GED
12	Ms. Chhi Ratta	Official	Cabinet of Minister
13	Mr. Sok Chheng	Chief Office	EDD
14	Mr. Meas Chiwut	Vice Chief Office	GED
15	Ms. Ouk Kosomakesey	Vice Chief Office	PSD
16	Ms. Chea Socheata	Vice Chief Office	PSD
17	Ms. Somthun Chanchariya	Vice Chief Office	PSD
18	Mr. Pin Soksratum	Vice Chief Office	PSD
19	Mr. Ham Siphath	Vice Chief Office	EDD
20	Ms. Chea Chanvanny	Officer	EDD
21	Ms. Heng Samphos	Officer	PSD

3. List of Focal Points of MoWA in charge of project activities at provincial level

Province	Name	Position	Department
Kampong Chhnang	Mr. Meas Chiwut	Vice Chief Office	GED
	Ms. Chan Vanny	Chief Office	GED
	Mr. Sok Chheng	Chief Office	EDD
Kampong Thom	Ms. Chea Socheata	Vice Chief Office	PSD
	Ms. Ouk Kosomakesey	Vice Chief Office	
	Ms. Somthun Chanchakriya	Vice Chief Office	
Tbong Khmum	Ms. Te Tevy	Chief Office	PSD
	Mr. Ham Siphath	Vice Chief Office	EDD
	Ms. Heng Samphos	Officer	PSD
Siem Reap	Ms. Nith Sreya	Deputy Director	PSD
	Ms. Chea Chanvanny	Vice Chief Office	EDD
	Mr. Pin Soksratum	Vice Chief Office	PSD

4. List of WEE Working Group Members in Kampong Chhnang Province

No	Name	Position	Role
WEE Working Group			
1	Pal Yeoun	Vice Governor	Chair
2	Tong Nary	WCCC chair	Deputy
3	Pich Sophea	Director, PDWA	Deputy
Technical Working Group/Secretariat			
1	Chuon Vatanary	Deputy Director PDWA	Chair
2	Heng Kimsreang	Deputy Director PDAFF	Deputy
3	Lay Nareth	Deputy Director PDOP	Member
4	Him Sochetta	Deputy Director PDIH	Member
5	Soam Sinath	Deputy Director PDLVT	Member
6	Kay Sokchea	Deputy Director PDRD	Member
7	Hy Ratana	Chief Office, PDOC	Member
8	Sun Kimsean	Vice Chief Office, PDRD	Member
9	Nhim Sokha	PDLVT	Member
10	Chhin Kanha	PDAFF	Member
11	Thaurnk Kim Chheang	Vice Chief Office, PDAFF	Member
12	Ith Sophany	PDOWA	Member
13	Ven Sreyleak	PDIH	Member
14	Seung Channy	PDOP	Member
15	Yin Chenda	PDOP	Member
16	Tim Chi	PDRD	Member
17	Khiev Pros	PDLVT	Member
18	Seung Pisen	PDOC	Member
19	Ouk Sokha	PDOC	Member

5. List of WEE Working Group Members in Siem Reap Province

No	Name	Position	Role
WEE Working Group			
1	You Sophear	Vice Governor	Chair
2	Sin Norm	WCCC chair	Deputy
3	Ngov Sengkak	Director, PDOT	Deputy
4	Lay Aun	Director, PDWA	Permanent Deputy
Technical Working Group			
1	Krong Sithavy	Deputy Director, PDWA	Chair
2	Hok Sovila	PDOT	Deputy
3	Bun Chrib	Deputy Director, PDLVT	Member
4	Srey Sokun	Deputy Director, PDOP	Member
5	Sar Reune	Deputy Director, PDAFF	Member
6	Seur Siharith	Deputy Director, PDRD	Member
7	Tob Thoeun	Deputy Director, PDIH	Member
8	Team Phally	Deputy Director, PDOC	Member
9	Phoeun Sokna	PDIH	Member
10	Chhun Sophoan	PDWA	Member
11	Luy Ratana	PDWA	Member
12	Morm Simorn	PDOP	Member
13	Sab San	PDOP	Member
14	Lim Hong	PDOC	Member
15	Roeun Oeuy	Provincial Council	Member
16	Luch Kunthea	PDWA	Member
17	Nan Mao	PDWA	Member
18	Sorn Sidalin	PDOT	Member
19	Nhornh Makara	PDWA	Member
20	Prum Sophea	PDAFF	Member
21	Khean Seryvuth	PDRD	Member
22	Pot Saroeut	PDRD	Member
23	Say Sothol	PDLVT	Member
24	Bor Bun	PDAFF	Member
25	Hieng Putheara	PDLVT	Member
26	Long Somavattay	PDIH	Member
27	Cheim Soram	PDLVT	Member
28	Sou Pola	PDOC	Member

6. List of WEE Working Group Members in Kampong Thom Province

No	Name	Position	Role
WEE Working Group			
1	Lom Kuntheary	Vice Governor	Chair
2	Sok Chanthou	WCCC chair	Deputy
3	Sin Siphon	Director, PDWA	Deputy
Technical Working Group/Secretariat			
1	Sin Siphon	Director, PDWA	Chair
2	Chhor Biengkong	Deputy Director, PDAFF	Deputy
3	Chou Bunry	Deputy Director, PDOP	Member
4	Pov Vanna	Deputy Director, PDIH	Member
5	Yin Bunroth	Deputy Director, PDLVT	Member
6	Sear Longthearoth	Deputy Director, PDOC	Member

7	Seng Cheasok	Deputy Director, PDRD	Member
8	Hiev Chanry	PDWA	Member
9	Hun Sam At	PDWA	Member
10	Sou Pharin	PDWA	Member
11	Huon Chenda	PDWA	Member
12	Men Chanthoeun	PDAFF	Member
13	Hun Kotal	PDAFF	Member
14	Neang Sopheak	PDLVT	Member
15	Yin Ryong	PDLVT	Member
16	Ros Kimchaiy	PDIH	Member
17	Hun Somnang	PDIH	Member
18	Piev Theary	PDOC	Member
19	Sa Vorn	PDOC	Member
20	Oem Sokleng	PDOP	Member
21	Vann Sarong	PDOP	Member
22	Tann Molika	PDRD	Member
23	Tann Saimeng	PDRD	Member

7. List of WEE Working Group Members in Tboung Khmum Province

No	Name	Position	Role
WEE Working Group			
1	Leng Sokha	Vice Governor	Chair
2	Kiev Samuon	WCCC chair	Deputy
3	Thorn Kimsron	Director, PDWA	Deputy
Technical Working Group/Secretariat			
1	Ros Sopheak	Provincial Council	Chair
2	Korng Siman	Deputy Director, PDWA	Deputy
3	Um Veasna	Director, PDLVT	Member
4	Toch Sakorn	Director, PDOC	Member
5	Sreur Engly	Deputy Director, PDLVT	Member
6	Cheng Chhunny	Deputy Director, PDIH	Member
7	Kheur Vannthach	Deputy Director, PDOP	Member
8	Meas Sambath	Deputy Director, PDRD	Member
9	Son Sarat	Deputy Director, PDAFF	Member
10	Ching Chun	PDLVT	Member
11	Pech Chordaphea	PDWA	Member
12	Phorn Lanita	PDWA	Member
13	Hor Lenghong	PDOC	Member
14	An Darika	PDOC	Member
15	Chea Kimhong	PDIH	Member
16	Keo Viriya	PDRD	Member
17	Cham Chanraksmey	PDRD	Member
18	Choam Sreymao	PDAFF	Member
19	Chroeng Sothea	PDAFF	Member
20	Ny Sokheann	PDOP	Member
21	Ret Rotana	PDOP	Member

8. List of Equipment

No.	Description	Specification/Standard	Price (USD)	Date of Delivery	User
1	Laptop	NB ASUS A411UA-EB211T	701	2018/12/6	PDWA (Kampong Chhnang)
2	Cabinet	Double doors cabinet, Eagle	140	2019/2/15	Project Office (MoWA)
3	UPS	APC APC Smart-UPS C 1500VA LCD 230V	365	2019/3/27	Project Office (MoWA)

TO: CR of JICA Cambodia

PROJECT MONITORING SHEET

Project Title: Project on Gender Mainstreaming for Women's Economic Empowerment (PGM-WEE)
Version: Ver. 5 (Term: March 2019 – August 2019)
Name: Te Vouchlim, Director, Planning and Statistics Department, Ministry of Women's Affairs (MOWA)
Name: Akane Totani, Chief Advisor, PGM-WEE
Date: 31 October 2019

I. Summary

1 Progress

1-1 Progress of Inputs (for details, see Attachment)

Japanese side

- Six Japanese experts¹ were dispatched. Some modifications were made in the timing and length of the dispatch for the timely implementation of project activities.
- Operational costs for project implementation including the procurement of equipment² and hiring five local staff members (a Senior Coordinator, a Senior Field Coordinator, a Field Coordinator, an Assistant Coordinator and a Driver) were disbursed.

Cambodian side

- Although some of the Counterparts (C/Ps) of MOWA³ were replaced, Twelve C/Ps of MOWA have been assigned as Focal Points (hereinafter refer to as F/Ps) in charge of provincial-level activities as of the end of August 2019.⁴
- The members of the Women's Economic Empowerment Working Group (WEE-WG) have not been changed so far in four provinces (Kampong Chhnang Province,⁵ Siem Reap Province,⁶ Kampong Thom Province⁷ and Tboung Khmum Province⁸).

¹ See Attachment 1 List of Japanese Experts.

² See Attachment 8 List of Equipment.

³ See Attachment 2 List of Counterparts (Ministry of Women's Affairs: MOWA).

⁴ See Attachment 3 List of Focal Points of MOWA in charge of project activities at provincial level.

⁵ See Attachment 4 List of WEE Working Group Members in Kampong Chhnang Province.

⁶ See Attachment 5 List of WEE Working Group Members in Siem Reap Province.

⁷ See Attachment 6 List of WEE Working Group Members in Kampong Thom Province.

⁸ See Attachment 7 List of WEE Working Group Members in Tboung Khmum Province.

1-2 Progress of Activities

Preparation of the supporting setup at the national level

Activity 1-1. (Resumption of TWG-G Sub-group on WEE)

Activity 1-2. (Sharing the achievements and challenges of the project activities in TWG-G Sub-group on WEE)

- Because it is too early to share the outputs and identify findings from the implementation of the scaling-up activities and pilot activities, no relevant activities have been done to the Technical Working Group on Gender (TWG-G) sub-group on WEE (hereinafter referred to as 'TWG-G WEE'). However, during the Project Advisory Mission in July 2019, MOWA and JICA agreed that the Project would use TWG-G WEE meetings on an ad-hoc basis as well as semester and annual meetings of Gender Mainstreaming Action Groups (GMAGs) to share information and encourage stakeholders such as line ministries to discuss the progress, outputs, and lessons learned from the project activities.

Activity 1-3. (Participation of the members of TWG-G Sub-group on WEE in project activities)

- H E They Kheam, Director of Demographic, Statistics, Census and Survey Department, Ministry of Planning, presented an overview of statistics in the workshops for preparing provincial statistical booklet in Kampong Thom and Tbong Khmum provinces (1st workshop on 25-26 (Kampong Thom province) and 28-29 March (Tbong Khmum province), 2nd workshop on 26-27 June (Tbong Khmum province) and 3-4 July (Kampong Thom province)).

Preparation of tools

Activity 1-4. (Gender Terminology Booklet)

- All the 105 terms had been translated into Khmer and checked by the Senior Coordinator of the Project. Once they are approved in the consultation meeting among the counterparts of MOWA and the relevant line ministries, the Project will start preparations for editing and printing. It is still necessary to follow up on the dissemination schedule of Cambodia Gender Assessment (CGA), which is to be distributed in a few months, and examine whether the booklet can be published and distributed as part of CGA.

Activity 1-5. (Gender Statistics Leaflet)

Completed during the first batch of the Project.

Activity 1-6. (Provincial Gender Statistics)

- Through discussions among the concerned PDs in the two workshops and consultation with the other PDs, provincial gender statistics have been drafted in TBK and KPT respectively.

Activity 1-7. (Revising the PGM Methods Guidelines)

Activity 1-8. (Developing the WEE Guideline)

Will be taken up later.

Supports for the partner line ministries/departments

Activity 1-9. (Technical support to update and implement the GMAPs)

Activity 1-10. (Workshops on gender budgeting)

Activity 1-11. (Integration of activities and advices in the policy recommendations)

Will be taken up later.

Development of the scaling-up plans

Activity 1-12. (Development of the scaling-up plans)

Activity 1-13. (A seminar to share the achievements, outcome, best practices, etc.)

Activity 1-14. (A regional seminar to share the achievements, outcomes, best practices, etc.)

Will be taken up later.

Preparation of tools based on the achievements of PGM2

Activity 2-1. ~ 2-6. (Socio-economic impact analysis, value chain analysis, monitoring plan, follow-up activities, etc. in Kampong Cham province)

Activity 2-7. (Revision of the monitoring guidelines for pilot project)

Activity 2-8. (Gender-responsive marketing manual on chicken raising)

Completed during the first batch of the Project.

Preparation of the implementation of scale-up activities

Activity 2-9. (Implementation plans for scale-up activities)

Activity 2-10. (Selection of the target province for chicken-raising)

Completed during the first batch of the Project.

Activity 2-11 (WEE-WG establishment in the target provinces)

- The WEE-WGs had already been established in Kampong Chhnang, Kampong Thom, and Tbong Khmum provinces.

Planning of the scale-up activities

PGM-WEE is currently rolling out scale-up activities only in Kampong Chhnang province. The activities in Kampong Thom and Tbong Khmum provinces are to start in late 2019.

Activity 2-12 (Policy analysis and gender analysis: PGM method step 1-4)

- The report on the baseline survey in Kampong Chhnang province, which was conducted in January 2019, was to be finalized in August 2019. However, as it has taken more time to coordinate with the MOWA counterparts than expected, it will be finalized by the end of 2019.

Activity 2-13 (A gender-responsive value chain analysis)

Completed during the first batch of the Project.

Activity 2-14 (Scale-up project planning: PGM method step 5)

Completed.

Implementation and monitoring of the scale-up activities

PGM-WEE is currently rolling out scale-up activities only in Kampong Chhnang province. The activities in Kampong Thom and Tbong Khmum provinces are to start in late 2019.

Activity 2-15 (Implementation of the scale-up activities)

- Six technical training sessions, two gender ones and site visit were conducted in Kampong Chhnang province. WEE-WG requested the village chiefs to notify all villagers of the training schedule in advance. However, the numbers of both female and male participants in the training gradually decreased during the rainy season because they were busy with rice farming. To increase the participation of women who work at the garment factory in the training, MOWA and the project conducted a series of gender training on weekends. This resulted in more women participating in the two gender training sessions than the other training sessions on weekdays.

No	Topic of the Training and the Site-Visit	Date	No. of Participants	
			Women	Men
1	Chicken raising (Building a Shelter), Market information	28-29 Jan. 19	57	86
2	Business planning, Business capital	12-13 Feb. 19	33	38
3	5S, Chicken raising (Chicken breeding)	27-28 Mar. 19	46	34
4	Chicken raising (Feeding), 5S	8-9 Apr. 19	38	45
5	Chicken raising (Care to chicken)	16-17 May 19	31	42
6	Chicken raising (Vaccination)	20-21 Jun. 19	22	27
7	Gender training (1) Concept of WEE	30 Jun. 19	53	19
8	Gender training (2) Critical things for promoting WEE	14 Jul. 19	49	16
9	Business planning	25-26 Jul. 19	26	22
10	Learning from the Successful Chicken Farmers	8 Aug. 19	12	15
11	Record keeping, Business capital	22-23 Aug. 19	21	20

- To comprehend the level of the participants' understanding by gender, pre-tests and post-tests were conducted in every session. The tests confirmed differences between men and women in the

percentages of questions answered correctly.

- Because most of the women participating in the training were illiterate, it was difficult to have them clearly understand the content of the training. Accordingly, the training used visual aids such as flip charts and plastic posters to show important points in photos and illustrations instead of written descriptions as much as possible.
- Reactions of the training participants made it clear that it was more effective to conduct practical training than to teach only theories through facilitation by PDs. Business training had not only the facilitation by PDs but also group work by the participants. The two methods helped both men and women understand clearly how to make business plans and keep records. It was also confirmed that the use of cards with pictures is very effective when some of the participants are illiterate.
- To make chicken raising business a success, it is critical to reduce chicken mortality. Thus, PDAFF carefully explained to all the participants how to diagnose chicken lesions, how to use vaccines, and the benefits of vaccines. PDAFF also demonstrated to the participants how to vaccinate chicks. As a result, both men and women understood the benefits of vaccines and participated actively in the training. However, it was the first time for many participants to learn about vaccination for chickens, and few farmers vaccinated chicks after the training. Accordingly, PDAFF had to follow up on the participants several times to ensure that they applied vaccines.
- Targeting those who want to start chicken raising as a business, PDAFF planned to visit successful poultry farmers in Bra Sneb commune, Rolea B'ier district in Kampong Chhnang province. The purpose of the field visit was to share experiences, such as how the successful farmers addressed challenges in starting chicken raising, and changes in their lives brought by income from chicken raising.
- Gender training was prepared with the following three topics: (1) concept of WEE, (2) critical elements for promoting WEE, and (3) importance and impacts of WEE. Bearing in mind that many people in the target villages are illiterate, the MOWA counterparts, PDWA, and Japanese experts strived to devise means to deliver key messages in a way that the villagers can understand and keep them motivated to learn gender issues.
- In gender training (1), the gender division of labour with regard to household chores, economic activities and community work was assessed by using the gender analytical tool of 'activity profile'. Then, the purpose of the project (PGM-WEE) was explained to support women to gain more opportunities to take part in economic activities and promote more equitable division of labour between women and men. It was reported that both women and men shared their ideas in group discussions and clearly understood the concept of WEE.
- In gender training (2), a group discussion was held to examine to what extent women and men are satisfied with the current situation by assessing the status of women's empowerment in the aspects of opportunity, sharing information, sharing roles, income control, and decision making. Most of the participants were satisfied with the tools, i.e. checklist and rating analysis, that were used for group

discussion. The results of the group discussion showed that most of the participants, both women and men, were also happy with the current situation. However, a few participants were unhappy, especially with the status in income control and decision making. It was also found that most participants felt they understood the gender roles, but thought women and men were not yet equal in family decision making and controlling family income.

Activity 2-16 (Monitoring of the scale-up activities)

- Monitoring of the scale-up project in Kampong Chhnang province was conducted in April–May 2019 and August 2019 for: 1) tracking how target villagers were applying the knowledge and techniques they acquired; 2) identifying any difficulties that female farmers faced; and 3) defining countermeasures against those difficulties.
- In the first monitoring, WEE-WG members collected data through interviews with target farmers, analysed collected data, and proposed countermeasures against identified problems. In the light of the lessons learnt from the monitoring designing workshop, tools such as a work sheet for data analysis were prepared to help WEE-WG members incorporate a gender perspective better in their analysis. MOWA counterparts also simulated data analysis prior to the monitoring. WEE-WG members analysed aggregated data first to identify issues in farmers' application of the knowledge and techniques that they acquired in the training sessions. Then they analysed gender-disaggregated data to find out difficulties and constraints female farmers are facing in terms of: a) application of knowledge and techniques; b) participation in training sessions; c) sharing of acquired knowledge and techniques with their spouse; and d) negative changes on women and gender relations as a result of the project implementation.
- The major issues and countermeasures are as follows: (1) Many of the target farmers did not construct chicken shelters and co-ops because of a lack of materials and financial resources. In the subsequent training sessions, it is necessary to explain to the farmers where they can obtain necessary materials at a low or no cost; (2) Few target farmers prepared a business plan or kept records on chicken raising. It is necessary to present to the target farmers easier methods with a visual aid and through exercises rather than lectures. For illiterate women, their family members should be invited to the training; and (3) With regard to gender relations in the family, no notable issues were found. In fact, the monitoring results shows that the vast majority of the target female villagers had few or no problems with regard to sharing of household chores, information sharing, and workload in chicken raising.
- The second monitoring was conducted in the same way as the first monitoring. WEE-WG members revised the first-monitoring questionnaires to include questions to track the target farmers' situation concerning training topics taken after the first monitoring. The sample size was smaller than the first monitoring because a few target farmers had to be excluded. The WEE-WG members did not find notable differences between issues facing men and women.

- The major issues and proposed countermeasures are as follows: (1) Most of the farmers who participated in the chicken vaccination training did not vaccinate their chickens. Animal health workers of the District Agriculture Office should follow up on the farmers and conduct refresher training; (2) The target villagers still do not understand how to select good chicks. Follow-up activities or refresher training would be required; and (3) Many of the farmers still do not apply the knowledge and techniques on construction of chicken shelters. Support should be provided through follow-up activities.
- As in the first monitoring, no notable issues were identified with regard to gender relations in the family, although some women answered that their family members do not help them with household chores much. It should be noted that the majority of the male and female interviewees in the second monitoring answered that, after the first and second gender training sessions, they took action to change the sharing of roles with their spouse in household chores, decision making on chicken raising activities, and income control.

Feedback of the evaluation result of scaling-up activities

Activity 2-17 (Evaluation study on the scaling-up activities)

Activity 2-18 (Policy recommendations based on the results of evaluation)

Activity 2-19 (Sharing the policy recommendations with WCCC and TWG-G Sub-group on WEE)

Will be taken up later.

Prepare the setup to implement the pilot project in the tourism industry

Activity 3-1 (WEE Working Group establishment in the pilot province)

Completed during the first batch of the Project.

Planning of the pilot projects in tourism industries

Activity 3-2 (Policy analysis and gender analysis: PGM method step 1-4)

Activity 3-3 (Value chain analysis)

Completed during the first batch of the Project.

Activity 3-4. (Pilot project planning: PGM method step 5)

- In the first batch of the project, the plan for the pilot activities was developed, and the two Community-Based Tourism (CBT) sites were selected. However, the project and the MOWA counterparts decided to re-examine the contents of the pilot activities because most of the selected target groups were unable to bear the initial costs for starting or expanding business. Therefore, through discussions with PDWA and the PDs, the contents were re-arranged as a series of training sessions targeting rural women and aiming to have them obtain basic skills for starting or expanding

business. This scheme was named Village Business School.

Activity 3-5. (Socio-economic baseline survey)

- As mentioned above, because the project decided to offer training opportunities rather than direct support for business start-up and expansion, it was hard for the project to contribute directly to improving the socio-economic status of women in the target sites as planned (set as Indicator 3-4). However, as it was still useful to collect relevant information on gender issues in the target sites, a session was held to analyse the gender gap in accessing and controlling available resources and expected benefits from business (see Activity 3-6 below).

Implementation and monitoring of the pilot projects in tourism industries

Activity 3-6 (Implementation of the pilot activities)

- During this period, an orientation for registration was held twice in each target site. At the end of the orientation, the number of tentative registrants was 50 (including 36 women) in Knar Por CBT site and 68 (including 47 women) in Kampong Phluk CBT site.
- Following the orientations, three sessions each (introduction, gender analysis and 4P analysis) were conducted in the two target sites. At the end of the introduction session, the number of final registrants was 30 (including 23 women) in Knar Por CBT site and 30 (including 28 women) in Kampong Phluk CBT site.

No	Topic of the Session	Date	No. of Participants	
			Women	Men
1	Introduction	25-26 Jun. 19	51	9
2	Gender Analysis	10-11 Jul. 19	102	26
3	Business Analysis	16-17 Jul. 19	46	2

- In each target site, a gender analysis session was conducted to have the participants realize the gender gap in access and control of both available resources for starting and expanding business and expected benefits from business. The session's tool was the 'access & control analysis framework'. It is also important for PDWA and PDs to collect relevant information on gender relations in business and households in the target sites, and identify gender issues and needs with regard to access and control of resources and benefits as a possible bottleneck, especially for women, in starting and expanding business.
- Because most of the participants are in both CBT sites were illiterate just like Kampong Chhnang province, the contents of the session and the mode of facilitation were made as simple as possible. Because of PDs' solid support to the participants, the group work went smoothly with active discussions and sharing of experiences. The group work revealed some gender gaps, especially in training opportunities, access to necessary information, and financial management.

- In the business analysis session, based on the 4P (Product, Price, Promotion, Place) analytical framework, the participants examined the results of several undertakings to improve the goods or the services that they had provided. The analysis revealed that the objective of improving the goods or the services was not clear and efforts with regard to price, promotion and place tended to be left to others. Furthermore, the analysis confirmed the importance of understanding the customer's needs and learning systematically the process for improving business. Based on those analyses, the PDWA and PDs will provide technical training programs to acquire practical business skills.

Activity 3-7 (Monitoring of the pilot activities)

Activity 3-8 (Gender-responsive marketing activities)

Will be taken up later.

Feedback of the evaluation result of pilot projects

Activity 3-9 (Evaluation study on the pilot activities)

Activity 3-10 (Policy recommendations based on the results of evaluation)

Activity 3-11 (Sharing the policy recommendations with WCCC and TWG-G Sub-group on WEE)

Will be taken up later.

1-3 Achievement of Outputs

Output 1 (Strengthened capacity of MOWA and PDWA for WEE promotion)

- The scaling-up and pilot activities in Kampong Chhnang and Shem Reap provinces have just started. Thus, it is too early to share the achievements, outcomes, best practices and lessons learned from the project activities with the line ministries in the TWG-G Sub-group on WEE.
- It is fair to say that 60% of Indicator 1-2 ('Gender Terminology Booklet is updated') was achieved because all the 105 terms were translated into Khmer and checked by the project senior coordinator.
- It has already been recognized that a capacity development plan for MOWA and PDWA counterparts to strengthen advocacy and coordination ability as well as to acquire necessary knowledge and skills for promoting WEE at the sub-national level should be prepared in coordination with the MOWA management, especially the relevant departments such as the EDD and the GED. However, it is still difficult to identify and define the necessary capacities for the project to strengthen on the basis of the needs of MOWA and PDWA counterparts. In the project advisory mission in July 2019, it was also agreed that the project would strengthen the counterparts' capacity in line with the Terms of Reference (TOR) of three MOWA departments based on MOWA's capacity-building framework that elaborates capacities that MOWA department officials need to

acquire. Necessary measures will be taken in the next period.

Output 2 (Gender mainstreaming mechanism (agriculture) strengthened)

- In Kampong Chhnang province, six technical training sessions, two gender ones and site visit) and two monitoring sessions were held in cooperation with PDWA and several PDs such as PDAFF, PDOC, PDRD and PDLVT in the four target villages. As two thirds of the scaling-up activities in Kampong Chhnang province had been completed, it is fair to say that about 20% of Indicators 2-2 and 2-3 were achieved.
- It is also planned that the scaling-up activities in Kampong Thom and Tbong Khmum provinces will start after the development of provincial gender statistics is completed.

Output 3 (Gender mainstreaming mechanism (tourism) established)

- It is fair to say that 15% of Indicator 3-1 was achieved because the registration and the introductory and analytical sessions were conducted in the selected target sites in Siem Reap province.
- As mentioned above, because the project offers training opportunities rather than direct support to business start-up and expansion, it is hard for the project to contribute directly to improving the socio-economic status of women in the target sites as planned. However, through the gender analysis session in July 2019, necessary information was collected for analysing the gender gap in accessing and controlling available resources and expected benefits from business.

1-4 Achievement of the Project Purpose

- Planned activities for achieving the Project Purpose have been implemented as planned; however, at the present stage it is too early to measure the achievements by two indicators set in the PDM.
- Regarding the Project Purpose, in the advisory mission in July 2019, MOWA and JICA agreed that the project would aim to strengthen the gender mainstreaming mechanism with regard to the following three elements: 1) recommendations for policy implementation, 2) institutional arrangements and methods, and 3) adequate advocacy and coordination capacity of officials of MOWA and PDWA. Therefore, the project must emphasize the achievement of outputs and activities in response to these three elements.

1-5 Changes in Risks and Actions for Mitigation

(1) Risks related to the Important Assumption (Output) regarding cooperation of the GMAG members
It is important to strengthen relationships among the GMAG members and MOWA to reinforce a forum for promoting WEE at the sub-national level. Such forum would help the GMAG members and MOWA

share information including progress and achievements of the project activities in the TWG-G Sub-group on WEE and the GMAG meeting. It would also invite officials who would take part in the project activities especially at the sub-national level.

(2) Risks related to the Important Assumption (Project Purpose) regarding gender-responsive decentralization and deconcentrating processes

The new NCDD's policy on promotion of gender equality for sub-national democratic development was endorsed in May 2019. Thus, it is fair to say that the policy basis for promoting gender mainstreaming in the decentralisation and deconcentration (D&D) process was set. In the advisory mission in July 2017, MOWA and JICA also agreed that the project framework, goals, outputs and activities would be re-organized from the perspective of maximizing policy implications identified from the activities on the ground, in close alignment with the NCDD's policy.

1-6 Progress of Actions undertaken by JICA

From 22 to 26 July 2019, the project advisory mission was dispatched from the JICA headquarters to discuss with MOWA the progress and achievement of the project. In the mission, JICA and MOWA agreed to revise the framework of the project taking into consideration the following points: 1) emphasizing policy-level recommendations on WEE, 2) re-definition of the strengthening of the gender mainstreaming mechanism, 3) scope of WEE, 4) institutional arrangements, and 5) use of the WEE guideline. Following the mission, the mid-term evaluation survey was held in September 2019, and the revised policy framework will be proposed and discussed in the next JCC by the end of 2019.

1-7 Progress of Actions undertaken by Government of Cambodia

Nothing in particular

1-8 Progress of Environmental and Social Considerations (if applicable)

Not applicable

1-9 Progress of Considerations on Gender/Peace Building/Poverty Reduction (if applicable)

Gender: The PGM-WEE aims to strengthen gender mainstreaming mechanism in Cambodia.

1-10 Other remarkable/considerable issues related to/affecting the project (such as other JICA projects, activities of counterparts, other donors, the private sector, and NGOs)

None

2 Delay of Work Schedule and/or Problems (if any)

- Baseline survey report in KCH province
- Gender terminology booklet
- Gender statistics booklet in KPT and TBK provinces

3 Modification of the Project Implementation Plan

3-1 Plan of Operation (PO)

No modification was made on the revised PO in the previous monitoring sheet. (see. PM Form 3-3)

3-2 Other modifications on detailed implementation plan

No modification was made on the revised PDM in the previous monitoring sheet. (see. PM Form 3-2)

4 Preparations Done by the Government of Cambodia toward after completion of the Project

As mentioned above, it is crucial to make sure that the project is closely aligned with the NCDD policy.

II. Project Monitoring Sheet I & II *as Attached*

Project Monitoring Sheet (Revision of Project Design Matrix)

Project Title: Project on Gender Mainstreaming for Women's Economic Empowerment (PGM-WEE)

Implementing Agency: Ministry of Women's Affairs (MOWA)

Target Group: [Direct Target]
Officers of MoWA (national) and PDWA (sub-national)

[Indirect Target]

Women and men in the target provinces, Gender Mainstreaming Action Groups (GMAGs) and Gender Focal Points (both at the national and sub-national levels) of Partner Line Ministries: Ministry of Planning (MOP), Ministry of Agriculture, Forestry and Fisheries (MAFF), Ministry of Industry and Handicraft (MIH), Ministry of Commerce (MOC), Ministry of Rural Development (MRD), Ministry of Labor and Vocational Training (MLVT), Ministry of Tourism (MOT)

Period of Project: February 2017 – July 2018 (First Batch) September 2018 – February 2022 (Second Batch)

Version: 0

Project Site: Phnom Penh and 4 selected provinces (Kampong Chhnang, Kampong Thom, Tbong Khmum and Siem Reap)

Model Site: Kampong Cham

Date: 31 August 2019

Narrative Summary	Objectively Verifiable Indicators	Means of Verification	Important Assumption	Achievement	Remarks
<p>Overall Goal Women's economic empowerment (WEE) is promoted through gender-responsive programs and projects implemented by line ministries/departments through advocacy and coordination by MOWA/PDWA in all the 25 capital and provinces in Cambodia.</p>	<p>Gender-responsive programs and projects are planned and implemented by line ministries through improved PGM Methods workshops facilitated by MOWA/PDWA in all the 25 capital and provinces.</p>	<p>1. Report about PGM Methods Workshops 2. Annual reports of WCCC</p>			<p>It should be re-examined how the project can involve WCCC into the project activities.</p>
<p>Project Purpose Gender mainstreaming mechanisms are strengthened to promote women's economic empowerment (WEE) at the sub-national levels by the partner line ministries/departments through advocacy and coordination by MOWA/PDWA.</p>	<p>1. The "WEE Guidelines through Gender Mainstreaming at the Sub-national Levels" are authorized and distributed. 2. The scaling-up plans of gender mainstreaming mechanisms are integrated into the annual plan or Neary Rattanak (the Five Year Strategic Plan) of MOWA.</p>	<p>1. Published "WEE Guidelines through Gender Mainstreaming at the Sub-national Levels" 2. Annual plans and 5th Neary Rattanak of MOWA</p>	<p>Decentralization and deconcentration processes is continuously gender-responsive.</p>		<p>It should be re-examined what elements of gender mainstreaming mechanisms are aimed to be strengthened and scaled up.</p>
<p>Outputs 1 The capacity of MOWA/PDWA is strengthened to promote women's economic empowerment (WEE) at the sub-national levels through gender mainstreaming mechanisms.</p>	<p>1-1. Networking among the stakeholders at the national and sub-national levels is established to promote WEE through TWG-G Sub-group on WEE. 1-2. 'Gender Terminology Booklet' is updated. 1-3. 'Gender Statistics Leaflet' is updated and provincial gender statistics is developed in the target provinces. 1-4. Revised PGM Methods Guidelines is developed to integrate gender-responsive value chain analysis. 1-5. 'WEE Guidelines through Gender Mainstreaming at the Sub-national Levels' is developed. 1-6. The partner line ministries/departments integrate the activities and advices which are proposed in the policy recommendations developed under Output 2 and Output 3 into their programs and projects through the promotion by MOWA/PDWA. 1-7. The scaling-up plans of the gender mainstreaming mechanisms for WEE at the sub-national levels is developed by MOWA during the Project period for their implementation after the termination of the Project in the provinces which are not targeted by the Project, which target the provinces other than the target provinces of the Project.</p>	<p>1-1. Minutes of meetings and reports of TWG-G Sub-group on WEE 1-2. Updated Gender Terminology Booklet 1-3. Updated 'Gender Statistics Leaflet', Developed provincial gender statistics 1-4. Revised PGM Method Guidelines 1-5. Developed "WEE Guidelines through Gender Mainstreaming at the Sub-national Levels" 1-6. Revised GMAPs and annual action plans of partner line ministries, annual plans of WCCC of the target provinces 1-7. Developed scaling-up plan</p>	<p>GMAG members at the national and sub-national levels cooperate and participate in the Project activities.</p>	<p>1-1. It was agreed to share outputs and lessons learned with GMAG of partner ministries in the existing TWG-G WEE meeting with the Director of General Directorate for Gender Equality and Economic Development. 1-2. After selecting 105 words through the consultation meetings with stakeholders, definition and translation works have been done. 1-3. Preparation for developing provincial gender statistics for KPT and TBK provinces has been started.</p>	

<p>Outputs 2</p> <p>Gender mainstreaming mechanisms established by PGM2 is strengthened to promote women's economic empowerment (WEE) with market orientation in agriculture (chicken raising) at the sub-national levels in preparation for nation-wide diffusion and scaling-up.</p>	<p>2-1. The tools for the scaling-up activities on agriculture (chicken raising) is prepared based on the results of the gender-responsive socio-economic impact analysis of PGM2 and value chain analysis</p> <p>2-2. Scaling-up activities are planned, implemented, monitored and evaluated by PDWA and partner provincial departments in the three provinces (Kampong Chhnang Province, Kampong Thom Province, Tbong Khmum Province) selected based on the criteria decided by PDWA</p> <p>2-3. Scaling-up activities are coordinated and monitored through the WEE-WG working groups on WEE in the target provinces.</p> <p>2-4. Activities to maintain and expand the achievements of the scaling-up activities are integrated into the policies and activity plans of the partner line ministries/departments.</p>	<p>2-1. Developed tools (i.e. developed marketing manual on chicken raising)</p> <p>2-2. Developed activity plan of MOWA, Reports about PGM Methods workshops</p> <p>2-3. Minute of meetings and reports of working groups on WEE</p> <p>2-4. Annual plans and/or GMAPs of partner line ministries, Annual plans of WCCC of the target provinces</p>		<p>2-2. After revising the plan, scale-up activity has started to implement in Kampong Chhnang province.</p> <p>2-3. WEE-WG has been re-started and discussed the plan of scale-up activity in Kampong Chhnang province. Also, WEE-WG were newly established in Kampong Thom and Tbong Khmum provinces.</p>	
<p>Outputs 3</p> <p>Gender mainstreaming mechanisms are established to promote women's economic empowerment (WEE) in tourism industries with market orientation at the sub-national levels through implementation of pilot projects.</p>	<p>3-1. The pilot project activities are planned, implemented, monitored and evaluated by PDWA and partner provincial departments in the selected province (Siem Reap Province)</p> <p>3-2. Networking between public and private sectors are established to strengthen marketing of the pilot projects through WEE-WG working group on WEE.</p> <p>3-3. Results of various researches and studies on marketing are compiled, and tools are developed to strengthen marketing of the pilot projects.</p> <p>3-4. Socio-economic status of women engaged in tourism industries is improved. Indicators will be decided based on the baseline survey conducted by the Project.</p> <p>3-5. Activities to maintain and expand the achievements of the pilot projects are integrated into the policies and activity plans of the partner line ministries/departments.</p>	<p>3-1. Reports about PGM Methods workshops</p> <p>3-2. Minute of meetings and reports of WEE-WG working group on WEE</p> <p>3-3. Reports of marketing research, Developed tools</p> <p>3-4. Results of baseline and end-line survey</p> <p>3-5. Annual plans and/or GMAPs of partner line ministries, Annual plans of WCCC of the target province</p>		<p>3-1. Site selection was done based on the selection criteria agreed in the WEE-WG and the collected information.</p>	

Activities	Inputs		Pre-Conditions
	The Japanese Side	The Cambodian Side	
<p>(Preparation of the supporting setup at the national level)</p> <p>1-1. The Project encourages the stakeholders in the private sectors (i.e. entrepreneurs networks, universities, research institutions) to participate more actively in TWG-G Sub-group on WEE. The MOWA may establish an advisory board for WEE under TWG-G Sub-group on WEE, which is mainly consisted of stakeholders in the private sectors.</p> <p>1-2. The stakeholders of the scaling-up activities and pilot projects at the sub-national levels (i.e. the chairs of WEE-WG working groups on WEE) share the achievements and challenges of the Project activities in the meeting of TWG-G Sub-group on WEE and receive advices from the members.</p> <p>1-3. The members of the TWG-G Sub-group on WEE participate in the workshops, seminars and exchange visits related to the pilot projects and scaling-up activities at the sub-national levels.</p> <p>(Preparation of tools)</p> <p>1-4. The MOWA updates 'Gender Terminology Booklet'</p> <p>1-5. The MOWA updates 'Gender Statistics Leaflet'.</p> <p>1-6. Provincial gender statistics of the target provinces are developed based on the achievements of Output 2 and Output 3 by MOWA/PDWA with the support from MOP/PDOP.</p> <p>1-7. The PGM Methods Guidelines are revised integrating the gender-responsive value chain analysis method based on the achievements of the Output 2 and Output 3.</p> <p>1-8. The Project develops the 'WEE Guidelines through Gender Mainstreaming at the Sub-national Levels' as improved comprehensive guidelines based on the achievements of the Output 2 and Outputs 3 by using the "Comprehensive Guidelines for WEE in Rural Areas" developed by PGM2 as reference.</p> <p>(The partner line ministries/departments)</p> <p>1-9. The MOWA provides technical support to update and implement the GMAPs of partner line ministries as necessary.</p> <p>1-10. The Project hold workshops on gender budgeting to the stakeholders of the partner line ministries.</p> <p>1-11. The Project encourages the partner line ministries/departments to integrate the activities and advices which are proposed in the policy recommendations developed under Output 2 and Output 3 into their programs and projects.</p> <p>(Development of the scaling-up plans)</p> <p>1-12. The MOWA develops the scale ing-up plans of the gender mainstreaming mechanisms for WEE at the sub-national levels for their implementation after the termination of the Project, which target the provinces other than the target provinces of the project.</p> <p>1-13. The Project organizes a seminar to share the achievements, outcomes, best practices and lessons learned of the Project with all the stakeholders before the termination of the Project.</p> <p>1-14. The Project organizes a regional seminar to share the achievements, outcomes, best practices and lessons learned of the Project with the ASEAN countries at an appropriate timing.</p>	<p>1. JICA Experts - Chief Advisor - Deputy Chief Advisor - Institutional Development/Governance - Women's Economic Empowerment - Market and Business Development - Coordinator/Training Management</p> <p>2. Seminars, workshops and trainings</p> <p>3. Necessary equipment for the project activities</p>	<p>1. Counterparts (C/P) 2. Office space and facilities 3. Local Cost</p>	<p style="text-align: center;"></p> <p><Issues and countermeasures></p>
<p>(Preparation of tools based on the achievements of PGM2)</p> <p>2-1. The Project conducts gender-responsive socio-economic impact analysis of the chicken raising pilot project of PGM2 in Kampong Cham province.</p> <p>2-2. The Project implements gender-responsive value chain analysis of chicken raising in Kampong Cham and compiles the methodology of the analysis.</p> <p>2-3. The PDWA and partner provincial departments develop a monitoring plan of the chicken raising pilot project of PGM2 based on the result of 2-1 and 2-2, and restart monitoring of the activities.</p> <p>2-4. The Project implements supplementary activities to follow-up the chicken raising pilot project of PGM2 based on the results of analysis conducted in 2-1 and 2-2 and monitoring conducted in 2-3.</p> <p>2-5. A working group to coordinate and monitor the activities for WEE implemented by PDWA and the partner provincial departments (possibly called as 'WEE-WG working group on WEE') is established in collaboration with Women Children Consultative Committee (WCCC). The Project encourages stakeholders in the private sectors (i.e. entrepreneurs networks, universities, research institutions) to participate in the WEE-WG working group on WEE.</p> <p>2-6. The results of the monitoring conducted by PDWA and partner provincial departments in 2-3 are periodically shared to coordinate activities and discuss about the possible solutions at the meetings of the WEE-WG working group on WEE.</p> <p>2-7. The Project revises the 'Monitoring Guidelines of Pilot Project' developed by PGM2 based on the monitoring activities conducted by PDWA and partner provincial departments under the coordination of WEE-WG working groups on WEE based on the activities of 2-5 and 2-6.</p> <p>2-8. The Project develops a gender-responsive marketing manual on chicken raising targeting farmers based on the achievement of 2-1, 2-2, 2-3 and 2-4, which is complementary with the 'Technical Manual on Agricultural Production (chicken raising)' developed by PGM2.</p> <p>(Preparation of the implementation of scale ing-up activities)</p> <p>2-9. The MOWA develops implementation plans for scale ing-up activities which specify the target, schedule, budget and human resources during the Project period.</p> <p>2-10. The MOWA defines the selection criteria for the target provinces of the scale ing-up activities, and selects the target provinces accordingly. During the process of the selection, MOWA collects baseline data about the capacity of PDWA and partner provincial departments on gender mainstreaming in each target province.</p> <p>2-11. The working groups on WEE are established in the selected provinces under WCCC. The Project encourages stakeholders in the private sectors (i.e. entrepreneurs networks, universities, research institution) to participate in the WEE-WG working group on WEE as members. The action plans of WEE-WG working groups on WEE are developed and integrated into the WCCC annual plans and provincial development plans.</p>			

(Planning of the scaling-up activities)

- 2-12. The PDWA and partner provincial departments conduct policy analysis and gender analysis based on the steps of PGM Methods (from step1 to step4) through PGM Methods workshops facilitated by MOWA/PDWA. The socio-economic baseline data is collected on the female/male farmers and their gender issues are identified in the target areas of the scaling-up activities.
- 2-13. The PDWA and partner provincial departments conduct gender-responsive value chain analysis based on the methodology developed in 2-2 through PGM Method workshop, which is considered as a complementary step to the PGM Methods.
- 2-14. The PDWA and partner provincial departments develop plans for scaling-up activities on agriculture (chicken raising) through PGM Methods workshop (step5) facilitated by MOWA/PDWA.

(Implementation and monitoring of the scaling-up activities)

- 2-15. The PDWA and partner provincial departments implement activities in respective sector based on the plans developed in 2-14.
- 2-16. The scaling-up activities are monitored based on the monitoring guidelines developed in 2-7 by PDWA and partner provincial departments. The results of the monitoring are periodically shared for coordinating activities and discussing about the possible solutions at the meetings of the WEE-WG working groups on WEE. The results of the meetings of WEE-WG the working groups on WEE are also shared in the monthly meetings of WCCC.

(Feedback of the evaluation result of scaling-up activities)

- 2-17. The PDWA and partner provincial departments conduct evaluation study on the scaling-up activities, including gender impact analysis based on the baseline data collected in 2-12 through PGM Methods workshop (step8) facilitated by MOWA/PDWA.
- 2-18. The PDWA and partner provincial departments develop policy recommendations based on the results of evaluation study conducted in 2-17 through PGM Methods workshop (step9) facilitated by MOWA/PDWA.
- 2-19. The partner provincial departments share the policy recommendations developed in 2-18 with WCCC and TWG-G Sub-group on WEE and propose them to be integrated into their policies and plans. The MOWA/PDWA provide them with necessary information about resource mobilization and gender budgeting.

(Prepare the setup to implement the pilot projects in tourism industries)

- 3-1. The WEE-WG working group on WEE is established in the selected province. The Project encourages stakeholders in the private sectors (i.e. entrepreneurs networks, universities, research institutions) to participate in the WEE-WG working group on WEE as members. The action plans of WEE-WG working groups on WEE are developed and integrated into the WCCC annual plans and provincial development plans.

(Planning of the pilot projects in tourism industries)

- 3-2. The PDWA and partner provincial departments conduct policy analysis and gender analysis based on the steps of PGM Methods (from step1 to step4) through PGM Method.
- 3-3. The PDWA and partner provincial departments conduct gender-responsive value chain analysis on tourism industries based on the methodology developed in 2-2 through PGM Method workshop facilitated by MOWA/PDWA. Information collection and analysis about marketing are also conducted for the pilot projects, including exploring and utilizing of the local resources.
- 3-4. The PDWA and partner provincial departments develop plans for pilot projects on tourism industries through PGM Methods workshop (step5) facilitated by MOWA/PDWA.
- 3-5. The gender-responsive socio-economic baseline survey, including information collection about the gender issues, is conducted about the target industries and areas of the pilot projects decided in 3-4. The results of the survey are compiled to a report.

(Implementation and monitoring of the pilot projects on tourism industries)

- 3-6. The PDWA and partner provincial departments implement activities in respective sector based on the plans developed in 3-4.
- 3-7. The pilot project activities are monitored based on the monitoring guidelines developed in 2-7 by PDWA and partner provincial departments. The results of the monitoring are periodically shared for coordinating pilot project activities and discussing about the possible solutions at the meetings of the WEE-WG working group on WEE. The results of the meetings of the WEE-WG working groups on WEE are also shared in the monthly meetings of WCCC.
- 3-8. The Project implements gender-responsive marketing activities in tourism industries and develops and defuse hands-on tools for marketing in tourism industries targeting stakeholders at the grassroots levels.

(Feedback of the evaluation result of pilot projects)

- 3-9. The PDWA and partner provincial departments conduct evaluation study on the pilot projects, including gender impact analysis based on the baseline data collected in 3-5 through PGM Methods workshop facilitated by MOWA/PDWA. The Project compiles the results of the evaluation study as end-line
- 3-10. The PDWA and partner provincial departments develop policy recommendations based on the results of the evaluation study conducted in 3-9 through PGM Methods workshop facilitated by MOWA/PDWA.
- 3-11. The partner provincial departments share the policy recommendations developed in 3-10 with WCCC and TWG-G Sub-group on WEE and propose them to be integrated into their policies and plans. The MOWA/PDWA provide them with necessary information about resource mobilization and gender budgeting.

Project Monitoring Sheet IV (Revised PO)

Project Title: Project on Gender Mainstreaming for Women's Economic Empowerment (PGM-WEE)

		2017				2018				2019				2020				2021				2022				Remarks	Monitoring					
		I	II	III	IV		Issue	Solution																								
Inputs																																
Expert																																
Akane Totani (Chief Advisor/Gender Mainstreaming)	Plan																												Dispatched as planned with some modification			
	Actual																															
Michiko Tsurumine (Deputy Chief Advisor/Gender Mainstreaming)	Plan																												Dispatched as planned with some modification			
	Actual																															
Rie Fusamae (Institutional Development/Governance)	Plan																												Dispatched as planned with some modification			
	Actual																															
Yasuko Yagi (Women's Economic Empowerment)	Plan																												Dispatched as planned with some modification			
	Actual																															
Naoko Ogawa (Market and Business Development)	Plan																												Dispatched as planned with some modification			
	Actual																															
Mirei Sakamoto (Coordinator/Training Management)	Plan																												Dispatched as planned with some modification			
	Actual																															
Equipment																																
Office equipment																																
	Plan																															
	Actual																															
Laptop computers																																
	Plan																															
	Actual																															
Training in Japan																																
	Plan																															
	Actual																															
In-country/Third country Training																																
	Plan																															
	Actual																															
		2017				2018				2019				2020				2021				2022				Responsible Organization		Monitoring				
Activities		I	II	III	IV	Japan	Cambodia	Progress & Achievements	Issue & Countermeasures																							
Output 1: The capacity of MOWA/PDWA is strengthened to promote women's economic empowerment (WEE) at the sub-national levels through gender mainstreaming mechanisms.																																
1.1 The Project encourages the stakeholders in the private sectors (i.e. entrepreneurs networks, universities, research institutions) to participate more actively in TWG-G Sub-group on WEE. The MOWA may establish an advisory board for WEE under TWG-G Sub-group on WEE, which is mainly consisted of stakeholders in the private sectors.	Plan																												JICA	MOWA		
	Revised																															
	Actual																															
1.2 The stakeholders of the scaling-up activities and pilot projects at the sub-national levels (i.e. the chairs o working groups on WEE) share the achievements and challenges of the Project activities in the meeting of TWG-G Sub-group on WEE and receive advices from the members.	Plan																											JICA	MOWA/ PDWA			
	Actual																															
	Actual																															
1.3 The members of the TWG-G Sub-group on WEE participate in the workshops, seminars and exchange visits related to the pilot projects and scaling-up activities at the sub-national levels.	Plan																											JICA	MOWA/ PDWA			
	Actual																															
	Actual																															
1.4 The MOWA updates 'Gender Terminology Booklet'.	Plan																											JICA	MOWA	Translation and editing had been done by the project; however, final approval process at MOWA has been delayed.	The process of final approval at MOWA will be followed up.	
	Actual																															
	Actual																															
1.5 The MOWA updates 'Gender Statistics Leaflet'.	Plan																											JICA	MOWA			
	Revised																															
	Actual																															
1.6 Provincial gender statistics of the target provinces are developed based on the achievements of Output 2 and Output 3 by MOWA/PDWA with the support from MOP/PDOP.	Plan																											JICA	PDWA	Preparation of provincial gender statistics of KPT and TBK provinces has been delayed due to the necessity of conducting additional meetings to get comments and consensus from the other provincial departments.	Provincial gender statistics of TBK will be finalized soon. Since the additional consultation meeting will be conducted in KPT in November, the statistics will be finalized by the end of this year.	
	Actual																															
	Actual																															
1.7 The PGM Methods Guidelines are revised integrating the gender-responsive value chain analysis method based on the achievements of the Output 2 and Output 3.	Plan																											JICA	MOWA			
	Actual																															
	Actual																															
1.8 The Project develops the 'WEE Guidelines through Gender Mainstreaming at the Sub-national Levels' a improved comprehensive guidelines based on the achievements of the Output 2 and Outputs 3 by using the 'Comprehensive Guidelines for WEE in Rural Areas' developed by PGM2 as reference.	Plan																											JICA	MOWA/ PDWA			
	Actual																															
	Actual																															
1.9 The MOWA provides technical support to update and implement the GMAPs of partner line ministries as necessary.	Plan																											JICA	MOWA			
	Actual																															
	Actual																															
1.10 The Project hold workshops on gender budgeting to the stakeholders of the partner line ministries.	Plan																											JICA	MOWA			
	Actual																															
	Actual																															
1.11 The Project encourages the partner line ministries/departments to integrate the activities and advices which are proposed in the policy recommendations developed under Output 2 and Output 3 into their programs and projects.	Plan																											JICA	MOWA/ PDWA			
	Actual																															
	Actual																															
1.12 The MOWA develops the scaling-up plans of the gender mainstreaming mechanisms for WEE at the sub national levels for their implementation after the termination of the Project, which target the provinces other than the target provinces of the project.	Plan																											JICA	Cambodia			
	Actual																															
	Actual																															
1.13 The Project organizes a seminar to share the achievements, outcomes, best practices and lessons learned of the Project with all the stakeholders before the termination of the Project.	Plan																											JICA	MOWA			
	Actual																															
	Actual																															
1.14 The Project organizes a regional seminar to share the achievements, outcomes, best practices and lessons learned of the Project with the ASEAN countries at an appropriate timing.	Plan																											JICA	MOWA			
	Actual																															
	Actual																															

1. List of Japanese Experts

Title	Name	Assignment (MM/total MM in 2 nd batch)
Chief Advisor/ Gender Mainstreaming	Akane Nakamura	4.70 / 14.00 0.0 / 0.3 (in Japan)
Deputy Chief Advisor/ Gender Mainstreaming	Michiko Tsurumine	2.30 / 8.17
Institutional Development/ Governance	Rie Fusamae	3.57 / 11.50
Women's Economic Empowerment	Yasuko Yagi	4.37 / 12.83
Market and Business Development	Naoko Ogawa	2.13 / 13.33
Coordinator/Training Management	Mirei Sakamoto	3.63 / 14.70 0.0 / 0.5 (in Japan)

As of 31 August 2019

2. List of Counterparts (Ministry of Women's Affairs: MoWA)

No	Name	Position	Department
1	H.E. Chan Sorey (Project Director)	Secretary of State	
2	H.E. Chhoy Kimsor	Advisor	
3	Ms. Te Vouchlim (Project Manager)	Director	Planning and Statistics (PSD)
4	Ms. Hou Nirmitta	Director	Gender Equality (GED)
5	Ms. Soth Sithan	Directors	Economic Development (EDD)
6	Mr. Tim Phiyary	Deputy Director	PSD
7	Ms. Nith Sreya	Deputy Director	PSD
8	Ms. Khim Sovanny	Chief Office	PSD
9	Ms. Te Tevy	Chief Office	PSD
10	Ms. Chan Vanny	Chief Office	GED
11	Ms. Meach Sotheary	Chief Office	GED
12	Ms. Chhi Ratta	Official	Cabinet of Minister
13	Mr. Sok Chheng	Chief Office	EDD
14	Mr. Meas Chiwut	Vice Chief Office	GED
15	Ms. Ouk Kosomakesey	Vice Chief Office	PSD
16	Ms. Chea Socheata	Vice Chief Office	PSD
17	Ms. Somthun Chanchariya	Vice Chief Office	PSD
18	Mr. Pin Soksratum	Vice Chief Office	PSD
19	Mr. Ham Siphath	Vice Chief Office	EDD
20	Ms. Chea Chanvanny	Officer	EDD
21	Ms. Heng Samphos	Officer	PSD
22	Ms. Meng Dina	Vice Chief Office	PSD
23	Ms. Set Channarath	Officer	GED

* Ms. Nith Sreya (No.7) and Ms. Chan Vanny (No. 10) resigned, since they were promoted in August. Ms. Dina (No. 22) and Ms. Narath (No. 23) were newly assigned as the counterparts.

3. List of Focal Points of MoWA in charge of project activities at provincial level

Province	Name	Position	Department
Kampong Chhnang	Mr. Meas Chiwut	Vice Chief Office	GED
	Ms. Chan Vanny	Chief Office	GED
	Mr. Sok Chheng	Chief Office	EDD
Kampong Thom	Ms. Chea Socheata	Vice Chief Office	PSD
	Ms. Ouk Kosomakesey	Vice Chief Office	
	Ms. Somthun Chanchakriya	Vice Chief Office	
Tbong Khmum	Ms. Te Tevy	Chief Office	PSD
	Mr. Ham Siphath	Vice Chief Office	EDD
	Ms. Heng Samphos	Officer	PSD
Siem Reap	Ms. Nith Sreya	Deputy Director	PSD
	Ms. Chea Chanvanny	Vice Chief Office	EDD
	Mr. Pin Soksratum	Vice Chief Office	PSD

* Since Ms. Nith Sreya (Siem Reap) and Ms. Chan Vanny (Kampong Chhnang) resigned as of August, it was decided to replace them with the other MOWA officials and reorganize the focal points for each province.

4. List of WEE Working Group Members in Kampong Chhnang Province

No	Name	Position	Role
WEE Working Group			
1	Pal Yeoun	Vice Governor	Chair
2	Tong Nary	WCCC chair	Deputy
3	Pich Sophea	Director, PDWA	Deputy
Technical Working Group/Secretariat			
1	Chuon Vatanary	Deputy Director PDWA	Chair
2	Heng Kimsreang	Deputy Director PDAFF	Deputy
3	Lay Nareth	Deputy Director PDOP	Member
4	Him Sochetta	Deputy Director PDIH	Member
5	Soam Sinath	Deputy Director PDLVT	Member
6	Kay Sokchea	Deputy Director PDRD	Member
7	Hy Ratana	Chief Office, PDOC	Member
8	Sun Kimsean	Vice Chief Office, PDRD	Member
9	Nhim Sokha	PDLVT	Member
10	Chhin Kanha	PDAFF	Member
11	Thaurnk Kim Chheang	Vice Chief Office, PDAFF	Member
12	Ith Sophany	PDOWA	Member
13	Ven Sreyleak	PDIH	Member
14	Seung Channy	PDOP	Member
15	Yin Chenda	PDOP	Member
16	Tim Chi	PDRD	Member
17	Khiev Pros	PDLVT	Member
18	Seung Pisen	PDOC	Member
19	Ouk Sokha	PDOC	Member

5. List of WEE Working Group Members in Siem Reap Province

No	Name	Position	Role
WEE Working Group			
1	You Sophear	Vice Governor	Chair
2	Sin Norm	WCCC chair	Deputy
3	Ngov Sengkak	Director, PDOT	Deputy
4	Lay Aun	Director, PDWA	Permanent Deputy
Technical Working Group			
1	Krong Sithavy	Deputy Director, PDWA	Chair
2	Hok Sovila	PDOT	Deputy
3	Bun Chrib	Deputy Director, PDLVT	Member
4	Srey Sokun	Deputy Director, PDOP	Member
5	Sar Reune	Deputy Director, PDAFF	Member
6	Seur Siharith	Deputy Director, PDRD	Member
7	Tob Thoeun	Deputy Director, PDIH	Member
8	Team Phally	Deputy Director, PDOC	Member
9	Phoeun Sokna	PDIH	Member
10	Chhun Sophoan	PDWA	Member
11	Luy Ratana	PDWA	Member
12	Morm Simorn	PDOP	Member
13	Sab San	PDOP	Member
14	Lim Hong	PDOC	Member
15	Roeun Oeuy	Provincial Council	Member
16	Luch Kunthea	PDWA	Member
17	Nan Mao	PDWA	Member
18	Sorn Sidalin	PDOT	Member
19	Nhornh Makara	PDWA	Member
20	Prum Sophea	PDAFF	Member
21	Khean Seryvuth	PDRD	Member
22	Pot Saroeut	PDRD	Member
23	Say Sothol	PDLVT	Member
24	Bor Bun	PDAFF	Member
25	Hieng Putheara	PDLVT	Member
26	Long Somavattay	PDIH	Member
27	Cheim Soram	PDLVT	Member
28	Sou Pola	PDOC	Member

6. List of WEE Working Group Members in Kampong Thom Province

No	Name	Position	Role
WEE Working Group			
1	Lom Kuntheary	Vice Governor	Chair
2	Sok Chanthou	WCCC chair	Deputy
3	Sin Siphon	Director, PDWA	Deputy
Technical Working Group/Secretariat			
1	Sin Siphon	Director, PDWA	Chair
2	Chhor Biengkong	Deputy Director, PDAFF	Deputy
3	Chou Bunry	Deputy Director, PDOP	Member
4	Pov Vanna	Deputy Director, PDIH	Member
5	Yin Bunroth	Deputy Director, PDLVT	Member
6	Sear Longthearoth	Deputy Director, PDOC	Member

7	Seng Cheasok	Deputy Director, PDRD	Member
8	Hiev Chanry	PDWA	Member
9	Hun Sam At	PDWA	Member
10	Sou Pharin	PDWA	Member
11	Huon Chenda	PDWA	Member
12	Men Chanthoeun	PDAFF	Member
13	Hun Kotal	PDAFF	Member
14	Neang Sopheak	PDLVT	Member
15	Yin Ryong	PDLVT	Member
16	Ros Kimchaey	PDIH	Member
17	Hun Somnang	PDIH	Member
18	Piev Theary	PDOC	Member
19	Sa Vorn	PDOC	Member
20	Oem Sokleng	PDOP	Member
21	Vann Sarong	PDOP	Member
22	Tann Molika	PDRD	Member
23	Tann Saimeng	PDRD	Member

7. List of WEE Working Group Members in Tboung Khmum Province

No	Name	Position	Role
WEE Working Group			
1	Leng Sokha	Vice Governor	Chair
2	Kiev Samuon	WCCC chair	Deputy
3	Thorn Kimsron	Director, PDWA	Deputy
Technical Working Group/Secretariat			
1	Ros Sopheak	Provincial Council	Chair
2	Korng Siman	Deputy Director, PDWA	Deputy
3	Um Veasna	Director, PDLVT	Member
4	Toch Sakorn	Director, PDOC	Member
5	Sreur Engly	Deputy Director, PDLVT	Member
6	Cheng Chhunny	Deputy Director, PDIH	Member
7	Kheur Vannthach	Deputy Director, PDOP	Member
8	Meas Sambath	Deputy Director, PDRD	Member
9	Son Sarat	Deputy Director, PDAFF	Member
10	Ching Chun	PDLVT	Member
11	Pech Chordaphea	PDWA	Member
12	Phorn Lanita	PDWA	Member
13	Hor Lenghong	PDOC	Member
14	An Darika	PDOC	Member
15	Chea Kimhong	PDIH	Member
16	Keo Viriya	PDRD	Member
17	Cham Chanraksmeay	PDRD	Member
18	Choam Sreymao	PDAFF	Member
19	Chroeng Sothea	PDAFF	Member
20	Ny Sokheann	PDOP	Member
21	Ret Rotana	PDOP	Member

8. List of Equipment

No.	Description	Specification/Standard	Price (USD)	Date of Delivery	User
1	Laptop	NB ASUS A411UA-EB211T	701	2018/12/6	PDWA (Kampong Chhnang)
2	Laptop	NB ASUS A442UQ-FA044T 3F Red	690	2019/7/29	PDWA (Siem Reap)
3	Laptop	NB ASUS VivoBook S ultrathin S530FN-BQ117T	859	2019/7/29	PDWA (Siem Reap Project office)

9. List of Office Equipment (Consumable)

No.	Description	Specification/Standard	Price (USD)	Date of Delivery	User
1	Cabinet	Double doors cabinet, Eagle	140	2019/2/15	Project Office (MoWA)
2	UPS	APC APC Smart-UPS C 1500VA LCD 230V	365	2019/3/27	Project Office (MoWA)
3	Air conditioner	Panasonic	240	2019/2/8	PDWA (Kampong Chhnang) *Disposed July 3, 2019 due to malfunction
4	Air conditioner	Panasonic	325	2019/6/10	PDWA (Kampong Chhnang)
5	Printer	HP LaserJet Pro M203	195	2019/7/16	PDWA (Siem Reap)
6	Office Cabinet (tall)	-	130	2019/7/16	PDWA (Siem Reap)
7	Office Cabinet (short)	-	110	2019/7/16	PDWA (Siem Reap)
8	Desk with drawer	-	125	2019/7/16	PDWA (Siem Reap)
9	Desk without drawer	-	75	2019/7/16	PDWA (Siem Reap)

TO: CR of JICA Cambodia

PROJECT MONITORING SHEET

Project Title: Project on Gender Mainstreaming for Women's Economic Empowerment (PGM-WEE)
Version: Ver. 6 (Term: September 2019 – February 2020)
Name: Te Vouchlim, Director, Planning and Statistics Department, Ministry of Women's Affairs (MOWA)
Name: Akane Totani, Chief Advisor, PGM-WEE
Date: 20 April 2020

I. Summary**1 Progress****1-1 Progress of Inputs** (for details, see Attachment)Japanese side

- Six Japanese experts¹ were dispatched. Some modifications were made in the timing and length of the dispatch for the timely implementation of project activities.
- Operational costs for project implementation including the procurement of equipment² and hiring six local staff members (a Senior Coordinator, a Senior Field Coordinator, two Field Coordinators, an Assistant Coordinator and a Driver) were disbursed. A new Field Coordinator for Siem Reap Province started to work since September 2019 and officially be employed since December 2019.

Cambodian side

- Twelve Counterparts (C/Ps) of MOWA³ who were assigned as Focal Points (hereinafter refer to as F/Ps) in charge of pilot activities in each province have not been changed after the replacement in the end of August 2019.⁴
- The members of the Women's Economic Empowerment Working Group (WEE-WG) have not been changed in four provinces (Kampong Chhnang Province,⁵ Siem Reap Province,⁶ Kampong Thom Province⁷ and Tboung Khmum Province⁸). According to the agreement in the 3rd JCC (as of December 2019) that the Project continuously supports Kampong Cham Province, it is necessary to start a discussion with the counterparts in Kampong Cham Province how to revitalize the WEE-WG based on the Pilot Project Coordination Committee (PPCC) which was established in the previous PGM 2 project.

¹ See Attachment 1 List of Japanese Experts.

² See Attachment 8 List of Equipment.

³ See Attachment 2 List of Counterparts (Ministry of Women's Affairs: MOWA).

⁴ See Attachment 3 List of Focal Points of MOWA in charge of project activities at provincial level.

⁵ See Attachment 4 List of WEE Working Group Members in Kampong Chhnang Province.

⁶ See Attachment 5 List of WEE Working Group Members in Siem Reap Province.

⁷ See Attachment 6 List of WEE Working Group Members in Kampong Thom Province.

⁸ See Attachment 7 List of WEE Working Group Members in Tboung Khmum Province.

1-2 Progress of Activities

Preparation of the supporting setup at the national level

Activity 1-1. (Resumption of TWG-G Sub-group on WEE)

Activity 1-2. (Sharing the achievements and challenges of the project activities in TWG-G Sub-group on WEE)

- Based on the agreement between MOWA and JICA during the Project Advisory Mission in July 2019, it was agreed in the 3rd JCC in December 2019 that the Project would use Technical Working Group on Gender (TWG-G) sub-group on WEE (hereinafter referred to as 'TWG-G WEE') meetings on an ad-hoc basis as well as semester and annual meetings of Gender Mainstreaming Action Groups (GMAGs) to share information and encourage stakeholders such as line ministries to discuss the progress, outputs, and lessons learned from the project activities.
- Although it is still early to share the outputs and identify findings from the implementation of the scaling-up activities and pilot activities, necessary coordination has been made with the Director of EDD. It was also announced that the TWG-G WEE would be held on regular basis as with the other two sub-groups.

Activity 1-3. (Participation of the members of TWG-G Sub-group on WEE in project activities)

Considering the recommendation made in the 3rd JCC in December 2019 into account, the Project has encouraged the members of TWG-G WEE to be involved in several project activities as follows.

- H E Minister of Women's Affairs and officials from the partner line ministries such as Ministry of Agriculture, Forestry and Fisheries (MAFF), Ministry of Industry, Science, Technology and Innovation (MOISTI, former Ministry of Industry and Handicraft (MOIH)), Ministry of Economy and Finance (MOEF), Ministry of Labour and Vocational Training (MLVT), Ministry of Tourism (MOT), Ministry of Rural Development (MORD), Ministry of Planning (MOP), Ministry of Commerce (MOC) and the Council for the Development of Cambodia (CDC) visited two project sites in Siem Ream Province on 14 January 2020. Through the site visit, it was fully recognized that the Project has implemented the pilot activities (village business school) smoothly and effectively in close collaboration with the provincial government and target communes in Siem Reap province.
- Seven officials from MAFF, MORD, MOT, MOP, MOC, MLVT and MOISTI attended the joint gender training held on 30-31 January 2020 in Phnom Penh.
- 5 officials from MAFF, MOT, MOP, MOC and MLVT were involved in the rapid feasibility study in Kampong Thom province in February 2020.

Preparation of tools**Activity 1-4. (Gender Terminology Booklet)**

- The final draft of the gender terminology booklet with 105 terms was approved by MOWA. However, as H E Director General suggested to conduct a consultation meeting with CSOs to make a consensus, several comments including adding new terms, deletion of less necessary terms and modification were collected from the CSOs in the meeting held in February 2020. MOWA and the Project agreed that the Project will examine the CSO's comments and propose an idea on how to modify the draft to MOWA as soon as possible.

Activity 1-5. (Gender Statistics Leaflet)

Completed during the first batch of the Project.

Activity 1-6. (Provincial Gender Statistics)

- In Tbong Khmum province, the draft of provincial gender statistics was finalized. The printing process will be started soon.
- In Kampong Thom province, the draft of provincial gender statistics has been modified according to the comments from the Japanese expert by the concerned PDs.
- In Kampong Chhnang province, first draft of provincial gender statistics has been prepared by the concerned PDs.

Activity 1-7. (Revising the PGM Methods Guidelines)**Activity 1-8. (Developing the WEE Guideline)**

Will be taken up later.

Supports for the partner line ministries/departments**Activity 1-9. (Technical support to update and implement the GMAPs)****Activity 1-10. (Workshops on gender budgeting)****Activity 1-11. (Integration of activities and advices in the policy recommendations)**

Will be taken up later.

Development of the scaling-up plans**Activity 1-12. (Development of the scaling-up plans)****Activity 1-13. (A seminar to share the achievements, outcome, best practices, etc.)****Activity 1-14. (A regional seminar to share the achievements, outcomes, best practices, etc.)**

Will be taken up later.

Preparation of tools based on the achievements of PGM2

Activity 2-1. ~ 2-6. (Socio-economic impact analysis, value chain analysis, monitoring plan, follow-up activities, etc. in Kampong Cham province)

Activity 2-7. (Revision of the monitoring guidelines for pilot project)

Activity 2-8. (Gender-responsive marketing manual on chicken raising)

Completed during the first batch of the Project.

Preparation of the implementation of scale-up activities

Activity 2-9. (Implementation plans for scale-up activities)

Activity 2-10. (Selection of the target province for chicken-raising)

Completed during the first batch of the Project.

Activity 2-11 (WEE-WG establishment in the target provinces)

- The WEE-WGs had already been established in Kampong Chhnang, Kampong Thom, and Tbong Khmum provinces.
- Since it was agreed in the 3rd JCC that the Project will continue to support Kampong Cham province, it was agreed among the authorities in Kampong Cham province, MOWA and the Project to conduct a meeting for discussing how to revitalize the WEE-WG.

Planning of the scale-up activities

The implementation of scale-up activities in Kampong Chhnang province was completed in October 2019. The procedure for site selection for the activities in Kampong Thom and Tbong Khmum provinces was started from October 2019.

Activity 2-12 (Policy analysis and gender analysis: PGM method step 1-4)

- In Kampong Thom and Tbong Khmum provinces, gender analysis was done based on data and information which were collected through the site visit by the PDs in February 2020. However, since relevant gender issues within household and on business could not be identified enough through the analysis, it was found more information should be collected through the rapid feasibility study. While the study was done in Kampong Thom province in February 2020, it will be done in Tbong Khmum province in March 2020. A set of data and information collected through the study in Kampong Thom province have been aggregated and analysed to be used for site selection.

Activity 2-13 (A gender-responsive value chain analysis)

- In Kampong Thom province, a set of questions relevant to gender issues on business (especially within each value chain) were asked in the focus group discussion with women and men under the rapid feasibility study. As with gender analysis (Activity 2-12), A set of data and information collected

through the study have been aggregated and analysed to be used for site selection. It is planned to conduct similar focus group discussion in Tbong Khmum province in March 2020.

Activity 2-14 (Scale-up project planning: PGM method step 5)

Completed in Kampong Chhnang province and will be taken up later in Kampong Thom and Tbong Khmum provinces.

Implementation and monitoring of the scale-up activities

PGM-WEE is currently rolling out scale-up activities only in Kampong Chhnang province. The activities in Kampong Thom and Tbong Khmum provinces are to start after April 2020.

Activity 2-15 (Implementation of the scale-up activities)

- In Kampong Chhnang province, a gender session and two technical sessions (activities) were conducted as shown below.

No	Topic of the Training and the Site-Visit	Date	No. of Participants	
			Women	Men
12	Gender training (3) 5 elements of WEE	8 Sep. 19	28	16
13	Follow-up activity	16-17 Oct. 19	29 households	
14	Business matching	30-31 Oct. 19	-	-

- In gender training (3), a group discussion was held to understand the importance of WEE by examining the difference between the situation of woman who are enough empowered and less empowered. Taking the existence of illiterate participants into account, picture cards which visually show different situations of women and her family are used for the discussion. The participants were divided into two groups: one group for discussing the impact of WEE on woman and her family, the other group for discussing what happens to woman and her family if the woman is not enough empowered. The participants were actively involved in the activity with adequate facilitation of PDWA and supports from the partner PDs. The results of the group discussion showed that there are several positive impacts and benefits of WEE on woman herself and her family. It should be seriously noted that two target women started to share their experiences of domestic violence during the group discussion. It clearly shows the importance of connection to the individual experiences as a useful tool to encourage participants to fully understand existing gender issues.
- As a follow-up activity, individual technical advices (e.g. chick procurement, hygiene control, vaccine and chicken coop) were provided with the 29 households which have already started chicken raising as business.
- In business matching, relevant stakeholders such as an owner of hatching farm, distributors of vaccine and feed were introduced to the target villagers. Simplified manual for chicken raising and a poster for indicating three kinds of inoculation method of vaccine were also prepared by PDAFF and provided with the villagers.

Activity 2-16 (Monitoring of the scale-up activities)

- In Kampong Chhnang province, a case study session was conducted for 1) collecting information on successful experiences in promoting WEE through the pilot activity; and 2) identifying any success factors which can be applied to the other projects and activities which are implemented by the partner PDs. Successful experiences were defined as (a) improvement of women's economic power (income control, economic decision making), (b) improvement of other gender relations (general decision making, division of labour within household, domestic violence), and (c) sharing information and labours through the chicken raising activity.
- WEE-WG members were divided into the small groups (consisting of 2-3 members) and collected necessary information through the individual interview with the six selected participants (5 women and 1 man). The gathered information was classified according to the topics (e.g. successful situations, causal correlation with income generating activity, the other possible successful factors) in the worksheet which was prepared by the Project. Finally, each group compiled the case based on the classified information and basic information.
- As a result, four successful cases (1 each for type (a) and (b), and 2 for type (c)) were identified. Although the number of identified successful cases was a few, it seems that the understanding of the PDs on the concept of WEE was well enhanced through the activity.

Feedback of the evaluation result of scaling-up activities**Activity 2-17 (Evaluation study on the scaling-up activities)**

In Kampong Chhnang province, an end-line survey was conducted in February 2020. The collected data and information will be analysed and compiled in the report.

Activity 2-18 (Policy recommendations based on the results of evaluation)**Activity 2-19 (Sharing the policy recommendations with WCCC and TWG-G Sub-group on WEE)**

Will be taken up later.

Prepare the setup to implement the pilot project in the tourism industry**Activity 3-1 (WEE Working Group establishment in the pilot province)**

Completed during the first batch of the Project.

Planning of the pilot projects in tourism industries**Activity 3-2 (Policy analysis and gender analysis: PGM method step 1-4)****Activity 3-3 (Value chain analysis)**

Completed during the first batch of the Project.

Activity 3-4. (Pilot project planning: PGM method step 5)

Completed during the first batch of the Project and the previous period.

Activity 3-5. (Socio-economic baseline survey)

- As reported in the previous monitoring sheet, gender analysis was conducted to collect relevant information on gender issues in terms of gender gap in access and control of resources and assets in the target sites. However, it was observed that the level of awareness of the participants and the PDs are not enough high to analyse the current gender relations and identify the existing gender issues. Therefore, it was decided to conduct gender analysis again in the end of training sessions in order to confirm the existence of gender issues within household and on business.

Implementation and monitoring of the pilot projects in tourism industries**Activity 3-6 (Implementation of the pilot activities)**

- Following to the three sessions (introduction, gender analysis and business analysis), five technical sessions and a gender session were conducted as shown below. Corresponding to the request from the Kampong Phluk CBT, it was decided to postpone all the sessions in Kampong Phluk CBT site until January 2020 because of the fishing season. Therefore, Session 5-7 were conducted only in Knar Por CBT site. The sessions in Kampong Phluk CBT site will be conducted after March 2020.

No	Topic of the Session	Date	No. of Participants	
			Women	Men
4	Cash Flow Analysis	11-12 Sep. 19	21	10
5	Customer Analysis	1 Nov. 19	12	7
6	Production Planning	29 Nov. 19	5	8
7	Business Environment Analysis (1)	25 Dec. 19	6	7
	Business Environment Analysis (2)	26 Dec. 19	11	11
8	Gender Anaysis (2)	14-15 Jan. 20	40	11
9	Business Stakeholder Analysis	13-14 Feb. 20	38	12

- In cash flow analysis (session 4), the participants learned how to calculate balance of income (sales) and expenditure (costs) by using the balance sheet with picture cards indicating the items of sales and costs. Based on the result of balance calculation, several ideas were exchanged among the target villagers and the PDs.
- In customer analysis (session 5), the participants identified possible customers according to the business type (homestay, oxcart, vegetable farming, livestock raising and bloom-making). The identified customers were classified into the segmentations such as tourists, middlemen, distributors, individual customers and crosschecked by sex, nationality and age-group. Lastly, the participants discussed the reason why the customers purchase the products/services and identified the customer's needs for each business activity.

- In production planning (session 6), based on the customer's needs identified in the previous session 5, the following issues were examined in the group discussions:
 - a) How to improve the products/services;
 - b) To whom they sell the improved products/services; and
 - c) When they start to sell the improved products/services.

After the discussion, the participants did a business simulation by examining the expected production volume and costs for production and marketing in the production plan format.
- Business environment analysis was divided into two sessions: session 7-1 on clean environment and nature conservation and session 7-2 on hospitality, traditional culture and harassment. In session 7-1, the concept of 5S (sorting, setting-in-order, shining, standardizing and sustaining the discipline) was introduced for considering how to keep clean environment and protect natural environment which were the crucial assets for the CBT site. In session 7-2, while it was found that the CBT has already taken measures to provide warm hospitality for the customers, the participants discussed several ideas on how to utilize their traditional culture for attracting customers and how to prevent any forms of harassment on the site.
- In gender analysis session (session 8), through the group discussion using the picture cards of possible positive impacts of women being empowered and negative impacts of women being less empowered, the participants clearly understood the importance of WEE by comparing the cases of well empowered women and less empowered women. It was also confirmed that the objective of our project pilot activity is not income generation itself but promotion of WEE.
- In business stakeholder analysis (session 9), the participants discussed the issues to be tackled for improving each business such as lack of financial resources, low price, difficulty in material procurement in the small group. Following to the above-mentioned discussion, the participants also identified the business stakeholders who could support them (e.g. private actors, government organizations, NGOs) and examined how to get necessary supports from them.

Activity 3-7 (Monitoring of the pilot activities)

Activity 3-8 (Gender-responsive marketing activities)

Will be taken up later.

Feedback of the evaluation result of pilot projects

Activity 3-9 (Evaluation study on the pilot activities)

Activity 3-10 (Policy recommendations based on the results of evaluation)

Activity 3-11 (Sharing the policy recommendations with WCCC and TWG-G Sub-group on WEE)

Will be taken up later.

1-3 Achievement of Outputs

Output 1 (Strengthened capacity of MOWA and PDWA for WEE promotion)

- (Indicator 1-1) The scaling-up and pilot activities in Kampong Chhnang and Shem Reap provinces have just started. Thus, it is too early to share the achievements, outcomes, best practices and lessons learned from the project activities with the line ministries in the TWG-G Sub-group on WEE.
- (Indicator 1-2) It is fair to say that 75% was achieved because more modifications are required according to the comments from the CSOs.
- (Indicator 1-3) It is fair to say that 50% was achieved because the gender statistics leaflet was updated in the first batch of the Project and the provincial gender statistics have been developed in Kampong Thom and Tbong Khmum provinces.

Output 2 (Gender mainstreaming mechanism (agriculture) strengthened)

- (Indicator 2-1) It is fair to say that 80% was achieved because the tools were prepared in the first batch of the Project. However, some modifications are still required.
- (Indicator 2-2) In Kampong Chhnang province, all the technical sessions (both training and activity) and gender sessions as well as the monitoring, the case study session and end-line survey had been completed. Since the analysis of the end-line survey has not been done, it is fair to say that about 90% of Indicators 2-2 were achieved. In Kampong Thom and Tbong Khmum provinces, as the planning process has just started, it is fair to say that about 5% of Indicators 2-2 were achieved.
- (Indicator 2-3) In Kampong Chhnang province, as all the planned WEE-WGs except one for sharing the results of end-line survey, it is fair to say that about 90% of Indicators 2-3 were achieved. In Kampong Thom and Tbong Khmum provinces, as the planning process has just started, it is fair to say that about 5% of Indicators 2-2 were achieved.

Output 3 (Gender mainstreaming mechanism (tourism) established)

- (Indicator 3-1) It is fair to say that 25% was achieved because the registration and the introductory and analytical sessions were conducted in the selected target sites.
- (Indicator 3-4) As mentioned above, because the project offers training opportunities rather than direct support to business start-up and expansion, it is hard for the project to contribute directly to improving the socio-economic status of women in the target sites as planned.

1-4 Achievement of the Project Purpose

- Planned activities for achieving the Project Purpose have been implemented as planned; however, at the present stage it is too early to measure the achievements by two indicators set in the PDM.

- Regarding the Project Purpose, based on the discussion with the advisory mission in July 2019, it was agreed in the 3rd JCC in December 2019 that the project would aim to strengthen the gender mainstreaming mechanism with regard to the following three elements: 1) recommendations for policy implementation, 2) institutional arrangements and methods, and 3) adequate advocacy and coordination capacity of officials of MOWA and PDWA. Therefore, the project must emphasize the achievement of outputs and activities in response to these three elements.

1-5 Changes in Risks and Actions for Mitigation

(1) Risks related to the Important Assumption (Output) regarding cooperation of the GMAG members
Since it was agreed in the 3rd JCC that the relationships among the GMAG members, MOWA and the Project should be more strengthened, it can be said that the risk regarding cooperation of the GMAG members is not so high.

(2) Risks related to the Important Assumption (Project Purpose) regarding gender-responsive decentralization and deconcentrating processes

Although the alignment of the Project on the new NCDD policy on promotion of gender equality for sub-national democratic development which was endorsed in May 2019 was agreed in the 3rd JCC, it is still necessary to follow the decentralisation and deconcentration (D&D) process in order to minimize the risks which could affect the achievement of the Project Purpose.

1-6 Progress of Actions undertaken by JICA

Following to the discussions with the project advisory mission which was dispatched from the JICA headquarters in July 2019 and the mid-term review mission in September 2019, the revision of PDM was officially approved in the 3rd JCC in December 2019.

1-7 Progress of Actions undertaken by Government of Cambodia

Nothing in particular

1-8 Progress of Environmental and Social Considerations (if applicable)

Not applicable

1-9 Progress of Considerations on Gender/Peace Building/Poverty Reduction (if applicable)

Gender: The PGM-WEE aims to strengthen gender mainstreaming mechanism in Cambodia.

1-10 Other remarkable/considerable issues related to/affecting the project (such as other JICA projects, activities of counterparts, other donors, the private sector, and NGOs)

None

2 Delay of Work Schedule and/or Problems (if any)

- Baseline survey report in KCH province
- Gender terminology booklet
- Gender statistics booklet in KPT and TBK provinces

3 Modification of the Project Implementation Plan

3-1 Plan of Operation (PO)

A few modifications in terms of schedule of Japanese experts' dispatch and activity schedule were made on the PO. (see. PM Form 3-3) In addition, since the revision of PDM was officially approved in the 3rd JCC in December 2019 and the revised Record of Discussion (R/D) was exchanged and signed by the both governments, next monitoring sheet will be prepared according to the modified PDM and PO.

3-2 Other modifications on detailed implementation plan

No.

4 Preparations Done by the Government of Cambodia toward after completion of the Project

- To examine necessary legislative measures and coordination for integrating functions of WEE-WGs into the existing structure of Women and Children's Consultative Committees (WCCC) at provincial level
- To facilitate active discussions on WEE among the concerned stakeholders by using the opportunity of TWG-G WEE on regular basis

II. Project Monitoring Sheet I & II *as Attached*

Project Monitoring Sheet (Revision of Project Design Matrix)

Project Title: Project on Gender Mainstreaming for Women's Economic Empowerment (PGM-WEE)

Implementing Agency: Ministry of Women's Affairs (MOWA)

Target Group: [Direct Target]
Officers of MoWA (national) and PDWA (sub-national)

[Indirect Target]

Women and men in the target provinces, Gender Mainstreaming Action Groups (GMAGs) and Gender Focal Points (both at the national and sub-national levels) of Partner Line Ministries: Ministry of Planning (MOP), Ministry of Agriculture, Forestry and Fisheries (MAFF), Ministry of Industry and Handicraft (MIH), Ministry of Commerce (MOC), Ministry of Rural Development (MRD), Ministry of Labor and Vocational Training (MLVT), Ministry of Tourism (MOT)

Period of Project: February 2017 – July 2018 (First Batch) September 2018 – February 2022 (Second Batch)

Project Site: Phnom Penh and 4 selected provinces (Kampong Chhnang, Kampong Thom, Tbong Khmum and Siem Reap)

Model Site: Kampong Cham

Version: 0

Date: 31 August 2019

Narrative Summary	Objectively Verifiable Indicators	Means of Verification	Important Assumption	Achievement	Remarks
<p>Overall Goal Women's economic empowerment (WEE) is promoted through gender-responsive programs and projects implemented by line ministries/departments through advocacy and coordination by MOWA/PDWA in all the 25 capital and provinces in Cambodia.</p>	<p>Gender-responsive programs and projects are planned and implemented by line ministries through improved PGM Methods workshops facilitated by MOWA/PDWA in all the 25 capital and provinces.</p>	<p>1. Report about PGM Methods Workshops 2. Annual reports of WCCC</p>			<p>It should be re-examined how the project can involve WCCC into the project activities.</p>
<p>Project Purpose Gender mainstreaming mechanisms are strengthened to promote women's economic empowerment (WEE) at the sub-national levels by the partner line ministries/departments through advocacy and coordination by MOWA/PDWA.</p>	<p>1. The "WEE Guidelines through Gender Mainstreaming at the Sub-national Levels" are authorized and distributed. 2. The scaling-up plans of gender mainstreaming mechanisms are integrated into the annual plan or Neary Rattanak (the Five Year Strategic Plan) of MOWA.</p>	<p>1. Published "WEE Guidelines through Gender Mainstreaming at the Sub-national Levels" 2. Annual plans and 5th Neary Rattanak of MOWA</p>	<p>Decentralization and deconcentration processes is continuously gender-responsive.</p>		<p>It should be re-examined what elements of gender mainstreaming mechanisms are aimed to be strengthened and scaled up.</p>
<p>Outputs 1 The capacity of MOWA/PDWA is strengthened to promote women's economic empowerment (WEE) at the sub-national levels through gender mainstreaming mechanisms.</p>	<p>1-1. Networking among the stakeholders at the national and sub-national levels is established to promote WEE through TWG-G Sub-group on WEE. 1-2. 'Gender Terminology Booklet' is updated. 1-3. 'Gender Statistics Leaflet' is updated and provincial gender statistics is developed in the target provinces. 1-4. Revised PGM Methods Guidelines is developed to integrate gender-responsive value chain analysis. 1-5. 'WEE Guidelines through Gender Mainstreaming at the Sub-national Levels' is developed. 1-6. The partner line ministries/departments integrate the activities and advices which are proposed in the policy recommendations developed under Output 2 and Output 3 into their programs and projects through the promotion by MOWA/PDWA. 1-7. The scaling-up plans of the gender mainstreaming mechanisms for WEE at the sub-national levels is developed by MOWA during the Project period for their implementation after the termination of the Project in the provinces which are not targeted by the Project, which target the provinces other than the target provinces of the Project.</p>	<p>1-1. Minutes of meetings and reports of TWG-G Sub-group on WEE 1-2. Updated Gender Terminology Booklet 1-3. Updated 'Gender Statistics Leaflet', Developed provincial gender statistics 1-4. Revised PGM Method Guidelines 1-5. Developed "WEE Guidelines through Gender Mainstreaming at the Sub-national Levels" 1-6. Revised GMAPs and annual action plans of partner line ministries, annual plans of WCCC of the target provinces 1-7. Developed scaling-up plan</p>	<p>GMAG members at the national and sub-national levels cooperate and participate in the Project activities.</p>	<p>1-1. It was agreed to share outputs and lessons learned with GMAG of partner ministries in the existing TWG-G WEE meeting with the Director of General Directorate for Gender Equality and Economic Development. 1-2. After selecting 105 words through the consultation meetings with stakeholders, definition and translation works have been done. 1-3. Preparation for developing provincial gender statistics for KPT and TBK provinces has been started.</p>	

<p>Outputs 2 Gender mainstreaming mechanisms established by PGM2 is strengthened to promote women's economic empowerment (WEE) with market orientation in agriculture (chicken raising) at the sub-national levels in preparation for nation-wide diffusion and scaling-up.</p>	<p>2-1. The tools for the scaling-up activities on agriculture (chicken raising) is prepared based on the results of the gender-responsive socio-economic impact analysis of PGM2 and value chain analysis</p> <p>2-2. Scaling-up activities are planned, implemented, monitored and evaluated by PDWA and partner provincial departments in the three provinces (Kampong Chhnang Province, Kampong Thom Province, Tbong Khmum Province) selected based on the criteria decided by PDWA</p> <p>2-3. Scaling-up activities are coordinated and monitored through the WEE-WG working groups on WEE in the target provinces.</p> <p>2-4. Activities to maintain and expand the achievements of the scaling-up activities are integrated into the policies and activity plans of the partner line ministries/departments.</p>	<p>2-1. Developed tools (i.e. developed marketing manual on chicken raising)</p> <p>2-2. Developed activity plan of MOWA, Reports about PGM Methods workshops</p> <p>2-3. Minute of meetings and reports of working groups on WEE</p> <p>2-4. Annual plans and/or GMAPs of partner line ministries, Annual plans of WCCC of the target provinces</p>		<p>2-2. After revising the plan, scale-up activity has started to implement in Kampong Chhnang province.</p> <p>2-3. WEE-WG has been re-started and discussed the plan of scale-up activity in Kampong Chhnang province. Also, WEE-WG were newly established in Kampong Thom and Tbong Khmum provinces.</p>	
<p>Outputs 3 Gender mainstreaming mechanisms are established to promote women's economic empowerment (WEE) in tourism industries with market orientation at the sub-national levels through implementation of pilot projects.</p>	<p>3-1. The pilot project activities are planned, implemented, monitored and evaluated by PDWA and partner provincial departments in the selected province (Siem Reap Province)</p> <p>3-2. Networking between public and private sectors are established to strengthen marketing of the pilot projects through WEE-WG working group on WEE.</p> <p>3-3. Results of various researches and studies on marketing are compiled, and tools are developed to strengthen marketing of the pilot projects.</p> <p>3-4. Socio-economic status of women engaged in tourism industries is improved. Indicators will be decided based on the baseline survey conducted by the Project.</p> <p>3-5. Activities to maintain and expand the achievements of the pilot projects are integrated into the policies and activity plans of the partner line ministries/departments.</p>	<p>3-1. Reports about PGM Methods workshops</p> <p>3-2. Minute of meetings and reports of WEE-WG working group on WEE</p> <p>3-3. Reports of marketing research, Developed tools</p> <p>3-4. Results of baseline and end-line survey</p> <p>3-5. Annual plans and/or GMAPs of partner line ministries, Annual plans of WCCC of the target province</p>		<p>3-1. Site selection was done based on the selection criteria agreed in the WEE-WG and the collected information.</p>	

Activities	Inputs		Pre-Conditions
	The Japanese Side	The Cambodian Side	
<p>(Preparation of the supporting setup at the national level)</p> <p>1-1. The Project encourages the stakeholders in the private sectors (i.e. entrepreneurs networks, universities, research institutions) to participate more actively in TWG-G Sub-group on WEE. The MOWA may establish an advisory board for WEE under TWG-G Sub-group on WEE, which is mainly consisted of stakeholders in the private sectors.</p> <p>1-2. The stakeholders of the scaling-up activities and pilot projects at the sub-national levels (i.e. the chairs of WEE-WG working groups on WEE) share the achievements and challenges of the Project activities in the meeting of TWG-G Sub-group on WEE and receive advices from the members.</p> <p>1-3. The members of the TWG-G Sub-group on WEE participate in the workshops, seminars and exchange visits related to the pilot projects and scaling-up activities at the sub-national levels.</p> <p>(Preparation of tools)</p> <p>1-4. The MOWA updates 'Gender Terminology Booklet'</p> <p>1-5. The MOWA updates 'Gender Statistics Leaflet'.</p> <p>1-6. Provincial gender statistics of the target provinces are developed based on the achievements of Output 2 and Output 3 by MOWA/PDWA with the support from MOP/PDOP.</p> <p>1-7. The PGM Methods Guidelines are revised integrating the gender-responsive value chain analysis method based on the achievements of the Output 2 and Output 3.</p> <p>1-8. The Project develops the 'WEE Guidelines through Gender Mainstreaming at the Sub-national Levels' as improved comprehensive guidelines based on the achievements of the Output 2 and Outputs 3 by using the "Comprehensive Guidelines for WEE in Rural Areas" developed by PGM2 as reference.</p> <p>(The partner line ministries/departments)</p> <p>1-9. The MOWA provides technical support to update and implement the GMAPs of partner line ministries as necessary.</p> <p>1-10. The Project hold workshops on gender budgeting to the stakeholders of the partner line ministries.</p> <p>1-11. The Project encourages the partner line ministries/departments to integrate the activities and advices which are proposed in the policy recommendations developed under Output 2 and Output 3 into their programs and projects.</p> <p>(Development of the scaling-up plans)</p> <p>1-12. The MOWA develops the scaling-up plans of the gender mainstreaming mechanisms for WEE at the sub-national levels for their implementation after the termination of the Project, which target the provinces other than the target provinces of the project.</p> <p>1-13. The Project organizes a seminar to share the achievements, outcomes, best practices and lessons learned of the Project with all the stakeholders before the termination of the Project.</p> <p>1-14. The Project organizes a regional seminar to share the achievements, outcomes, best practices and lessons learned of the Project with the ASEAN countries at an appropriate timing.</p>	<p>1. JICA Experts - Chief Advisor - Deputy Chief Advisor - Institutional Development/Governance - Women's Economic Empowerment - Market and Business Development - Coordinator/Training Management</p> <p>2. Seminars, workshops and trainings</p> <p>3. Necessary equipment for the project activities</p>	<p>1. Counterparts (C/P) 2. Office space and facilities 3. Local Cost</p>	<div style="text-align: center;">  </div> <p><Issues and countermeasures></p>
<p>(Preparation of tools based on the achievements of PGM2)</p> <p>2-1. The Project conducts gender-responsive socio-economic impact analysis of the chicken raising pilot project of PGM2 in Kampong Cham province.</p> <p>2-2. The Project implements gender-responsive value chain analysis of chicken raising in Kampong Cham and compiles the methodology of the analysis.</p> <p>2-3. The PDWA and partner provincial departments develop a monitoring plan of the chicken raising pilot project of PGM2 based on the result of 2-1 and 2-2, and restart monitoring of the activities.</p> <p>2-4. The Project implements supplementary activities to follow-up the chicken raising pilot project of PGM2 based on the results of analysis conducted in 2-1 and 2-2 and monitoring conducted in 2-3.</p> <p>2-5. A working group to coordinate and monitor the activities for WEE implemented by PDWA and the partner provincial departments (possibly called as 'WEE-WG working group on WEE') is established in collaboration with Women Children Consultative Committee (WCCC). The Project encourages stakeholders in the private sectors (i.e. entrepreneurs networks, universities, research institutions) to participate in the WEE-WG working group on WEE.</p> <p>2-6. The results of the monitoring conducted by PDWA and partner provincial departments in 2-3 are periodically shared to coordinate activities and discuss about the possible solutions at the meetings of the WEE-WG working group on WEE.</p> <p>2-7. The Project revises the 'Monitoring Guidelines of Pilot Project' developed by PGM2 based on the monitoring activities conducted by PDWA and partner provincial departments under the coordination of WEE-WG working groups on WEE based on the activities of 2-5 and 2-6.</p> <p>2-8. The Project develops a gender-responsive marketing manual on chicken raising targeting farmers based on the achievement of 2-1, 2-2, 2-3 and 2-4, which is complementary with the 'Technical Manual on Agricultural Production (chicken raising)' developed by PGM2.</p> <p>(Preparation of the implementation of scaling-up activities)</p> <p>2-9. The MOWA develops implementation plans for scaling-up activities which specify the target, schedule, budget and human resources during the Project period.</p> <p>2-10. The MOWA defines the selection criteria for the target provinces of the scaling-up activities, and selects the target provinces accordingly. During the process of the selection, MOWA collects baseline data about the capacity of PDWA and partner provincial departments on gender mainstreaming in each target province.</p> <p>2-11. The working groups on WEE are established in the selected provinces under WCCC. The Project encourages stakeholders in the private sectors (i.e. entrepreneurs networks, universities, research institution) to participate in the WEE-WG working group on WEE as members. The action plans of WEE-WG working groups on WEE are developed and integrated into the WCCC annual plans and provincial development plans.</p>			

<p>(Planning of the scaling-up activities)</p> <p>2-12. The PDWA and partner provincial departments conduct policy analysis and gender analysis based on the steps of PGM Methods (from step1 to step4) through PGM Methods workshops facilitated by MOWA/PDWA. The socio-economic baseline data is collected on the female/male farmers and their gender issues are identified in the target areas of the scale ing-up activities.</p> <p>2-13. The PDWA and partner provincial departments conduct gender-responsive value chain analysis based on the methodology developed in 2-2 through PGM Method workshop, which is considered as a complementary step to the PGM Methods.</p> <p>2-14. The PDWA and partner provincial departments develop plans for scale ing-up activities on agriculture (chicken raising) through PGM Methods workshop (step5) facilitated by MOWA/PDWA.</p> <p>(Implementation and monitoring of the scale ing-up activities)</p> <p>2-15. The PDWA and partner provincial departments implement activities in respective sector based on the plans developed in 2-14.</p> <p>2-16. The scaling-up activities are monitored based on the monitoring guidelines developed in 2-7 by PDWA and partner provincial departments. The results of the monitoring are periodically shared for coordinating activities and discussing about the possible solutions at the meetings of the WEE-WG working groups on WEE. The results of the meetings of WEE-WG the working groups on WEE are also shared in the monthly meetings of WCCC.</p> <p>(Feedback of the evaluation result of scale ing-up activities)</p> <p>2-17. The PDWA and partner provincial departments conduct evaluation study on the scaling-up activities, including gender impact analysis based on the baseline data collected in 2-12 through PGM Methods workshop (step8) facilitated by MOWA/PDWA.</p> <p>2-18. The PDWA and partner provincial departments develop policy recommendations based on the results of evaluation study conducted in 2-17 through PGM Methods workshop (step9) facilitated by MOWA/PDWA.</p> <p>2-19. The partner provincial departments share the policy recommendations developed in 2-18 with WCCC and TWG-G Sub-group on WEE and propose them to be integrated into their policies and plans. The MOWA/PDWA provide them with necessary information about resource mobilization and gender budgeting.</p>			
<p>(Prepare the setup to implement the pilot projects in tourism industries)</p> <p>3-1. The WEE-WG working group on WEE is established in the selected province. The Project encourages stakeholders in the private sectors (i.e. entrepreneurs networks, universities, research institutions) to participate in the WEE-WG working group on WEE as members. The action plans of WEE-WG working groups on WEE are developed and integrated into the WCCC annual plans and provincial development plans.</p> <p>(Planning of the pilot projects in tourism industries)</p> <p>3-2. The PDWA and partner provincial departments conduct policy analysis and gender analysis based on the steps of PGM Methods (from step1 to step4) through PGM Method.</p> <p>3-3. The PDWA and partner provincial departments conduct gender-responsive value chain analysis on tourism industries based on the methodology developed in 2-2 through PGM Method workshop facilitated by MOWA/PDWA. Information collection and analysis about marketing are also conducted for the pilot projects, including exploring and utilizing of the local resources.</p> <p>3-4. The PDWA and partner provincial departments develop plans for pilot projects on tourism industries through PGM Methods workshop (step5) facilitated by MOWA/PDWA.</p> <p>3-5. The gender-responsive socio-economic baseline survey, including information collection about the gender issues, is conducted about the target industries and areas of the pilot projects decided in 3-4. The results of the survey are compiled to a report.</p> <p>(Implementation and monitoring of the pilot projects on tourism industries)</p> <p>3-6. The PDWA and partner provincial departments implement activities in respective sector based on the plans developed in 3-4.</p> <p>3-7. The pilot project activities are monitored based on the monitoring guidelines developed in 2-7 by PDWA and partner provincial departments. The results of the monitoring are periodically shared for coordinating pilot project activities and discussing about the possible solutions at the meetings of the WEE-WG working group on WEE. The results of the meetings of the WEE-WG working groups on WEE are also shared in the monthly meetings of WCCC.</p> <p>3-8. The Project implements gender-responsive marketing activities in tourism industries and develops and defuse hands-on tools for marketing in tourism industries targeting stakeholders at the grassroots levels.</p> <p>(Feedback of the evaluation result of pilot projects)</p> <p>3-9. The PDWA and partner provincial departments conduct evaluation study on the pilot projects, including gender impact analysis based on the baseline data collected in 3-5 through PGM Methods workshop facilitated by MOWA/PDWA. The Project compiles the results of the evaluation study as end-line</p> <p>3-10. The PDWA and partner provincial departments develop policy recommendations based on the results of the evaluation study conducted in 3-9 through PGM Methods workshop facilitated by MOWA/PDWA.</p> <p>3-11. The partner provincial departments share the policy recommendations developed in 3-10 with WCCC and TWG-G Sub-group on WEE and propose them to be integrated into their policies and plans. The MOWA/PDWA provide them with necessary information about resource mobilization and gender budgeting.</p>			

Project Monitoring Sheet IV (Revised PO)

Project Title: Project on Gender Mainstreaming for Women's Economic Empowerment (PGM-WEE)

		2017				2018				2019				2020				2021				2022				Remarks	Monitoring				
		I	II	III	IV		Issue	Solution																							
Inputs																															
Expert																															
Akane Totani (Chief Advisor/Gender Mainstreaming)	Plan																											Dispatched as planned with some modification			
	Actual																														
Michiko Tsurumine (Deputy Chief Advisor/Gender Mainstreaming)	Plan																											Dispatched as planned with some modification			
	Actual																														
Rie Fusamae (Institutional Development/Governance)	Plan																											Dispatched as planned with some modification			
	Actual																														
Yasuko Yagi (Women's Economic Empowerment)	Plan																											Dispatched as planned with some modification			
	Actual																														
Naoko Ogawa (Market and Business Development)	Plan																											Dispatched as planned with some modification			
	Actual																														
Mirei Sakamoto (Coordinator/Training Management)	Plan																											Dispatched as planned with some modification			
	Actual																														
Equipment																															
Office equipment																															
	Plan																														
	Actual																														
Laptop computers																															
	Plan																														
	Actual																											It was delayed to procure two laptop computers for PDWAs in KPT and TBK provinces according to the delay in pilot activities.	According to the progress of pilot activities in KPT and TBK provinces, the schedule of procurement will be re-examined.		
Training in Japan																															
	Plan																														
	Actual																														
In-country/Third country Training																															
	Plan																														
	Actual																											The third country training was originally planned for learning gender budgeting in Malaysia.	It was found that the need for learning gender budgeting is relatively low than the other topics in relation to WEE.	It was agreed that the third country training was converted as the training in Japan and conducted in JFY 2021 in the 3rd ICC.	
Outputs																															
Activities																															
Output 1: The capacity of MOWA/PDWA is strengthened to promote women's economic empowerment (WEE) at the sub-national levels through gender mainstreaming mechanisms.																															
1.1 The Project encourages the stakeholders in the private sectors (i.e. entrepreneurs networks, universities, research institutions) to participate more actively in TWG-G Sub-group on WEE. The MOWA may establish an advisory board for WEE under TWG-G Sub-group on WEE, which is mainly consisted of stakeholders in the private sectors.	Plan																											JICA	MOWA		
	Revised																														
	Actual																														
1.2 The stakeholders of the scaling-up activities and pilot projects at the sub-national levels (i.e. the chairs o working groups on WEE) share the achievements and challenges of the Project activities in the meeting of TWG-G Sub-group on WEE and receive advices from the members.	Plan																										JICA	MOWA/ PDWA	It is still early to share the outputs and identify findings from the implementation of the scaling-up activities and the pilot activities.		
	Actual																														
1.3 The members of the TWG-G Sub-group on WEE participate in the workshops, seminars and exchange visits related to the pilot projects and scaling-up activities at the sub-national levels.	Plan																										JICA	MOWA/ PDWA	Officials from partner line ministries participated in the site visit program and joint gender training as well as pilot activities.		
	Actual																														
1.4 The MOWA updates 'Gender Terminology Booklet'.	Plan																										JICA	MOWA	Final draft of 105 terms were approved by MOWA. However, according to the suggestion of H E Director General, it should be shared with CSOs to get their comments.	The consultation meeting with CSOs was conducted in February 2020. The project will examine how to modify the draft based on the collected comments and share with	
	Actual																														
1.5 The MOWA updates 'Gender Statistics Leaflet'.	Plan																										JICA	MOWA			
	Revised																														
	Actual																														
1.6 Provincial gender statistics of the target provinces are developed based on the achievements of Output 2 and Output 3 by MOWA/PDWA with the support from MOP/PDOP.	Plan																										JICA	PDWA	While the draft of TBK province was finalized, the draft of KPT province has been modified based on the comments from the project expert. Preparation in KCH province has been started.	After finalizing the draft of KPT province, the printing process will be started soon.	
	Actual																														
1.7 The PGM Methods Guidelines are revised integrating the gender-responsive value chain analysis method based on the achievements of the Output 2 and Output 3.	Plan																										JICA	MOWA			
	Actual																														
1.8 The Project develops the 'WEE Guidelines through Gender Mainstreaming at the Sub-national Levels' a improved comprehensive guidelines based on the achievements of the Output 2 and Outputs 3 by using the 'Comprehensive Guidelines for WEE in Rural Areas' developed by PGM2 as reference.	Plan																										JICA	MOWA/ PDWA			
	Actual																														
1.9 The MOWA provides technical support to update and implement the GMAPs of partner line ministries as necessary.	Plan																										JICA	MOWA			
	Actual																														
1.10 The Project hold workshops on gender budgeting to the stakeholders of the partner line ministries.	Plan																										JICA	MOWA			
	Actual																														
1.11 The Project encourages the partner line ministries/departments to integrate the activities and advices which are proposed in the policy recommendations developed under Output 2 and Output 3 into their programs and projects.	Plan																										JICA	MOWA/ PDWA			
	Actual																														
1.12 The MOWA develops the scaling-up plans of the gender mainstreaming mechanisms for WEE at the sub national levels for their implementation after the termination of the Project, which target the provinces other than the target provinces of the project.	Plan																										JICA	Cambodia			
	Actual																														
1.13 The Project organizes a seminar to share the achievements, outcomes, best practices and lessons learned of the Project with all the stakeholders before the termination of the Project.	Plan																										JICA	MOWA			
	Actual																														
1.14 The Project organizes a regional seminar to share the achievements, outcomes, best practices and lessons learned of the Project with the ASEAN countries at an appropriate timing.	Plan																										JICA	MOWA			
	Actual																														

1. List of Japanese Experts

Title	Name	Assignment (MM/total MM in 2 nd batch)
Chief Advisor/ Gender Mainstreaming 1	Akane Totani	6.67 / 14.00 0.0 / 0.3 (in Japan)
Deputy Chief Advisor/ Gender Mainstreaming 2	Michiko Tsurumine	3.73 / 8.17
Institutional Development/ Governance	Rie Fusamae	5.03 / 11.50
Women's Economic Empowerment	Yasuko Yagi	7.57 / 12.83
Market and Business Development	Naoko Ogawa	4.70 / 13.33
Coordinator/Training Management	Mirei Sakamoto	5.13 / 14.70 0.0 / 0.5 (in Japan)

As of 29 February 2020

2. List of Counterparts (Ministry of Women's Affairs: MoWA)¹

No	Name	Position	Department
1	H.E. Chan Sorey (Project Director)	Secretary of State	
2	H.E. Chhoy Kimsor	Advisor	
3	Ms. Te Vouchlim (Project Manager)	Director	Planning and Statistics (PSD)
4	Ms. Hou Nirmitta	Director	Gender Equality (GED)
5	Ms. Soth Sithan	Directors	Economic Development (EDD)
6	Mr. Tim Phiyary	Deputy Director	PSD
7	Ms. Khim Sovanny	Chief Office	PSD
8	Ms. Te Tevy	Chief Office	PSD
9	Ms. Meach Sotheary	Chief Office	GED
10	Ms. Chhi Ratta	Official	Cabinet of Minister
11	Mr. Sok Chheng	Chief Office	EDD
12	Mr. Meas Chiwut	Vice Chief Office	GED
13	Ms. Ouk Kosomakesey	Vice Chief Office	PSD
14	Ms. Chea Socheata	Vice Chief Office	PSD
15	Ms. Somthun Chanchariya	Vice Chief Office	PSD
16	Mr. Pin Soksratum	Vice Chief Office	PSD
17	Mr. Ham Siphath	Vice Chief Office	EDD
18	Ms. Chea Chanvanny	Officer	EDD
19	Ms. Heng Samphos	Officer	PSD
20	Ms. Meng Dina	Vice Chief Office	PSD
21	Ms. Set Channarath	Officer	GED

¹ Ms. Nith Sreya (deputy director of PSD) and Ms. Chan Vanny (Chief Office of GED) resigned, since they were promoted in August 2019. Instead of them, Ms. Dina (No. 22) and Ms. Narath (No. 23) were newly assigned.

3. List of Focal Points of MoWA in charge of project activities at provincial level

Province	Name	Position	Department
Kampong Chhnang	Mr. Meas Chiwut	Vice Chief Office	GED
	Mr. Sok Chheng	Chief Office	EDD
Kampong Thom	Ms. Chea Socheata	Vice Chief Office	PSD
	Ms. Ouk Kosomakesey	Vice Chief Office	PSD
	Ms. Meng Dina	Vice Chief Office	PSD
Tbong Khmum	Mr. Ham Siphath	Vice Chief Office	EDD
	Mr. Pin Soksratum	Vice Chief Office	PSD
	Ms. Somthun Chanchakriya	Vice Chief Office	PSD
Siem Reap	Ms. Te Tevy	Chief Office	PSD
	Ms. Chea Chanvanny	Vice Chief Office	EDD
	Mr. Pin Soksratum	Vice Chief Office	PSD
	Ms. Seth Channaroth	Vice Chief Office	GED

4. List of WEE Working Group Members in Kampong Chhnang Province

No	Name	Position	Role
WEE Working Group			
1	Pal Yeoun	Vice Governor	Chair
2	Tong Nary	WCCC chair	Deputy
3	Pich Sophea	Director, PDWA	Deputy
Technical Working Group/Secretariat			
1	Chuon Vatanary	Deputy Director PDWA	Chair
2	Heng Kimsreang	Deputy Director PDAFF	Deputy
3	Lay Nareth	Deputy Director PDOP	Member
4	Him Sochetta	Deputy Director PDIH	Member
5	Soam Sinath	Deputy Director PDLVT	Member
6	Kay Sokchea	Deputy Director PDRD	Member
7	Hy Ratana	Chief Office, PDOC	Member
8	Sun Kimsean	Vice Chief Office, PDRD	Member
9	Nhim Sokha	PDLVT	Member
10	Chhin Kanha	PDAFF	Member
11	Thaurnk Kim Chheang	Vice Chief Office, PDAFF	Member
12	Ith Sophany	PDOWA	Member
13	Ven Sreyleak	PDIH	Member
14	Seung Channy	PDOP	Member
15	Yin Chenda	PDOP	Member
16	Tim Chi	PDRD	Member
17	Khiev Pros	PDLVT	Member
18	Seung Pisen	PDOC	Member
19	Ouk Sokha	PDOC	Member

5. List of WEE Working Group Members in Siem Reap Province

No	Name	Position	Role
WEE Working Group			
1	You Sophear	Vice Governor	Chair
2	Sin Norm	WCCC chair	Deputy
3	Ngov Sengkak	Director, PDOT	Deputy
4	Lay Aun	Director, PDWA	Permanent Deputy
Technical Working Group			
1	Krong Sithavy	Deputy Director, PDWA	Chair
2	Hok Sovila	PDOT	Deputy
3	Bun Chrib	Deputy Director, PDLVT	Member
4	Srey Sokun	Deputy Director, PDOP	Member
5	Sar Reune	Deputy Director, PDAFF	Member
6	Seur Siharith	Deputy Director, PDRD	Member
7	Tob Thoeun	Deputy Director, PDIH	Member
8	Team Phally	Deputy Director, PDOC	Member
9	Phoeun Sokna	PDIH	Member
10	Chhun Sophoan	PDWA	Member
11	Luy Ratana	PDWA	Member
12	Morm Simorn	PDOP	Member
13	Sab San	PDOP	Member
14	Lim Hong	PDOC	Member
15	Roeun Oeuy	Provincial Council	Member
16	Luch Kunthea	PDWA	Member
17	Nan Mao	PDWA	Member
18	Sorn Sidalin	PDOT	Member
19	Nhornh Makara	PDWA	Member
20	Prum Sophea	PDAFF	Member
21	Khean Seryvuth	PDRD	Member
22	Pot Saroeut	PDRD	Member
23	Say Sothol	PDLVT	Member
24	Bor Bun	PDAFF	Member
25	Hieng Putheara	PDLVT	Member
26	Long Somavattay	PDIH	Member
27	Cheim Soram	PDLVT	Member
28	Sou Pola	PDOC	Member

6. List of WEE Working Group Members in Kampong Thom Province

No	Name	Position	Role
WEE Working Group			
1	Lom Kuntheary	Vice Governor	Chair
2	Sok Chanthou	WCCC chair	Deputy
3	Sin Siphon	Director, PDWA	Deputy
Technical Working Group/Secretariat			
1	Sin Siphon	Director, PDWA	Chair
2	Chhor Biengkong	Deputy Director, PDAFF	Deputy
3	Chou Bunry	Deputy Director, PDOP	Member
4	Pov Vanna	Deputy Director, PDIH	Member
5	Yin Bunroth	Deputy Director, PDLVT	Member
6	Sear Longthearoth	Deputy Director, PDOC	Member

7	Seng Cheasok	Deputy Director, PDRD	Member
8	Hiev Chanry	PDWA	Member
9	Hun Sam At	PDWA	Member
10	Sou Pharin	PDWA	Member
11	Huon Chenda	PDWA	Member
12	Men Chanthoeun	PDAFF	Member
13	Hun Kotal	PDAFF	Member
14	Neang Sopheak	PDLVT	Member
15	Yin Ryong	PDLVT	Member
16	Ros Kimchaey	PDIH	Member
17	Hun Somnang	PDIH	Member
18	Piev Theary	PDOC	Member
19	Sa Vorn	PDOC	Member
20	Oem Sokleng	PDOP	Member
21	Vann Sarong	PDOP	Member
22	Tann Molika	PDRD	Member
23	Tann Saimeng	PDRD	Member

7. List of WEE Working Group Members in Tboung Khmum Province

No	Name	Position	Role
WEE Working Group			
1	Leng Sokha	Vice Governor	Chair
2	Kiev Samuon	WCCC chair	Deputy
3	Thorn Kimsron	Director, PDWA	Deputy
Technical Working Group/Secretariat			
1	Ros Sopheak	Provincial Council	Chair
2	Korng Siman	Deputy Director, PDWA	Deputy
3	Um Veasna	Director, PDLVT	Member
4	Toch Sakorn	Director, PDOC	Member
5	Sreur Engly	Deputy Director, PDLVT	Member
6	Cheng Chhunny	Deputy Director, PDIH	Member
7	Kheur Vannthach	Deputy Director, PDOP	Member
8	Meas Sambath	Deputy Director, PDRD	Member
9	Son Sarat	Deputy Director, PDAFF	Member
10	Ching Chun	PDLVT	Member
11	Pech Chordaphea	PDWA	Member
12	Phorn Lanita	PDWA	Member
13	Hor Lenghong	PDOC	Member
14	An Darika	PDOC	Member
15	Chea Kimhong	PDIH	Member
16	Keo Viriya	PDRD	Member
17	Cham Chanraksmeay	PDRD	Member
18	Choam Sreymao	PDAFF	Member
19	Chroeng Sothea	PDAFF	Member
20	Ny Sokheann	PDOP	Member
21	Ret Rotana	PDOP	Member

8. List of Equipment

No.	Description	Specification/Standard	Price (USD)	Date of Delivery	User
1	Laptop	NB ASUS A411UA-EB211T	701	2018/12/6	PDWA (Kampong Chhnang)
2	Laptop	NB ASUS A442UQ-FA044T 3F Red	690	2019/7/29	PDWA (Siem Reap)
3	Laptop	NB ASUS VivoBook S ultrathin S530FN-BQ117T	859	2019/7/29	PDWA (Siem Reap Project office)

9. List of Office Equipment (Consumable)

No.	Description	Specification/Standard	Price (USD)	Date of Delivery	User
1	Cabinet	Double doors cabinet, Eagle	140	2019/2/15	Project Office (MoWA)
2	UPS	APC APC Smart-UPS C 1500VA LCD 230V	365	2019/3/27	Project Office (MoWA)
3	Air conditioner	Panasonic	240	2019/2/8	PDWA (Kampong Chhnang) *Disposed July 3, 2019 due to malfunction
4	Air conditioner	Panasonic	325	2019/6/10	PDWA (Kampong Chhnang)
5	Printer	HP LaserJet Pro M203	195	2019/7/16	PDWA (Siem Reap)
6	Office Cabinet (tall)	-	130	2019/7/16	PDWA (Siem Reap)
7	Office Cabinet (short)	-	110	2019/7/16	PDWA (Siem Reap)
8	Desk with drawer	-	125	2019/7/16	PDWA (Siem Reap)
9	Desk without drawer	-	75	2019/7/16	PDWA (Siem Reap)
10	Camera	Canon	359	2019/10/25	PDWA (Siem Reap)
11	Portable wifi	Smart@Home	36	2020/3/4	Project Office (MoWA)

TO: CR of JICA Cambodia

PROJECT MONITORING SHEET

Project Title: Project on Gender Mainstreaming for Women's Economic Empowerment (PGM-WEE)
Version: Ver. 7 (Term: March 2020 – August 2020)
Name: Te Vouchlim, Director, Planning and Statistics Department,
 Ministry of Women's Affairs (MOWA)
Name: Akane Totani, Chief Advisor, PGM-WEE
Date:

I. Summary**1 Progress****1-1 Progress of Inputs** (for details, see Attachment)Japanese side

- Japanese experts¹ were not dispatched as planned because of the travel restrictions to prevent the spread of COVID-19. Some of their man-months for field work in Cambodia were transferred to those for work in Japan, and the experts worked in Japan. Although all communication with MOWA Counterparts (hereinafter referred to as "C/Ps") and project personnel had to be made remotely, proper coordination and preparations were done for implementing project activities.
- As the Expert on Market and Business Development resigned for personal reasons, a new expert was assigned and started working on 5 March 2020. In addition, the division of duties among the Japanese experts was reviewed, and the titles of two posts were modified as follows: Market and Business Development → Market and Business Development/Training Management; and Coordinator/Training Management → Coordinator/Gender Output Analysis.
- Operational costs for project implementation including the procurement of equipment² and hiring six local staff members (a Senior Coordinator, a Senior Field Coordinator, two Field Coordinators, an Assistant Coordinator, and a Driver) were disbursed.

Cambodian side

- Fifteen C/Ps of MOWA³ were assigned as Focal Points (hereinafter referred to as "F/Ps") in charge of pilot activities in each province.⁴
- The members of the Women's Economic Empowerment Working Group (WEE-WG) in the

¹ See Attachment 1 List of Japanese Experts.

² See Attachment 8 List of Equipment.

³ See Attachment 2 List of Counterparts (Ministry of Women's Affairs: MOWA).

⁴ See Attachment 3 List of Focal Points of MOWA in charge of project activities at provincial level.

provinces of Kampong Chhnang,⁵ Siem Reap,⁶ Kampong Thom,⁷ and Tboung Khmum⁸ were changed.

1-2 Progress of Activities

Since the Project Design Matrix (PDM) was revised and agreed upon in the Record of Discussion (RD) on 16 January 2020 between the Cambodian and Japanese sides, progress has been shared on the activities specified in the revised PDM.

Output 1: The capacity of MOWA/PDWA in terms of advocacy and coordination is strengthened to promote WEE at the sub-national level

Activity 1-1. Gender capacity assessment is conducted

Activity 1-2. According to the results of the assessment, “capacity development plan on WEE” is prepared

- The results of the prior assessment, which was done in the joint gender workshop in January 2020, were compiled and analysed. It was found that PDWAs and PDs in all the five provinces participated in several types of gender training including the one provided by PGM-WEE and were highly interested in gender issues and women’s empowerment. However, the analysis also revealed that most of them were not sufficiently capable of identifying gender issues and implementing effective activities for supporting women because of the lack of practical knowledge and skills on gender analysis and gender perspectives to be integrated in planning and implementation stages..
- After identifying and categorizing necessary aspects of gender capacity to be strengthened through the project activities, an assessment will be designed so that it can measure the outputs and impacts of capacity development by PGM-WEE.

Activity 1-3. A series of workshops and trainings for strengthening MOWA/PDWA’s advocacy and coordination capacities for promoting WEE are planned and conducted

- As part of pilot and other activities, several technical meetings were held, which contributed to strengthening MOWA/PDWA’s capacities with regard to planning and implementing relevant activities for promoting WEE. Details are shown in Activity 1-6, 2-2, 2-3, and 2-4.

Activity 1-4. “Gender terminology booklet” is updated

- After finalizing the first draft with 110 terms, in an internal consultation meeting, MOWA decided to (1) reduce the number of terms by deleting less-prioritized terms such as the ones on the Cambodian governmental system, (2) avoid duplication with the existing terminology by deleting the overlapped terms or rephrasing the terms with the gender perspective, and (3) reflect the

⁵ See Attachment 4 List of WEE Working Group Members in Kampong Chhnang Province.

⁶ See Attachment 5 List of WEE Working Group Members in Siem Reap Province.

⁷ See Attachment 6 List of WEE Working Group Members in Kampong Thom Province.

⁸ See Attachment 7 List of WEE Working Group Members in Tboung Khmum Province.

definitions in Chuon Nath's Khmer Dictionary, the existing Khmer dictionary. Based on the decisions above, the terms in the booklet were sorted out and their definitions were revised by referring to other terms and the dictionary.

Activity 1-5. "Gender statistics leaflet" is updated

Completed during the first batch of the Project.

Activity 1-6. "Provincial gender statistics" are developed in each target province

- On 10 June 2020 in Tbong Khmum province, the official ceremony to announce the completion of the provincial gender statistics booklet was conducted. A total of 1,220 copies of the booklet were disseminated to the provincial departments and other relevant institutions in the province.
- In Kampong Thom province, the draft booklet was finalized, and the printing process started.
- In Kampong Chhnang province, the draft booklet has been modified by the concerned PDs and will be finalized soon.

Activity 1-7. "Gender responsive value chain analysis method" is developed at the planning stage of the pilot activities at the sub-national level and compiled in the updated WEE guideline

- Although the gender responsive value chain analysis method had been developed and tested in Kampong Cham and Kampong Chhnang provinces in the first batch of the project, it has been decided to modify and re-test the model for the pilot activity in Siem Reap province as part of the gender analysis session to be held in October 2020.

Activity 1-8. Technical advices on gender responsive monitoring and evaluation (policy-based) are provided (only for the relevant parts to WEE) to partner line ministries and partner provincial departments by MOWA/PDWA through pilot activities at sub-national level

- As much relevant information as possible on the M&E system at the national and regional levels has been collected to identify the objective of technical advice to be provided by the project.

Activity 1-9. Training on gender mainstreaming and WEE are conducted in Japan

Will be taken up later.

Activity 1-10. Terminal gender capacity assessment is conducted

Will be taken up in the end of the Project.

Output 2: Through the pilot activities, implementation mechanism and tools for promoting WEE are verified with its effectiveness by MOWA/PDWA and partner line ministries and provincial departments

【Planning, implementation and monitoring of the activities for promoting WEE (pilot activities) at sub-national level】

Activity 2-1. In Kampong Cham province, chicken raising activities supported by PGM2 are monitored and followed up

Completed during the first batch of the Project.

Activity 2-2. In Kampong Chhnang province, PDWA and partner provincial departments plan, implement and monitor the activities for promoting WEE on agriculture/chicken raising (as pilot activities) as well as share the outputs and experiences extracted from the pilot activities in the WEE-WG

- All the data collected in the end-line survey, which was conducted on 12-14 and 16 February 2020, were compiled. It was found that the data had to be analysed carefully because some of the data were inconsistent with the results of the baseline survey.

Activity 2-3. In Siem Reap, PDWA and partner provincial departments plan, implement and monitor the activities for promoting WEE in tourism sector (as pilot activities) as well as share the outputs and experiences extracted from the pilot activities in the WEE-WG

- On 22-26 June and 13-16 July 2020 in the Kampong Phluk Community-Based Tourism (hereinafter referred to as CBT) site, the following four sessions were conducted: [session 5] customer analysis; [session 6] production plan; [session 7-1] business environment analysis (1) (hospitality); and [session 7-2] business environment analysis (2) (5S) of a series of business training (village business school). It was not possible to conduct those sessions between November and December 2019 because of the busy fishing season.

No	Topic of the Session	Date	No. of Participants	
			Women	Men
5	Customer Analysis	24 Jun. 2020	24	2
6	Production Planning	25 Jun. 2020	26	2
7	Business Environment Analysis (1)	15 Jul. 2020	23	3
	Business Environment Analysis (2)	16 Jul. 2020	22	3

- In both the Khnar Por and Kampong Phluk CBT sites, session 10 (PR strategy) was conducted on 11-13 August 2020.

No	Topic of the Session	Date	No. of Participants			
			Khnar Por		Kampong Phluk	
			Women	Men	Women	Men
10	PR strategy	12-13 Aug. 2020	4	9	18	3

- Training materials for sessions such as session 11 (gender responsive value chain analysis) and session 12 (business plan) were developed, and the Japanese consultants provided technical advice to the F/Ps of MOWA.

【Integration of gender perspectives in the existing programs and projects at the sub-national level】

Activity 2-4. In Tbong Khmum and Kampong Thom, PDWA and partner provincial departments integrate gender perspectives in the existing programs and projects to support rural women and women's groups in agriculture and handicraft sectors (economic activities) and share the outputs, learnings and experiences extracted from the pilot activities in the WEE-WG

- In Tbong Khmum, the rapid feasibility survey was conducted on 23-25 June 2020. According to the survey results, the Ou Rang Oy Mean Chey Agricultural Cooperative undertaking vegetable cultivation and the Seda Sen Chey Agricultural Cooperative involved in chicken raising and vegetable cultivation were prioritized. These two cooperatives will be discussed in the WEE-WG meeting in September 2020.
- In Kampong Thom, based on the results of the February 2020 rapid feasibility survey, the following two areas were approved as target areas for pilot activities in the WEE-WG meeting on 29 July 2020: Prey Kuy and Prey Kuy I Village involved in vegetable cultivation and chicken raising; and Ou Krou Ker and Kampong Chher Teal Village involved in making rattan products. Furthermore, on 30-31 July 2020, PDWA and PDs identified and analysed women's issues in the two areas with the facilitation of MOWA F/Ps.

Activity 2-5. In Kampong Cham and Kampong Chhnang, PDWA and partner provincial department analyze circumstances surrounding rural women and women's groups in agriculture sector, identify their needs, and examine effective measures for supporting women to be involved more actively in economic activities as well as share the outputs and learnings in the WEE-WG

Will be taken up later.

Activity 2-6 In Siem Reap, PDWA and partner provincial department analyze circumstances surrounding rural women and women's groups in tourism sector, identify their needs, and examine effective measures for supporting women to be involved more actively in economic activities as well as share the outputs and learnings in the WEE-WG

Will be taken up later.

【Consideration on effective measures for promoting WEE and active women's participation in economic activities】

Activity 2-7 Based on the Activities 2-2~2-6, institutionalized implementation mechanism and implementation tools for promoting WEE at the sub-national level are compiled in the updated WEE Guideline

Will be taken up later.

Output 3: Recommendations (tips and lessons learned) to implement/formulate gender-responsive policies are acknowledged by the partner line ministries and provincial departments and NCDD gender team through the active discussions with MOWA/PDWA

Activity 3-1 In coordination and collaboration with MOWA, project activities are integrated in the action plan for Nearly Rattanak V and NCDD Gender Policy.

Although an action plan on the NCDD Gender Policy was to be prepared in April 2020, the preparation process has not been clear. It is necessary to follow up on the process for both Nearly Rattanak V and the NCDD Gender Policy.

Activity 3-2 Through the TWG-G WEE/GMAG meetings, MOWA shares the progress, outputs, experiences, findings, lessons learned, etc. which are extracted from the project activities with line ministries, and advocates for promoting WEE at the sub-national level

Will be taken up later.

Activity 3-3 The recommendations for promoting WEE at the sub-national level are discussed and compiled by MOWA counterparts

Will be taken up later.

Activity 3-4. The compiled recommendations are shared in the TWG-G WEE/GMAG meetings

Will be taken up later.

Activity 3-5. Active discussion and coordination are made with the partner line ministries and NCDD gender team (consisting of gender equality department of MOWA and NCDD) for integrating the shared recommendations into the sector plans/annual plans of the partner line ministries and NCDD Gender Policy

Will be taken up later.

Activity 3-6 An experience (output) sharing workshop for widely sharing the approved recommendations (in Activity 3-4) and updated WEE guideline (developed in Activity 2-7) in collaboration with the MOWA counterparts as well as the outputs and lessons learned of the project activities with line ministries

Will be taken up later.

Activity 3-7 A regional seminar is held for sharing the achievements, outcomes, best practices and lessons learned from the project activities as well as exchanging the experiences among

the ASEAN countries

Will be taken up later.

1-3 Achievement of Outputs

Output 1 (Strengthened capacity of MOWA and PDWA for promoting WEE)

- The capacities of MOWA and PDWA have been developed through the project activities. However, it is not possible to indicate the extent of the capacity development in percentages because no capacity assessment has been done. It is necessary at the earliest convenience to conduct capacity assessment and identify the aspects of the capacities that need strengthening with regard to advocacy and coordination for promoting WEE at the sub-national level.

Output 2 (Verification of implementation mechanism and tools for promoting WEE)

- (Indicator 2-1) It is fair to say that 30% of the indicator was achieved because several tools were developed through the implementation of pilot activities. Both the pilot activities in Kampong Thom and Tbong Khmum and the follow-up activities in Kampong Cham and Kampong Chhnang have been prepared but not started.
- (Indicator 2-2) It is fair to say that 30% of the indicator was achieved because the WEE-WG was established and has been active in all the five target provinces. Capacity building of WEE-WG members and institutionalization will be done continuously until the end of the project.

Output 3 (Acknowledgement of recommendations to implement gender-responsive policies)

- It is not possible to indicate the extent of achievement of this indicator in percentages because no recommendations, tips, or lessons learned have been identified thus far.

1-4 Achievement of the Project Purpose

- The activities to achieve the Project Purpose have been implemented as planned; however, it is too early to measure the achievement of the Project Purpose by the two indicators set in the PDM.

1-5 Changes in Risks and Actions for Mitigation

(1) Risks related to the Important Assumption (Output) regarding cooperation of the GMAG members
As it was agreed in the third JCC that the relationships among the GMAG members, MOWA, and the Project should be strengthened, it can be said that the risks regarding cooperation of the GMAG members are not high.

(2) Risks related to the Important Assumption (Project Purpose) regarding gender-responsive decentralization and deconcentrating processes

Although the alignment of the Project with the new NCDD policy on promoting gender equality for sub-national democratic development, which was endorsed in May 2019, was agreed in the third JCC, it is still necessary to follow up on the decentralisation and deconcentration (D&D) process in order to minimize the risks that could affect the achievement of the Project Purpose.

1-6 Progress of Actions undertaken by JICA

Nothing in particular

1-7 Progress of Actions undertaken by Government of Cambodia

Nothing in particular

1-8 Progress of Environmental and Social Considerations (if applicable)

Not applicable

1-9 Progress of Considerations on Gender/Peace Building/Poverty Reduction (if applicable)

Gender: The PGM-WEE aims to strengthen the gender mainstreaming mechanism in Cambodia.

1-10 Other remarkable/considerable issues related to/affecting the project (such as other JICA projects, activities of counterparts, other donors, the private sector, and NGOs)

None

2 Delay of Work Schedule and/or Problems (if any)

- Gender capacity assessment
- Gender terminology booklet

3 Modification of the Project Implementation Plan

3-1 Plan of Operation (PO)

The PO was modified according to the PDM that was approved in the 3rd JCC held in December 2019 and the revised Record of Discussion (R/D).

3-2 Other modifications on detailed implementation plan

None

4 Preparations Done by the Government of Cambodia for the Future after the Completion of the Project

- To examine necessary legislative measures and coordination for integrating functions of WEE-WGs into the existing structure of Women and Children's Consultative Committees (WCCC) at the provincial level
- To facilitate active discussions on WEE among the concerned stakeholders by using the opportunity of TWG-G WEE on a regular basis

II. Project Monitoring Sheet I & II as Attached

Form 3-2: Project Design Matrix (PDM)

Project Title: Project on Gender Mainstreaming for Women's Economic Empowerment (PGM-WEE)
Duration: 5 years (February 2017 - February 2022)
Project Area: Phnom Penh and 5 selected provinces (Kampong Chhnang, Kampong Tom, Siem Reap, Tbong Khmum and Kampong Cham)
Target Group: Ministry of Women's Affairs (MOWA) and Provincial Department of Women's Affairs (PDWA)
 Gender Mainstreaming Action Group (GMAG) and Gender Focal Points (both the national and the sub-national levels) of the following Partner Line Ministries:
 Ministry of Planning (MOP), Ministry of Agriculture, Forestry and Fisheries (MAFF), Ministry of Industry and Handicraft (MOIH), Ministry of Commerce (MOC),
 Ministry of Rural Development (MORD), Ministry of Labor and Vocational Training (MOLVT), Ministry of Tourism (MOT)

Version: 1
Date: February 2020

Beneficiary: Women and men in the target provinces

	Narrative Summary	Indicators	Means of Verification	Important Assumption	Achievement	Remarks
Overall Goal	Women's Economic Empowerment (WEE) is promoted through gender-responsive programs and projects implemented at the sub-national level by line ministries/provincial departments through advocacy and coordination by MOWA/PDWA in target and non-target provinces.	1. Gender-responsive programs and projects are planned and implemented for promoting WEE based on the updated WEE Guideline and the PGM Method Guideline ¹¹ in target and non-target provinces. 2. WCCC meeting is functioning as a platform for PDWA and line provincial departments to discuss and monitor gender-responsive programs and projects for promoting WEE in non-target provinces. 3. All the partner line ministries and NCDD integrate at least 1 recommendation into their sector policies/plans or NCDD Gender Policy/plan and implement gender-responsive programs and projects for promoting WEE at the sub-national level.	1-1. Annual reports of WCCC 1-2. Provincial Development/Investment Plan 2. Minutes of meetings and reports of WCCC 3. Sector policies and plans and NCDD Gender Policy/plan			
Project Purpose	Gender mainstreaming mechanisms are strengthened ¹² to promote Women's Economic Empowerment (WEE) at the sub-national levels by the partner line ministries/provincial departments through advocacy and coordination by MOWA/PDWA.	1. MOWA/PDWA advocates and coordinates with line ministries and partner provincial departments for planning and implementing gender-responsive programs and projects. 2. WCCC meeting is functioning as a platform for PDWA and line provincial departments to discuss and monitor gender-responsive programs and projects for promoting WEE in all target provinces. 3. The updated WEE Guideline is approved by MOWA 4. Partner line ministries and NCDD gender team integrate at least 1 implementation tool or recommendation for promoting WEE into their projects and activities.	1. Annual plan and project documents of the partner provincial departments 2. Minutes of meetings and reports of WCCC 3. Approved updated WEE Guideline 4. Sector plans/annual plans/action plans of partner line ministries and for NCDD Gender Policy	Decentralization and deconcentration process is continuously gender-responsive.		
Output	1. The capacity of MOWA/PDWA in terms of advocacy and coordination is strengthened to promote WEE at the sub-national level. 2. Through the pilot activities, implementation mechanism and tools for promoting WEE are verified with its effectiveness by MOWA/PDWA and partner line ministries and provincial departments. 3. Recommendations (tips and lessons learned) to implement/formulate gender-responsive policies are acknowledged by the partner line ministries and provincial departments and NCDD gender team through the active discussions with MOWA/PDWA.	1. Capacity of the counterparts of MOWA/PDWA in advocacy and coordination which will be defined in the Gender Capacity Assessment is strengthened. 2-1. Implementing tools for promoting WEE at the sub-national level are acquired by the counterparts of MOWA/PDWA and the partner provincial departments. 2-2. Role of WEE-WG in the Project is institutionalized and included in the updated WEE Guideline. ¹³ 3. Recommendations (tips and lessons learned) are acknowledged by the partner line ministries, NCDD gender team and partner provincial departments.	1. Result of Gender Capacity Assessment 2. Minutes of meetings and reports of TWG-G WEE/GMAG 3. Minutes of meetings and reports of WEE-WG/WCCC 1-1. Records of trainings/workshops 1-2. Minutes of meetings and reports of WCCC 2. Updated WEE Guideline 1. Minutes of meetings and reports of TWG-G WEE/GMAG/NCDD gender team 2. Minutes of meetings and reports of WCCC	GMAG members at the national and sub-national levels cooperate and participate in the project activities.		
Activity	1-1. Gender capacity assessment is conducted. 1-2. According to the results of the assessment, "capacity development plan on WEE" is prepared. 1-3. A series of workshops and trainings for strengthening MOWA/PDWA's advocacy and coordination capacities for promoting WEE are planned and conducted. 1-4. "Gender terminology booklet" is updated. 1-5. "Gender statistics leaflet" is updated. 1-6. "Provincial gender statistics" are developed in each target province. 1-7. "Gender responsive value chain analysis method" is developed at the planning stage of the pilot activities at the sub-national level and compiled in the updated WEE guideline. 1-8. Technical advices on gender responsive monitoring and evaluation (policy-based) are provided (only for the relevant parts to WEE) to partner line ministries and partner provincial departments by MOWA/PDWA through pilot activities at sub-national level. 1-9. Trainings on gender mainstreaming and WEE are conducted in Japan. 1-10. Terminal gender capacity assessment is conducted. [Planning, implementation and monitoring of the activities for promoting WEE (pilot activities) at sub-national level] 2-1. In KPC, chicken raising activities supported by PGM2 are monitored and followed up. 2-2. In KCH, PDWA and partner provincial departments plan, implement and monitor the activities for promoting WEE on agriculture/chicken raising (as pilot activities) as well as share the outputs and experiences extracted from the pilot activities in the WEE-WG. 2-3. In SRP, PDWA and partner provincial departments plan, implement and monitor the activities for promoting WEE in tourism sector (as pilot activities) as well as share the outputs and experiences extracted from the pilot activities in the WEE-WG. [Integration of gender perspectives in the existing programs and projects at the sub-national level] 2-4. In TBK and KPT, PDWA and partner provincial departments integrate gender perspectives in the existing programs and projects to support rural women and women's groups in agriculture and handicraft sectors (economic activities) and share the outputs, learnings and experiences extracted from the pilot activities in the WEE-WG. 2-5. In KPC and KCH, PDWA and partner provincial departments analyze circumstances surrounding rural women and women's groups in agriculture sector, identify their needs, and examine effective measures for supporting women to be involved more actively in economic activities as well as share the outputs and learnings in the WEE-WG. 2-6. In SRP, PDWA and partner PDs analyze circumstances surrounding rural women and women's groups in tourism sector, identify their needs, and examine effective measures for supporting women to be involved more actively in economic activities as well as share the outputs and learnings in the WEE-WG. [Consideration on effective measures for promoting WEE and active women's participation in economic activities] 2-7. Based on the Activities 2-2~2-6, institutionalized implementation mechanism and implementation tools for promoting WEE at the sub-national level are compiled in the updated WEE Guideline. 3-1. In coordination and collaboration with MOWA, project activities are integrated in the action plan for Neary Rattanak V and NCDD Gender Policy. 3-2. Through the TWG-G WEE/GMAG meetings, MOWA shares the progress, outputs, experiences, findings, lessons learned, etc. which are extracted from the project activities with line ministries, and advocates for promoting WEE at the sub-national level. 3-3. The recommendations for promoting WEE at the sub-national level are discussed and compiled by MOWA counterparts. 3-4. The compiled recommendations are shared in the TWG-G WEE/ GMAG meetings. 3-5. Active discussion and coordination are made with the partner line ministries and NCDD gender team (consisting of gender equality department of MOWA and NCDD) for integrating the shared recommendations into the sector plans/annual plans/action plans of the partner line ministries and for the NCDD Gender Policy. 3-6. An experience (output) sharing workshop for widely sharing the approved recommendations (in Activity 3-4) and updated WEE guideline (developed in Activity 2-7) in collaboration with the MOWA counterparts as well as the outputs and lessons learnt of the project activities with line ministries. 3-7. A regional seminar is held for sharing the achievements, outcomes, best practices and lessons learned from the project activities as well as exchanging the experiences among the ASEAN countries.	1-1. JICA Experts - Chief Advisor - Deputy Chief Advisor - Institutional Development/Governance - Women's Economic Empowerment - Market and Business Development - Coordinator/Training Management 2. Seminars, workshops and trainings 3. Necessary equipment for the project activities	1. Counterparts (C/P) 2. Office space and facilities 3. Local Cost	Pre-Conditions		
					<Issues and countermeasures>	

¹¹ PGM Method Guideline is the guideline for gender-responsive sector policy formulation developed in October 2007 and revised in August 2015 by MOWA and JICA.

¹² "Strengthening of gender mainstreaming policies" is defined as the following three elements: 1) adequate advocacy and coordination capacity of officials of MOWA/PDWA, 2) implementing mechanism and tools for policy implementation on WEE at sub-national level, and 3) recommendations for formulating and implementing gender-responsive policies for promoting WEE.

¹³ The functions and roles of WEE-WG defined in the updated WEE Guideline will be integrated into those of Women's and Children's Consultative Committee (WCCC) through consultative process with the concerned parties.

Project Monitoring Sheet VII (Revised PO)

Project Title: Project on Gender Mainstreaming for Promoting Women's Economic Empowerment (PGM-WEE)

Input		2017				2018				2019				2020				2021				2022	Remark	Monitoring		
		I	II	III	IV	I		Issues	Solution																	
Expert																										
Akane Totani	Plan																							Due to the travel restriction for preventing infection of COVID-19, the Japanese experts are not allowed to go to Cambodia as planned since March 2020.	All the tasks were done in Japan by communicating with the CPs and making necessary arrangement and coordination online.	
Chief Advisor/Gender Mainstreaming 1	Actual																									
Michiko Tsurumine	Plan																									
Deputy Chief Advisor/Gender Mainstreaming 2	Actual																									
Rie Fusamae	Plan																									
Institutional Development/Governance	Actual																									
Yasuko Yagi	Plan																									
Women's Economic Empowerment	Actual																									
Naoko Ogawa	Plan																					Resigned because of personal inconvenience as of 5 March 2020				
Market and Business Development	Actual																									
Mayumi Matsui	Plan																					Newly assigned as of 5 March 2020 with change of title (addition of duty of training management)				
Market and Business Development/Training Management	Actual																									
Mirei Sakamoto	Plan																					Part of the title was changed corresponding to the change of division of duty among the team				
Coordinator/Gender Output Analysis	Actual																									
Equipment																										
Office Equipment	Plan																									
	Actual																									
Laptop Computers	Plan																									
	Actual																									
Projector	Plan																									
	Actual																									
Training in Japan																										
Training in Japan	Plan																						It cannot be anticipated if the training can be conducted in Japan until the end of project due to the COVID-19.			
	Actual																									

1st
Batch

Output/Activity	2017				2018				2019				2020				2021				2022	Remark	Monitoring		
	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV	I		Issues	Solution	
Output 1: The capacity of MOWA/PDWA in terms of advocacy and coordination is strengthened to promote WEE at the sub-national level																									
1-1. Gender capacity assessment is conducted	Plan																						Capacity assessment of PDWA/PD was done in the joint gender workshop held in January 2020		
	Actual																								
1-2. According to the results of the assessment, capacity development plan on WEE is prepared	Plan																								
	Actual																								
1-3. A series of workshops and trainings for strengthening MOWA/PDWA's advocacy and coordination capacities for promoting WEE are planned and conducted	Plan																								
	Actual																								
1-4. Gender terminology booklet is updated	Plan																						After finalizing the list of 105 words, MOWA decided to reduce the number and modify it according the existing		
	Actual																								
1-5. Gender statistics leaflet is updated	Plan																						Gender statistical leaflet is re-updated in the second batch of the project.		
	Actual																								
1-6. Provincial gender statistics are developed in each target province	Plan																								
	Actual																								
1-7. Gender responsive value chain analysis method is developed at the planning stage of the pilot activities at the sub-national level and compiled in the updated WEE guideline	Plan																						The method developed in the first batch will be testified and modified in the pilot activities in the second		
	Actual																								
1-8. Technical advices on gender responsive monitoring and evaluation (policy-based) are provided (only for the relevant parts to WEE) to partner line ministries and partner provincial departments by MOWA/PDWA through pilot activities at sub-national level	Plan																								
	Actual																								
1-9. Trainings on gender mainstreaming and WEE are conducted in Japan	Plan																						Due to the COVID-19, it is difficult to anticipate whether the trainings can be conducted in Japan or not.		
	Actual																								
1-10. Terminal gender capacity assessment is conducted	Plan																								
	Actual																								
Output 2: Through the pilot activities, implementation mechanism and tools for promoting WEE are verified with its effectiveness by MOWA/PDWA and partner line ministries and provincial departments																									
2-1. In KPC, chicken raising activities supported by PGM2 are monitored and followed up.	Plan																						Activities were done in the first batch of the project.		
	Actual																								
2-2. In KCH, PDWA and partner provincial departments plan, implement and monitor the activities for promoting WEE on agriculture/chicken raising (as pilot activities) as well as share the outputs and experiences extracted from the pilot activities in the	Plan																								
	Actual																								
2-3. In SRP, PDWA and partner provincial departments plan, implement and monitor the activities for promoting WEE in tourism sector (as pilot activities) as well as share the outputs and experiences extracted from the pilot activities in the WEE-WG	Plan																								
	Actual																								
2-4. In TBK and KPT, PDWA and partner provincial departments integrate gender perspectives in the existing programs and projects to support rural women and women's groups in agriculture and handicraft sectors (economic activities) and share the outputs, learnings and experiences extracted from the pilot activities in the WEE-WG.	Plan																								
	Actual																								
2-5. In KPC and KCH, PDWA and partner provincial departments analyze circumstances surrounding rural women and women's groups in agriculture sector, identify their needs, and examine effective measures for supporting women to be involved more actively in economic activities as well as share the outputs and learnings	Plan																								
	Actual																								
2-6. In SRP, PDWA and partner PDs analyze circumstances surrounding rural women and women's groups in tourism sector, identify their needs, and examine effective measures for supporting women to be involved more actively in economic activities as well as share the outputs and learnings in the WEE-WG.	Plan																								
	Actual																								
2-7. Based on the Activities 2-2~2-6, institutionalized implementation mechanism and implementation tools for promoting WEE at the sub-national level are compiled in the updated WEE Guideline.	Plan																								
	Actual																								

1st
Batch

Output 3: Recommendations (tips and lessons learned) to implement/formulate gender-responsive policies are acknowledged by the partner line ministries and provincial departments and NCDD gender team through the active discussions with MOWA/PDWA												
3-1. In coordination and collaboration with MOWA, project activities are integrated in the action plan for Neary Rattanak V and NCDD Gender Policy	Plan										The process of preparing an action/annual plan of Neary Rattanak V and NCDD Gender Policy should be	Necessary information is to be collected through the discussion with MOWA CPs and NCDD gender team.
	Actual											
3-2. Through the TWG-G WEE/GMAG meetings, MOWA shares the progress, outputs, experiences, findings, lessons learned, etc. which are extracted from the project activities with line ministries, and advocates for promoting WEE at the sub-national	Plan									Discussion with Dpt. of economic development in charge of TWG-G WEE was done in Jan. 2000		
	Actual											
3-3. The recommendations for promoting WEE at the sub-national level are discussed and compiled by MOWA counterparts	Plan									Will be done after finishing all the pilot activities		
	Actual											
3-4. The compiled recommendations are shared in the TWG-G WEE/GMAG meetings	Plan											
	Actual											
3-5. Active discussion and coordination are made with the partner line ministries and NCDD gender team (consisting of gender equality department of MOWA and NCDD) for integrating the shared recommendations into the sector plans/annual plans/action plans of the partner line ministries and for the NCDD Gender Policy.	Plan											
	Actual											
3-6. An experience (output) sharing workshop for widely sharing the approved recommendations (in Activity 3-4) and updated WEE guideline (developed in Activity 2-7) in collaboration with the MOWA counterparts as well as the outputs and lessons learnt of the project activities with line ministries.	Plan											
	Actual											
3-7. A regional seminar is held for sharing the achievements, outcomes, best practices and lessons learned from the project activities as well as exchanging the experiences among the ASEAN countries.	Plan											
	Actual											
Monitoring												
Joint Coordinating Committee	Plan											
	Actual											
Set-up the Detailed Plan of Operation	Plan									PO was modified according to the revised PDM approved in the 3rd		
	Actual											
Submission of Monitoring Sheet	Plan											
	Actual											
Monitoring Mission from Japan	Plan											
	Actual											
Joint Monitoring	Plan											
	Actual											
Post Monitoring	Plan									Post monitoring will be conducted after 3 years from the completion.		
	Actual											
Reports/Documents												
Work Plan (1st Batch)	Plan											
	Actual											
Project Completion Report (1st Batch)	Plan											
	Actual											
Work Plan (2nd Batch)	Plan											
	Actual											
Project Completion Report (2nd Batch)	Plan											
	Actual											
Baseline/Endline Survey Report	Plan											
	Actual											
Revised PGM Guideline for promoting WEE	Plan											
	Actual											
Gender Terminology Booklet	Plan											
	Actual											
Gender Statistics Leaflet	Plan									The leaflet will be revised in the 2nd batch.		
	Actual											
Provincial Gender Statistics Booklet	Plan									The booklets were distributed in TBK in June 2020.		
	Actual											
Public Relations												
Newsletter	Plan											
	Actual											
Homepage	Plan											
	Actual											
Brochure	Plan											
	Actual											

1. List of Japanese Experts

As of 30 September 2020

Title	Name	Assignment (MM/total MM in 2 nd batch)
Chief Advisor/ Gender Mainstreaming 1	Akane Totani	Cambodia: 6.67 / 12.50 Japan: 3.20 / 6.35
Deputy Chief Advisor/ Gender Mainstreaming 2	Michiko Tsurumine	Cambodia: 3.73 / 5.03 Japan: 1.55 / 3.35
Institutional Development/ Governance	Rie Fusamae	Cambodia: 5.03 / 8.50 Japan: 1.65 / 3.80
Women's Economic Empowerment	Yasuko Yagi	Cambodia: 7.57 / 10.67 Japan: 2.30 / 5.20
Market and Business Development * assigned until 4 March 2020	Naoko Ogawa	Cambodia: 4.77 / 4.77
Market and Business Development * assigned on 5 March 2020	Mayumi Matsui	Cambodia: 0 / 4.67 Japan: 1.80 / 4.45
Training Management		Japan: 0.30 / 1.20
Coordinator/Gender Output Analysis	Mirei Sakamoto	Cambodia: 5.13 / 10.17 Japan: 1.40 / 4.25

2. List of Counterparts (Ministry of Women's Affairs: MoWA)

No	Name	Position	Department
1	H.E. Chan Sorey (Project Director)	Secretary of State	
2	H.E. Chhoy Kimsor	Advisor	
3	Ms. Te Vouchlim (Project Manager)	Director	Planning and Statistics (PSD)
4	Ms. Cheng Chinet	Director	Gender Equality (GED)
5	Ms. Thouern Sakmana	Directors	Economic Development (EDD)
6	Ms. Khim Sovanny	Deputy Director	PSD
7	Ms. Te Tevy	Chief Office	PSD
8	Mr. Sok Chheng	Chief Office	EDD
9	Mr. Meas Chiwut	Chief Office	GED
10	Ms. Ouk Kosomakesey	Chief Office	PSD
11	Ms. Chea Socheata	Chief Office	PSD
12	Ms. Somthun Chanchariya	Vice Chief Office	PSD
13	Mr. Pin Soksratum	Chief Office	PSD
14	Mr. Ham Siphath	Vice Chief Office	EDD
15	Ms. Chea Chanvanny	Vice Chief Officer	EDD
16	Ms. Heng Samphos	Vice Chief Office	PSD
17	Ms. Meng Dina	Vice Chief Office	PSD
18	Ms. Set Channarath	Vice Chief Officer	GED
19	Ms. Lun Sophea	Vice Chief Office	GED
20	Ms. Sor Minea	Vice Chief Office	EDD
21	Mr. Khem Nalim	Vice Chief Office	PSD
22	Ms. Soung Minea	Contract Officer	PSD

3. List of Focal Points of MoWA in charge of project activities at provincial level

Province	Name	Position	Department
Kampong Chhnang	Mr. Meas Chiwut	Chief Office	GED
	Mr. Sok Chheng	Deputy Director	EDD
Kampong Thom	Ms. Chea Socheata	Chief Office	PSD
	Ms. Ouk Kosomakesey	Chief Office	PSD
	Ms. Seth Chan Narath	Vice Chief Office	GED
	Ms. Sor Minea	Vice Chief Office	EDD
	Ms. Seth Chan Narath	Vice Chief Office	GED
Tbong Khmum	Mr. Ham Siphath	Vice Chief Office	EDD
	Ms. Somthun Chanchakriya	Vice Chief Office	PSD
	Ms. Heng Samphos	Vice Chief Office	PSD
	Mr. Khem Nalim	Vice Chief Office	PSD
Siem Reap	Ms. Te Tevy	Chief Office	PSD
	Ms. Somthun Chanchakriya	Vice Chief Office	PSD
	Ms. Chea Chanvanny	Chief Office	EDD
	Ms. Lun Sophea	Vice Chief Office	GED

4. List of WEE Working Group Members in Kampong Chhnang Province

No	Name	Position	Role
WEE Working Group			
1	Pal Yeoun	Member of Provincial Councilor	Chair
2	Tong Nary	WCCC chair	Deputy
3	Pich Sophea	Director, PDWA	Deputy
Technical Working Group/Secretariat			
1	Chuon Vatanary	Deputy Director PDWA	Chair
2	Heng Kimsreang	Deputy Director PDAFF	Deputy
3	Lay Nareth	Deputy Director PDOP	Member
4	Him Sochetta	Deputy Director PDIH	Member
5	Soam Sinath	Deputy Director PDLVT	Member
6	Kay Sokchea	Deputy Director PDRD	Member
7	Hy Ratana	Deputy Director, PDOC	Member
8	Sun Kimsean	Chief Office, PDRD	Member
9	Nhim Sokha	PDLVT	Member
10	Chhin Kanha	PDAFF	Member
11	Thouk Kim Chheang	Vice Chief Office, PDAFF	Member
12	Ith Sophany	PDOWA	Member
13	Ven Sreyleak	PDISTI	Member
14	Som Sokphearum	PDOP	Member
15	Yin Chenda	Vice Chief Office, PDOP	Member
16	Tim Chi	PDRD	Member
17	Khiev Pros	PDLVT	Member
18	Seung Pisen	PDOC	Member
19	Ouk Sokha	PDOC	Member

5. List of WEE Working Group Members in Siem Reap Province

No	Name	Position	Role
WEE Working Group			
1	You Sophear	Vice Governor	Chair
2	Sin Norm	WCCC chair	Deputy
3	Ngov Sengkak	Director, PDOT	Deputy
4	Lay Aun	Director, PDWA	Permanent Deputy
Technical Working Group			
1	Krong Sithavy	Deputy Director, PDWA	Chair
2	Hok Sovitheyea	PDOT	Deputy
3	Bun Chrib	Deputy Director, PDLVT	Member
4	Srey Sokun	Deputy Director, PDOP	Member
5	Sar Rene	Deputy Director, PDAFF	Member
6	Seur Siharith	Deputy Director, PDRD	Member
7	Tob Thoeun	Deputy Director, PDISTI	Member
8	Team Phally	Deputy Director, PDOC	Member
9	Phouern Sokna	PDISTI	Member
10	Chhun Sophoan	PDWA	Member
11	Luy Ratana	PDWA	Member
12	Ngeth Chan Rathanak	PDOP	Member
13	Sab San	PDOP	Member
14	Lim Hong	PDOP	Member
15	Roeun Oeuy	Provincial Council	Member
16	Luch Kunthea	PDWA	Member
17	Nan Mao	PDWA	Member
18	Sorn Dydelin	PDOT	Member
19	Peanh Makara	PDWA	Member
20	Prum Sopheap	PDAFF	Member
21	Kean Seryvuth	PDRD	Member
22	Pot Saroeut	PDRD	Member
23	Say Sothol	PDLVT	Member
24	Bor Bun	PDAFF	Member
25	Heang Puthera	PDLVT	Member
26	Long Somavatey	PDISTI	Member
27	Cheim Soram	PDLVT	Member
28	So Pola	PDOP	Member
29	Sok Pylot	PDOT	Member
30	Chea Syavy	PDOT	Member

6. List of WEE Working Group Members in Kampong Thom Province

No	Name	Position	Role
WEE Working Group			
1	Lom Kuntheary	Vice Governor	Chair
2	Sok Chanthou	WCCC chair	Deputy
3	Sin Siphon	Director, PDWA	Deputy
Technical Working Group/Secretariat			
1	Sin Siphon	Director, PDWA	Chair
2	Chhor Biengkong	Deputy Director, PDAFF	Deputy
3	Chou Bunry	Deputy Director, PDOP	Member
4	Pov Vanna	Deputy Director, PDISTI	Member
5	Yin Bunroth	Deputy Director, PDLVT	Member
6	Sear Longthearoth	Deputy Director, PDOC	Member
7	Plorng Salong	Deputy Director, PDRD	Member
8	Hiev Chanry	Deputy Director, PDWA	Member
9	Mr. Sin Kimheang	Deputy Director, PDOT	Member
10	Hun Sam At	Chief Office, PDWA	Member
11	Men Chanthoeun	Chief Office, PDAFF	Member
12	Neang Sopheak	Chief Office, PDLVT	Member
13	Yin Ryong	Chief Office, PDLVT	Member
14	Ros Kimchaiy	Chief Office, PDISTI	Member
15	Piev Theary	Chief Office, PDOC	Member
16	Oem Sokleng	Chief Office, PDOP	Member
17	Sou Pharin	Chief Office, PDWA	Member
18	Kim Chantho	Chief Office, PDOT	Member
19	Hun Kotal	Vice Chief Office, PDAFF	Member
20	Huon Chenda	Vice Chief Office, PDWA	Member
21	Tan Molika	Vice Chief Office, PDRD	Member
22	Vann Sarong	Officer, PDOP	Member
23	Tann Saimeng	Officer, PDRD	Member
24	Koy Koern	Officer, PDOC	Member
25	Kong Kosal	Officer, PDISTI	Member
26	Sor Saysambor	Officer, PDOT	Member

7. List of WEE Working Group Members in Tboung Khmum Province

No	Name	Position	Role
WEE Working Group			
1	Leng Sokha	Member of Provincial Councilor	Chair
2	Kiev Samuon	WCCC chair	Deputy
3	Thorn Kimsron	Director, PDWA	Deputy
Technical Working Group/Secretariat			
1	Thorn Kimsron	Director, PDWA	Chair
2	Korng Siman	Deputy Director, PDWA	Deputy
3	Um Veasna	Director, PDLVT	Member
4	Toch Sakorn	Director, PDOC	Member
5	Sreur Engly	Deputy Director, PDLVT	Member
6	Cheng Chhunny	Deputy Director, PDISTI	Member
7	Kheur Vannthach	Deputy Director, PDOP	Member
8	Meas Sambath	Deputy Director, PDRD	Member
9	Son Sarat	Deputy Director, PDAFF	Member
10	Chhing Chun	Chief Office, PDLVT	Member
11	Pech Chordaphea	Chief Office, PDWA	Member
12	Phon Lanita	Vice Chief Office, PDWA	Member
13	Hor Lenghong	Deputy Director, PDOC	Member
14	An Darika	Chief Office, PDOC	Member
15	Chea Kimhong	Chief Office, PDISTI	Member
16	Keo Viriya	Chief Office, PDRD	Member
17	Cham Chanraksmeay	Chief Office, PDRD	Member
18	Chhoam Sreymao	Chief Office, PDAFF	Member
19	Chroeng Sothea	Officer, PDAFF	Member
20	Sak Eaimtry	Vice Chief Office,	Member
21	Reth Rattana	Chief Office, PDOP	Member

8. List of Equipment

No.	Description	Specification/Standard	Price (USD)	Date of Delivery	User
1	Laptop	NB ASUS A411UA-EB211T	701	2018/12/6	PDWA (Kampong Chhnang)
2	Laptop	NB ASUS A442UQ-FA044T 3F Red	690	2019/7/29	PDWA (Siem Reap)
3	Laptop	NB ASUS VivoBook S ultrathin S530FN-BQ117T	859	2019/7/29	MOWA (Project office)
4	Laptop	NB ASUS X412FL-EB274T 8S-Transparent Silver	860	2020/6/30	PDWA (Kampong Thom)
5	Laptop	NB ASUS X412FL-EB274T 8S-Transparent Silver	860	2020/6/30	PDWA (Thbounng Khmum)
6	Projector	Sony EX450 VPL -EX450	505	2020/11/25	MOWA (Project office)

9. List of Office Equipment (Consumable)

No.	Description	Specification/Standard	Price (USD)	Date of Delivery	User
1	Cabinet	Double doors cabinet, Eagle	140	2019/2/15	Project Office (MoWA)
2	UPS	APC APC Smart-UPS C 1500VA LCD 230V	365	2019/3/27	Project Office (MoWA)
3	Air conditioner	Panasonic	240	2019/2/8	PDWA (Kampong Chhnang) *Disposed July 3, 2019 due to malfunction
4	Air conditioner	Panasonic	325	2019/6/10	PDWA (Kampong Chhnang)
5	Printer	HP LaserJet Pro M203	195	2019/7/16	PDWA (Siem Reap)
6	Office Cabinet (tall)	-	130	2019/7/16	PDWA (Siem Reap)
7	Office Cabinet (short)	-	110	2019/7/16	PDWA (Siem Reap)
8	Desk with drawer	-	125	2019/7/16	PDWA (Siem Reap)
9	Desk without drawer	-	75	2019/7/16	PDWA (Siem Reap)
10	Camera	Canon	359	2019/10/25	PDWA (Siem Reap)
11	Portable wifi	Smart@Home	36	2020/3/4	MOWA (Project Office)
12	Camera	Canon	329	2020/11/25	MOWA (Project Office)

TO: CR of JICA Cambodia

PROJECT MONITORING SHEET

Project Title: Project on Gender Mainstreaming for Women's Economic Empowerment (PGM-WEE)
Version: Ver. 8 (Term: September 2020 – February 2021)
Name: Te Vouchlim, Director, Planning and Statistics Department,
 Ministry of Women's Affairs (MOWA)
Name: Akane Totani, Chief Advisor, PGM-WEE
Date: 6 December 2021

I. Summary

1 Progress

1-1 Progress of Inputs (for details, see Attachment)

Japanese side

- Following the previous period, due to COVID-19 travel restrictions Japanese experts¹ were not able to travel as planned. Some person-months for field work (in Cambodia) were transferred to those for domestic work (in Japan) and the experts were involved in each of their duty in Japan. Although all the communication with MOWA Counterparts (hereinafter refer to as C/Ps) and project staff were carried out remotely, effective coordination and preparation for project activity implementation was achieved.
- Operational costs for project implementation including the procurement of equipment² and hiring six local staff members (a Senior Coordinator, a Senior Field Coordinator, two Field Coordinators, an Assistant Coordinator and a Driver) were disbursed. The Senior Coordinator resigned for personal reasons as of the end of February 2021.

Cambodian side

- Thirteen C/Ps of MOWA³ were assigned as Focal Points (hereinafter refer to as F/Ps) in charge of pilot activities in each province.⁴
- The members of the Women's Economic Empowerment Working Group (WEE-WG) in four provinces (Kampong Chhnang Province,⁵ Siem Reap Province,⁶ Kampong Thom Province⁷ and Tboung Khmum Province⁸) have been changed as shown in the attachment.

¹ See Attachment 1 List of Japanese Experts.

² See Attachment 8 List of Equipment.

³ See Attachment 2 List of Counterparts (Ministry of Women's Affairs: MOWA).

⁴ See Attachment 3 List of Focal Points of MOWA in charge of project activities at provincial level.

⁵ See Attachment 4 List of WEE Working Group Members in Kampong Chhnang Province.

⁶ See Attachment 5 List of WEE Working Group Members in Siem Reap Province.

⁷ See Attachment 6 List of WEE Working Group Members in Kampong Thom Province.

⁸ See Attachment 7 List of WEE Working Group Members in Tboung Khmum Province.

1-2 Progress of Activities

Although project activities were supposed to be implemented according to the revised Project Design Matrix (hereinafter refer to as PDM) which was agreed on 16 January 2020, following the previous period, most of the activities had to be postponed or suspended due to various restrictions put in place in controlling the pandemic.

Output 1: The capacity of MOWA/PDWA in terms of advocacy and coordination is strengthened to promote WEE at the sub-national level

Activity 1-3. A series of workshops and trainings for strengthening MOWA/PDWA's advocacy and coordination capacities for promoting WEE are planned and conducted

- Several technical meetings to strengthen MOWA/PDWA's capacities in terms of planning and implementing relevant activities for promoting WEE were conducted, as a part of pilot activities and others. (Details are shown in Activity 1-6, 2-2, 2-3, 2-4)

Activity 1-4. "Gender terminology booklet" is updated

- The final draft (both English and Khmer) was approved through the MOWA internal consultation meetings. However, since it was also found that especially Khmer version needed to be approved by the specific Khmer language committee, the printing and distribution had to be placed on hold.

Activity 1-5. "Gender statistics leaflet" is updated

Completed during the first batch of the Project.

Activity 1-6. "Provincial gender statistics" are developed in each target province

- In Kampong Thom province, the draft was finalized and 1,300 copies were printed.
- In Kampong Chhnang province, the draft has been modified by the concerned PDs and final version was prepared.

Activity 1-7. "Gender responsive value chain analysis method" is developed at the planning stage of the pilot activities at the sub-national level and compiled in the updated WEE guideline

- The gender responsive value chain analysis method which was developed and modified through the pilot activity in Kampong Cham and Kampong Chhnang provinces during the first batch of the Project, was re-tested (or applied) in the pilot activity in Siem Reap province as part of a gender analysis session in October 2020.

Activity 1-8. Technical advice on gender-responsive monitoring and evaluation (policy-based) are provided (only for the relevant parts to WEE) to partner line ministries and partner provincial departments by MOWA/PDWA through pilot activities at sub-national level

- Information collection schedule on policy-level M&E was planned for this period. However, much of it was implemented in the previous term instead. Remaining work has been rescheduled for the

next term.

Activity 1-9. Training on gender mainstreaming and WEE are conducted in Japan

Agreed to be converted into the retreat program in Cambodia.

Output 2: Through the pilot activities, implementation mechanism and tools for promoting WEE are verified with its effectiveness by MOWA/PDWA and partner line ministries and provincial departments

【Planning, implementation and monitoring of the activities for promoting WEE (pilot activities) at sub-national level】

Activity 2-1. In Kampong Cham province, chicken raising activities supported by PGM2 are monitored and followed up

Completed during the first batch of the Project.

Activity 2-2. In Kampong Chhnang province, PDWA and partner provincial departments plan, implement and monitor the activities for promoting WEE on agriculture/chicken raising (as pilot activities) as well as share the outputs and experiences extracted from the pilot activities in the WEE-WG

- Based on the results of the baseline and end-line surveys, the achievement status of the indicators of the PDM project goals was organized, and it was confirmed that the planned goals were generally achieved. At the PGM-WEE progress report meeting held on January 14, PowerPoint materials (slide NO. 11-16) were submitted to JICA headquarters, and the results of the pilot activities conducted in Kampong Chhnang Province were reported. The MOWA FPs have a view that gender training might have been effective for minor domestic violence cases. The achievement of PDM indicators are currently still being analysed.
- The follow-up activity was planned from the latter half of March to before the Khmer New Year in April, however it was postponed due to the spread of COVID-19 infection and the policy of the Cambodian government to refrain from traveling between provinces. The new schedule is undecided at this stage.

Activity 2-3. In Siem Reap, PDWA and partner provincial departments plan, implement and monitor the activities for promoting WEE in tourism sector (as pilot activities) as well as share the outputs and experiences extracted from the pilot activities in the WEE-WG

- In both Khnar Po and Kompong Phluk CBT sites, Session 11 (Gender: Gender Responsive Value Chain Analysis) was conducted on 21-22 October 2020, and Session 12 (Business Plan) was conducted in 19-20 January 2021.

No	Topic of the Session	Date	No. of Participants			
			Khnar Po		Kompong Phluk	
			Women	Men	Women	Men
11	Gender (Gender Responsive Value Chain Analysis)	21-22 Oct. 2020	6	10	20	3
12	Business Plan	19-20 Jan. 2021	13	11	22	2

- During the Session 12 (Business Plan), each target group created a business plan of their business, as a summary of learnings of Village Business School. MOWA FPs and WEE-WG members will evaluate the contents of each business plan, and select several businesses to assist in the follow-up activity.
- As follow-up activities of Village Business School, 1) Assistance of selected businesses, and 2) Tourism promotion of CBT with gender perspective are planned. In Khnar Po, a combination of 1) and 2) will be implemented. In Kompong Phluk, considering the nature of the business, 2) will be implemented. These activities aim to develop the learnings of Village Business School with action-oriented activities, with focus on marketing, value chain and collaboration with private sectors, encouraging target women to take a key role and actions on mobilizing more attractive CBT.
- A monitoring guideline on SRP pilot activities was developed. FPs presented its draft in the WEE-WG meeting and discussed it with PDs. Based on the guideline, a questionnaire for data collection was also prepared in consultation with FPs.
- Data collection activities for the first monitoring were implemented from February 15 to 17. FPs conducted orientation for PDs under the guidance of the Japanese expert in charge. FPs and PDs collected data from Village Business School participants using the questionnaire prepared above. FPs entered collected data into a data entry sheet following the instructions of the Japanese expert. The entered data will be used in an upcoming data analysis session.

【Integration of gender perspectives in the existing programs and projects at the sub-national level】

Activity 2-4. In Tbong Khmum and Kampong Thom, PDWA and partner provincial departments integrate gender perspectives in the existing programs and projects to support rural women and women's groups in agriculture and handicraft sectors (economic activities) and share the outputs, learnings and experiences extracted from the pilot activities in the WEE-WG

< Tbong Khmum Province >

- In Tbong Khmum, the 3rd WEE WG Meeting and Planning Workshop was held for 3 days from 7-9 September. The results of the Rapid Feasibility Study were shared by the MOWA CP and FPs, and the results of policy analysis and stakeholder analysis were reflected in the scores of the selected criteria and finalized with WEE WG members. Finally, two sites were selected: Ou Rang Ov Mean

Chey Agricultural Cooperative (vegetable growing) and Seda Sen Chey Agricultural cooperative (chicken raising and vegetable growing).

- From October to February, several discussions were held with MOWA to prepare simple PDM and PO for pilot activities to be carried out at two target sites (Ou Rang Ov Mean Chey Agricultural Cooperative involved in vegetable growing, and Seda Sen Chey Agricultural cooperative involved in chicken raising and vegetable growing in Tbong Khmum Province. The PDM and PO Workshop was held on 28-29 January and the PDM and PO completed in the workshop were approved at the 4th WEE WG meeting held on 29th of January.

<Kampong Thom Province>

- From October to February, discussions were held with MOWA to prepare a Simple PDM and PO for pilot activities to be carried out at two target sites (Prey Kuy & Prey Kuy I Village involved in vegetable growing and chicken raising, and Ou Krou Ker & Kampong Chher Teal Village involved in making rattan products) in Kampong Thom Province. The PDM and PO Workshop was held on 2-3 February and the PDM and PO completed in the workshop were approved at the 4th WEE WG meeting held on the 3rd of February.
- Collected the existing training materials for gender, WEE, vegetable growing, business planning, and saving groups from the provincial departments to share with the project, but all were found to be inadequate. In particular, regarding gender and WEE training materials, it was found that the Gender Equality Department (GED) of MOWA and PDWA in KPT do not have OST materials to be implemented at the village level. For this reason, we held discussions with GED FPs in an online meeting and agreed to create a versatile OST training material on gender and WEE.

Activity 2-5. In Kampong Cham and Kampong Chhnang, PDWA and partner provincial department analyze circumstances surrounding rural women and women's groups in agriculture sector, identify their needs, and examine effective measures for supporting women to be involved more actively in economic activities as well as share the outputs and learnings in the WEE-WG

To be implemented

Activity 2-6 In Siem Reap, PDWA and partner provincial department analyze circumstances surrounding rural women and women's groups in tourism sector, identify their needs, and examine effective measures for supporting women to be involved more actively in economic activities as well as share the outputs and learnings in the WEE-WG

To be implemented

【Consideration on effective measures for promoting WEE and active women's participation in

economic activities】

Activity 2-7 Based on the Activities 2-2~2-6, institutionalized implementation mechanism and implementation tools for promoting WEE at the sub-national level are compiled in the updated WEE Guideline

To be implemented

Output 3: Recommendations (tips and lessons learned) to implement/formulate gender-responsive policies are acknowledged by the partner line ministries and provincial departments and NCDD gender team through the active discussions with MOWA/PDWA

Activity 3-1 In coordination and collaboration with MOWA, project activities are integrated in the action plan for Nearly Rattanak V and NCDD Gender Policy.

As it was found that an action plan for NCDD Gender Policy is supposed to be prepared in April every year, continuous discussions will be made with the NCDD gender team to follow up the process and examine how the project activities of PGM-WEE can be integrated into the action plan.

Activity 3-2 Through the TWG-G WEE/GMAG meetings, MOWA shares the progress, outputs, experiences, findings, lessons learned, etc. which are extracted from the project activities with line ministries, and advocates for promoting WEE at the sub-national level

To be implemented

Activity 3-3 The recommendations for promoting WEE at the sub-national level are discussed and compiled by MOWA counterparts

To be implemented

Activity 3-4. The compiled recommendations are shared in the TWG-G WEE/GMAG meetings

To be implemented

Activity 3-5. Active discussion and coordination are made with the partner line ministries and NCDD gender team (consisting of gender equality department of MOWA and NCDD) for integrating the shared recommendations into the sector plans/annual plans of the partner line ministries and NCDD Gender Policy

To be implemented

Activity 3-6 An experience (output) sharing workshop for widely sharing the approved recommendations (in Activity 3-4) and updated WEE guideline (developed in Activity 2-7) in collaboration with the MOWA counterparts as well as the outputs and lessons learned of the project activities with line ministries

To be implemented

Activity 3-7 A regional seminar is held for sharing the achievements, outcomes, best practices and lessons learned from the project activities as well as exchanging the experiences among the ASEAN countries

To be implemented

1-3 Achievement of Outputs

Output 1 (Strengthened capacity of MOWA and PDWA for promoting WEE)

- Following the previous period, capacity development of MOWA and PDWA has been done through the project activities. However, since some of the project activities had to be postponed due to the restrictions for avoiding further spread of COVID-19 in the country, the opportunities of capacity building were also not provided as planned.

Output 2 (Verification of implementation mechanism and tools for promoting WEE)

- (Indicator 2-1) It is fair to say that 50% was achieved because several tools still have been developed through the implementation of pilot activities. Both the pilot activities in Siem Reap, Kampong Thom and Tbong Khmum and the follow-up activities in Kampong Cham and Kampong Chhnang have been prepared but not been started yet.
- (Indicator 2-2) It is fair to say that 50% was achieved because the WEE-WG was established and has been active in all the five target provinces so far. Capacity building of WEE-WG members and institutionalization will be done continuously until the end of the Project.

Output 3 (Acknowledgement of recommendations to implement gender-responsive policies)

- It is difficult to indicate the percentage of achievement because recommendations (tips and lessons learned) have not been extracted yet.

1-4 Achievement of the Project Purpose

- Planned activities for achieving the Project Purpose have been implemented as planned; however, at the present stage it is too early to measure the achievements by two indicators set in the PDM.

1-5 Changes in Risks and Actions for Mitigation

(1) Risks related to the Important Assumption (Output) regarding cooperation of the GMAG members
None.

(2) Risks related to the Important Assumption (Project Purpose) regarding gender-responsive decentralization and deconcentrating processes

It is still necessary to follow the decentralisation and deconcentration (D&D) process in order to minimize the risks which could affect the achievement of the Project Purpose.

1-6 Progress of Actions undertaken by JICA

Nothing in particular

1-7 Progress of Actions undertaken by Government of Cambodia

Nothing in particular

1-8 Progress of Environmental and Social Considerations (if applicable)

Not applicable

1-9 Progress of Considerations on Gender/Peace Building/Poverty Reduction (if applicable)

Gender: The PGM-WEE aims to strengthen gender mainstreaming mechanisms in Cambodia.

1-10 Other remarkable/considerable issues related to/affecting the project (such as other JICA projects, activities of counterparts, other donors, the private sector, and NGOs)

None

2 Delay of Work Schedule and/or Problems (if any)

- Gender capacity assessment
- Gender terminology booklet

3 Modification of the Project Implementation Plan

3-1 Plan of Operation (PO): No

No.

3-2 Other modifications on detailed implementation plan: No

4 Preparations Done by the Government of Cambodia toward after completion of the Project

- To examine necessary legislative measures and coordination for integrating functions of WEE-WGs into the existing structure of Women and Children's Consultative Committees (WCCC) at provincial level
- To facilitate active discussions on WEE among the concerned stakeholders by using the opportunity of TWG-G WEE on regular basis

II. Project Monitoring Sheet I & II *See attached*

Form 3-2: Project Design Matrix (PDM)

Project Title: Project on Gender Mainstreaming for Women's Economic Empowerment (PGM-WEE)
Duration: 5 years (February 2017 - February 2022)
Project Area: Phnom Penh and 5 selected provinces (Kampong Chhnang, Kampong Tom, Siem Reap, Tbong Khmum and Kampong Cham)
Target Group: Ministry of Women's Affairs (MOWA) and Provincial Department of Women's Affairs (PDWA)
 Gender Mainstreaming Action Group (GMAG) and Gender Focal Points (both the national and the sub-national levels) of the following Partner Line Ministries:
 Ministry of Planning (MOP), Ministry of Agriculture, Forestry and Fisheries (MAFF), Ministry of Industry and Handicraft (MOIH), Ministry of Commerce (MOC),
 Ministry of Rural Development (MORD), Ministry of Labor and Vocational Training (MOLVT), Ministry of Tourism (MOT)
Beneficiary: Women and men in the target provinces

Version: 1
Date: February 2020

	Narrative Summary	Indicators	Means of Verification	Important Assumption	Achievement	Remarks								
Overall Goal	Women's Economic Empowerment (WEE) is promoted through gender-responsive programs and projects implemented at the sub-national level by line ministries/provincial departments through advocacy and coordination by MOWA/PDWA in target and non-target provinces.	1. Gender-responsive programs and projects are planned and implemented for promoting WEE based on the updated WEE Guideline and the PGM Method Guideline ¹ in target and non-target provinces. 2. WCCC meeting is functioning as a platform for PDWA and line provincial departments to discuss and monitor gender-responsive programs and projects for promoting WEE in non-target provinces. 3. All the partner line ministries and NCDD integrate at least 1 recommendation into their sector policies/plans or NCDD Gender Policy/plan and implement gender-responsive programs and projects for promoting WEE at the sub-national level.	1-1. Annual reports of WCCC 1-2. Provincial Development/Investment Plan 2. Minutes of meetings and reports of WCCC 3. Sector policies and plans and NCDD Gender Policy/plan											
Project Purpose	Gender mainstreaming mechanisms are strengthened ² to promote Women's Economic Empowerment (WEE) at the sub-national levels by the partner line ministries/provincial departments through advocacy and coordination by MOWA/PDWA.	1. MOWA/PDWA advocates and coordinates with line ministries and partner provincial departments for planning and implementing gender-responsive programs and projects. 2. WCCC meeting is functioning as a platform for PDWA and line provincial departments to discuss and monitor gender-responsive programs and projects for promoting WEE in all target provinces. 3. The updated WEE Guideline is approved by MOWA 4. Partner line ministries and NCDD gender team integrate at least 1 implementation tool or recommendation for promoting WEE into their projects and activities.	1. Annual plan and project documents of the partner provincial departments 2. Minutes of meetings and reports of WCCC 3. Approved updated WEE Guideline 4. Sector plans/annual plans/action plans of partner line ministries and for NCDD Gender Policy	Decentralization and deconcentration process is continuously gender-responsive.										
Output	1. The capacity of MOWA/PDWA in terms of advocacy and coordination is strengthened to promote WEE at the sub-national level. 2. Through the pilot activities, implementation mechanism and tools for promoting WEE are verified with its effectiveness by MOWA/PDWA and partner line ministries and provincial departments. 3. Recommendations (tips and lessons learned) to implement/formulate gender-responsive policies are acknowledged by the partner line ministries and provincial departments and NCDD gender team through the active discussions with MOWA/PDWA.	1. Capacity of the counterparts of MOWA/PDWA in advocacy and coordination which will be defined in the Gender Capacity Assessment is strengthened. 2-1. Implementing tools for promoting WEE at the sub-national level are acquired by the counterparts of MOWA/PDWA and the partner provincial departments. 2-2. Role of WEE-WG in the Project is institutionalized and included in the updated WEE Guideline. ³ 3. Recommendations (tips and lessons learned) are acknowledged by the partner line ministries, NCDD gender team and partner provincial departments.	1. Result of Gender Capacity Assessment 2. Minutes of meetings and reports of TWG-G WEE/GMAG 3. Minutes of meetings and reports of WEE-WG/WCCC 1-1. Records of trainings/workshops 1-2. Minutes of meetings and reports of WCCC 2. Updated WEE Guideline 1. Minutes of meetings and reports of TWG-G WEE/GMAG/NCDD gender team 2. Minutes of meetings and reports of WCCC	GMAG members at the national and sub-national levels cooperate and participate in the project activities.										
Activity	1-1. Gender capacity assessment is conducted. 1-2. According to the results of the assessment, "capacity development plan on WEE" is prepared. 1-3. A series of workshops and trainings for strengthening MOWA/PDWA's advocacy and coordination capacities for promoting WEE are planned and conducted. 1-4. "Gender terminology booklet" is updated. 1-5. "Gender statistics leaflet" is updated. 1-6. "Provincial gender statistics" are developed in each target province. 1-7. "Gender responsive value chain analysis method" is developed at the planning stage of the pilot activities at the sub-national level and compiled in the updated WEE guideline. 1-8. Technical advices on gender responsive monitoring and evaluation (policy-based) are provided (only for the relevant parts to WEE) to partner line ministries and partner provincial departments by MOWA/PDWA through pilot activities at sub-national level. 1-9. Trainings on gender mainstreaming and WEE are conducted in Japan. 1-10. Terminal gender capacity assessment is conducted. [Planning, implementation and monitoring of the activities for promoting WEE (pilot activities) at sub-national level] 2-1. In KPC, chicken raising activities supported by PGM2 are monitored and followed up. 2-2. In KCH, PDWA and partner provincial departments plan, implement and monitor the activities for promoting WEE on agriculture/chicken raising (as pilot activities) as well as share the outputs and experiences extracted from the pilot activities in the WEE-WG. 2-3. In SRP, PDWA and partner provincial departments plan, implement and monitor the activities for promoting WEE in tourism sector (as pilot activities) as well as share the outputs and experiences extracted from the pilot activities in the WEE-WG. [Integration of gender perspectives in the existing programs and projects at the sub-national level] 2-4. In TBK and KPT, PDWA and partner provincial departments integrate gender perspectives in the existing programs and projects to support rural women and women's groups in agriculture and handicraft sectors (economic activities) and share the outputs, learnings and experiences extracted from the pilot activities in the WEE-WG. 2-5. In KPC and KCH, PDWA and partner provincial departments analyze circumstances surrounding rural women and women's groups in agriculture sector, identify their needs, and examine effective measures for supporting women to be involved more actively in economic activities as well as share the outputs and learnings in the WEE-WG. 2-6. In SRP, PDWA and partner PDs analyze circumstances surrounding rural women and women's groups in tourism sector, identify their needs, and examine effective measures for supporting women to be involved more actively in economic activities as well as share the outputs and learnings in the WEE-WG. [Consideration on effective measures for promoting WEE and active women's participation in economic activities] 2-7. Based on the Activities 2-2~2-6, institutionalized implementation mechanism and implementation tools for promoting WEE at the sub-national level are compiled in the updated WEE Guideline. 3-1. In coordination and collaboration with MOWA, project activities are integrated in the action plan for Neary Rattanak V and NCDD Gender Policy. 3-2. Through the TWG-G WEE/GMAG meetings, MOWA shares the progress, outputs, experiences, findings, lessons learned, etc. which are extracted from the project activities with line ministries, and advocates for promoting WEE at the sub-national level. 3-3. The recommendations for promoting WEE at the sub-national level are discussed and compiled by MOWA counterparts. 3-4. The compiled recommendations are shared in the TWG-G WEE/ GMAG meetings. 3-5. Active discussion and coordination are made with the partner line ministries and NCDD gender team (consisting of gender equality department of MOWA and NCDD) for integrating the shared recommendations into the sector plans/annual plans/action plans of the partner line ministries and for the NCDD Gender Policy. 3-6. An experience (output) sharing workshop for widely sharing the approved recommendations (in Activity 3-4) and updated WEE guideline (developed in Activity 2-7) in collaboration with the MOWA counterparts as well as the outputs and lessons learnt of the project activities with line ministries. 3-7. A regional seminar is held for sharing the achievements, outcomes, best practices and lessons learned from the project activities as well as exchanging the experiences among the ASEAN countries.		<table border="1"> <thead> <tr> <th colspan="2">Inputs</th> <th rowspan="2">Pre-Conditions</th> </tr> <tr> <th>Japanese Side</th> <th>Cambodian Side</th> </tr> </thead> <tbody> <tr> <td>1. JICA Experts - Chief Advisor - Deputy Chief Advisor - Institutional Development/Governance - Women's Economic Empowerment - Market and Business Development - Coordinator/Training Management</td> <td>1. Counterparts (C/P) 2. Office space and facilities 3. Local Cost</td> <td></td> </tr> <tr> <td>2. Seminars, workshops and trainings 3. Necessary equipment for the project activities</td> <td></td> <td><Issues and countermeasures></td> </tr> </tbody> </table>	Inputs		Pre-Conditions	Japanese Side	Cambodian Side	1. JICA Experts - Chief Advisor - Deputy Chief Advisor - Institutional Development/Governance - Women's Economic Empowerment - Market and Business Development - Coordinator/Training Management	1. Counterparts (C/P) 2. Office space and facilities 3. Local Cost		2. Seminars, workshops and trainings 3. Necessary equipment for the project activities		<Issues and countermeasures>
Inputs		Pre-Conditions												
Japanese Side	Cambodian Side													
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2. Seminars, workshops and trainings 3. Necessary equipment for the project activities		<Issues and countermeasures>												

¹ PGM Method Guideline is the guideline for gender-responsive sector policy formulation developed in October 2007 and revised in August 2015 by MOWA and JICA.

² "Strengthening of gender mainstreaming mechanism" is defined as the following three elements: 1) adequate advocacy and coordination capacity of officials of MOWA/PDWA, 2) Implementing mechanism and tools for policy implementation on WEE at sub-national level, and 3) recommendations for formulating and implementing gender-responsive policies for promoting WEE.

³ The functions and roles of WEE-WG defined in the updated WEE Guideline will be integrated into those of Women's and Children's Consultative Committee (WCCC) through consultative process with the concerned parties.

Project Monitoring Sheet VIII (Revised PO)

Project Title: Project on Gender Mainstreaming for Promoting Women's Economic Empowerment (PGM-WEE)

Input		2017				2018				2019				2020				2021				2022	Remark	Monitoring	
		I	II	III	IV	I		Issues	Solution																
Expert																									
Akane Totani	Plan																							Due to the travel restriction for preventing infection spread of COVID-19, the Japanese experts are not allowed to go to Cambodia as planned since March 2020.	All the tasks were done in Japan by communicating with the CPs and making necessary arrangement and coordination online.
Chief Advisor/Gender Mainstreaming 1	Actual																								
Michiko Tsurumine	Plan																								
Deputy Chief Advisor/Gender Mainstreaming 2	Actual																								
Rie Fusamae	Plan																								
Institutional Development/Governance	Actual																								
Yasuko Yagi	Plan																								
Women's Economic Empowerment	Actual																								
Naoko Ogawa	Plan																								
Market and Business Development	Actual																								
Mayumi Matsui	Plan																								
Market and Business Development/Training Management	Actual																								
Mirei Sakamoto	Plan																								
Coordinator/Gender Output Analysis	Actual																								
Equipment																									
Office Equipment	Plan																								
	Actual																								
Laptop Computers	Plan																								
	Actual																								
Projector	Plan																							2020/11 Projector was purchased in Cambodia	
	Actual																								
Training in Japan																									
Training in Japan	Plan																							It cannot be anticipated if the training can be conducted in Japan until the end of project due to the COVID-19.	It was decided to convert into the retreat program in Cambodia.
	Actual																								

1st
Batch

Output/Activity	2017				2018				2019				2020				2021				2022	Remark	Monitoring		
	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV	I		Issues	Solution	
Output 1: The capacity of MOWA/PDWA in terms of advocacy and coordination is strengthened to promote WEE at the sub-national level																									
1-1. Gender capacity assessment is conducted	Plan																						Capacity assessment of PDWA/PD was done in the joint gender workshop held in January 2020		
	Actual																								
1-2. According to the results of the assessment, capacity development plan on WEE is prepared	Plan																								
	Actual																								
1-3. A series of workshops and trainings for strengthening MOWA/PDWA's advocacy and coordination capacities for promoting WEE are planned and conducted	Plan																								
	Actual																								
1-4. Gender terminology booklet is updated	Plan																						After finalizing the list of 105 words, MOWA decided to reduce the number and modify it according the existing		
	Actual																								
1-5. Gender statistics leaflet is updated	Plan																						Gender statistical leaflet is re-updated in the second batch of the project.		
	Actual																								
1-6. Provincial gender statistics are developed in each target province	Plan																								
	Actual																								
1-7. Gender responsive value chain analysis method is developed at the planning stage of the pilot activities at the sub-national level and compiled in the updated WEE guideline	Plan																						The method developed in the first batch will be testified and modified in the pilot activities in the second		
	Actual																								
1-8. Technical advices on gender responsive monitoring and evaluation (policy-based) are provided (only for the relevant parts to WEE) to partner line ministries and partner provincial departments by MOWA/PDWA through pilot activities at sub-national level	Plan																						Information collection on policy-level M&E of partner ministries have been suspended due to resignation of a	It is planned to be undertaken when a new national staff is recruited.	
	Actual																								
1-9. Trainings on gender mainstreaming and WEE are conducted in Japan	Plan																						Due to the COVID-19, it is difficult to anticipate whether the trainings can be conducted in Japan or not.		
	Actual																								
1-10. Terminal gender capacity assessment is conducted	Plan																								
	Actual																								
Output 2: Through the pilot activities, implementation mechanism and tools for promoting WEE are verified with its effectiveness by MOWA/PDWA and partner line ministries and provincial departments																									
2-1. In KPC, chicken raising activities supported by PGM2 are monitored and followed up.	Plan																						Activities were done in the first batch of the project.		
	Actual																								
2-2. In KCH, PDWA and partner provincial departments plan, implement and monitor the activities for promoting WEE on agriculture/chicken raising (as pilot activities) as well as share the outputs and experiences extracted from the pilot activities in the	Plan																								
	Actual																								
2-3. In SRP, PDWA and partner provincial departments plan, implement and monitor the activities for promoting WEE in tourism sector (as pilot activities) as well as share the outputs and experiences extracted from the pilot activities in the WEE-WG	Plan																								
	Actual																								
2-4. In TBK and KPT, PDWA and partner provincial departments integrate gender perspectives in the existing programs and projects to support rural women and women's groups in agriculture and handicraft sectors (economic activities) and share the outputs, learnings and experiences extracted from the pilot activities in the WEE-WG.	Plan																								
	Actual																								
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2-6. In SRP, PDWA and partner PDs analyze circumstances surrounding rural women and women's groups in tourism sector, identify their needs, and examine effective measures for supporting women to be involved more actively in economic activities as well as share the outputs and learnings in the WEE-WG.	Plan																								
	Actual																								
2-7. Based on the Activities 2-2~2-6, institutionalized implementation mechanism and implementation tools for promoting WEE at the sub-national level are compiled in the updated WEE Guideline.	Plan																								
	Actual																								

1st
Batch

1. List of Japanese Experts

as of the end of February 2021

Title	Name	Assignment (MM/total MM in 2 nd batch)
Chief Advisor/ Gender Mainstreaming 1	Akane Totani	Cambodia: 6.67 / 12.50 Japan: 5.45 / 6.35
Deputy Chief Advisor/ Gender Mainstreaming 2	Michiko Tsurumine	Cambodia: 3.73 / 5.03 Japan: 2.90 / 3.35
Institutional Development/ Governance	Rie Fusamae	Cambodia: 5.03 / 8.50 Japan: 2.95 / 3.80
Women's Economic Empowerment	Yasuko Yagi	Cambodia: 7.57 / 10.67 Japan: 5.00 / 5.20
Market and Business Development	Mayumi Matsui	Cambodia: 0 / 4.67 Japan: 4.00 / 4.45
Training Management		Japan: 0.30 / 1.20
Coordinator/Gender Output Analysis	Mirei Sakamoto	Cambodia: 5.13 / 10.17 Japan: 3.45 / 4.25

2. List of Counterparts (Ministry of Women's Affairs: MoWA)

No	Name	Position	Department
1	H.E. Chan Sorey (Project Director)	Secretary of State	
2	H.E. Chhoy Kimsor	Advisor	
3	Ms. Te Vouchlim (Project Manager)	Director	Planning and Statistics (PSD)
4	Ms. Cheng Chinet	Director	Gender Equality (GED)
5	Ms. Thouern Sakmana	Director	Economic Development (EDD)
6	Ms. Chhi Ratha	Director	International Cooperation
7	Ms. Khim Sovanny	Deputy Director	PSD
8	Ms. Meach Sotheary	Deputy Director	GED
9	Mr. Sok Chheng	Deputy Director	EDD
10	Mr. Meas Chiwut	Chief Office	GED
11	Ms. Ouk Kosomakesey	Chief Office	PSD
12	Ms. Chea Socheata	Chief Office	PSD
13	Ms. Somthun Chanchariya	Vice Chief Office	PSD
14	Mr. Pin Soksratum	Chief Office	PSD
15	Ms. Chea Chanvanny	Vice Chief Officer	EDD
16	Ms. Heng Samphos	Vice Chief Office	PSD
17	Ms. Meng Dina	Vice Chief Office	PSD
18	Ms. Set Channarath	Vice Chief Officer	GED
19	Ms. Lun Sophea	Vice Chief Office	GED
20	Ms. Sor Minea	Vice Chief Office	EDD
21	Mr. Khem Nalim	Vice Chief Office	PSD
22	Ms. Soung Minea	Contract Officer	PSD

3. List of Focal Points of MoWA in charge of project activities at provincial level

Province	Name	Position	Department
Kampong Chhnang	Mr. Meas Chiwut	Chief Office	GED
	Mr. Sok Chheng	Deputy Director	EDD
Kampong Thom	Ms. Chea Socheata	Chief Office	PSD
	Ms. Ouk Kosomakesey	Chief Office	PSD
	Ms. Seth Chan Narath	Vice Chief Office	GED
	Ms. Sor Minea	Vice Chief Office	EDD
	Ms. Seth Chan Narath	Vice Chief Office	GED
Tbong Khmum	Ms. Somthun Chanchakriya	Vice Chief Office	PSD
	Ms. Heng Samphos	Vice Chief Office	PSD
	Mr. Khem Nalim	Vice Chief Office	PSD
Siem Reap	Ms. Chea Chanvanny	Vice Chief Office	EDD
	Mr. Pin Soksratum	Vice Chief Office	PSD
	Ms. Lun Sophea	Vice Chief Office	GED

4. List of WEE Working Group Members in Kampong Chhnang Province

No	Name	Position	Role
WEE Working Group			
1	Pal Yeoun	Member of Provincial Councilor	Chair
2	Tong Nary	WCCC chair	Deputy
3	Pich Sophea	Director, PDWA	Deputy
Technical Working Group/Secretariat			
1	Chuon Vatanary	Deputy Director PDWA	Chair
2	Heng Kimsreang	Deputy Director PDAFF	Deputy
3	Lay Nareth	Deputy Director PDOP	Member
4	Him Sochetta	Deputy Director PDIH	Member
5	Soam Sinath	Deputy Director PDLVT	Member
6	Kay Sokchea	Deputy Director PDRD	Member
7	Hy Ratana	Deputy Director, PDOC	Member
8	Sun Kimsean	Chief Office, PDRD	Member
9	Nhim Sokha	PDLVT	Member
10	Chhin Kanha	PDAFF	Member
11	Thouk Kim Chheang	Vice Chief Office, PDAFF	Member
12	Ith Sophany	PDOWA	Member
13	Ven Sreyleak	PDISTI	Member
14	Som Sokphearum	PDOP	Member
15	Yin Chenda	Vice Chief Office, PDOP	Member
16	Tim Chi	PDRD	Member
17	Khiev Pros	PDLVT	Member
18	Seung Pisen	PDOC	Member
19	Ouk Sokha	PDOC	Member

5. List of WEE Working Group Members in Siem Reap Province

No	Name	Position	Role
WEE Working Group			
1	You Sophear	Vice Governor	Chair
2	Sin Norm	WCCC chair	Deputy
3	Ngov Sengkak	Director, PDOT	Deputy
4	Hinh Hach	Director, PDWA	Permanent Deputy
Technical Working Group			
1	Krong Sithavy	Deputy Director, PDWA	Chair
2	Hok Sovitheyea	PDOT	Deputy
3	Bun Chrib	Deputy Director, PDLVT	Member
4	Srey Sokun	Deputy Director, PDOP	Member
5	Sar Rene	Deputy Director, PDAFF	Member
6	Seur Siharith	Deputy Director, PDRD	Member
7	Tob Thoeun	Deputy Director, PDISTI	Member
8	Team Phally	Deputy Director, PDOC	Member
9	Phouern Sokna	PDISTI	Member
10	Chhun Sophoan	PDWA	Member
11	Luy Ratana	PDWA	Member
12	Ngeth Chan Rathanak	PDOP	Member
13	Siep San	PDOP	Member
14	Lim Hong	PDOP	Member
15	Rouern Oeuy	Provincial Council	Member
16	Luch Kunthea	PDWA	Member
17	Nan Mao	PDWA	Member
18	Sorn Dydelin	PDOT	Member
19	Peanh Makara	PDWA	Member
20	Prum Sopheap	PDAFF	Member
21	Kean Seryvuth	PDRD	Member
22	Pot Saroeut	PDRD	Member
23	Say Sothol	PDLVT	Member
24	Bor Bun	PDAFF	Member
25	Heang Puthera	PDLVT	Member
26	Long Somavatey	PDISTI	Member
27	Cheim Soram	PDLVT	Member
28	So Pola	PDOP	Member
29	Sok Pylot	PDOT	Member
30	Chea Syavy	PDOT	Member

6. List of WEE Working Group Members in Kampong Thom Province

No	Name	Position	Role
WEE Working Group			
1	Lom Kuntheary	Vice Governor	Chair
2	Sok Chanthou	WCCC chair	Deputy
3	Sin Siphon	Director, PDWA	Deputy
Technical Working Group/Secretariat			
1	Sin Siphon	Director, PDWA	Chair
2	Chhor Biengkong	Deputy Director, PDAFF	Deputy
3	Chou Bunry	Deputy Director, PDOP	Member
4	Pov Vanna	Deputy Director, PDISTI	Member
5	Yin Bunroth	Deputy Director, PDLVT	Member
6	Sear Longthearoth	Deputy Director, PDOC	Member
7	Plorng Salong	Deputy Director, PDRD	Member
8	Hiev Chanry	Deputy Director, PDWA	Member
9	Sin Kimheang	Deputy Director, PDOT	Member
10	Hun Sam At	Chief Office, PDWA	Member
11	Men Chanthoeun	Chief Office, PDAFF	Member
12	Neang Sopheak	Chief Office, PDLVT	Member
13	Yin Ryong	Chief Office, PDLVT	Member
14	Ros Kimchaiy	Chief Office, PDISTI	Member
15	Piev Theary	Chief Office, PDOC	Member
16	Oem Sokleng	Chief Office, PDOP	Member
17	Sou Pharin	Chief Office, PDWA	Member
18	Kim Chantho	Chief Office, PDOT	Member
19	Hun Kotal	Vice Chief Office, PDAFF	Member
20	Huon Chenda	Vice Chief Office, PDWA	Member
21	Tan Molika	Vice Chief Office, PDRD	Member
22	Vann Sarong	Officer, PDOP	Member
23	Tann Saimeng	Officer, PDRD	Member
24	Koy Koern	Officer, PDOC	Member
25	Kong Kosal	Officer, PDISTI	Member
26	Sor Saysambor	Officer, PDOT	Member

7. List of WEE Working Group Members in Tboung Khmum Province

No	Name	Position	Role
WEE Working Group			
1	Leng Sokha	Member of Provincial Councilor	Chair
2	Kiev Samuon	WCCC chair	Deputy
3	Thorn Kimsron	Director, PDWA	Deputy
Technical Working Group/Secretariat			
1	Thorn Kimsron	Director, PDWA	Chair
2	Korng Siman	Deputy Director, PDWA	Deputy
3	Um Veasna	Director, PDLVT	Member
4	Toch Sakorn	Director, PDOC	Member
5	Sreur Engly	Deputy Director, PDLVT	Member
6	Cheng Chhunny	Deputy Director, PDISTI	Member
7	Kheur Vannthach	Deputy Director, PDOP	Member
8	Meas Sambath	Deputy Director, PDRD	Member
9	Son Sarat	Deputy Director, PDAFF	Member
10	Chhing Chun	Chief Office, PDLVT	Member
11	Pech Chordaphea	Chief Office, PDWA	Member
12	Phon Lanita	Vice Chief Office, PDWA	Member
13	Hor Lenghong	Deputy Director, PDOC	Member
14	An Darika	Chief Office, PDOC	Member
15	Chea Kimhong	Chief Office, PDISTI	Member
16	Keo Viriya	Chief Office, PDRD	Member
17	Cham Chanraksmeay	Chief Office, PDRD	Member
18	Chhoam Sreymao	Chief Office, PDAFF	Member
19	Chroeng Sothea	Officer, PDAFF	Member
20	Sak Eaimtry	Vice Chief Office, PDOP	Member
21	Reth Rattana	Chief Office, PDOP	Member

8. List of Equipment

No.	Description	Specification/Standard	Price (USD)	Date of Delivery	User
1	Laptop	NB ASUS A411UA-EB211T	701	2018/12/6	PDWA (Kampong Chhnang)
2	Laptop	NB ASUS A442UQ-FA044T 3F Red	690	2019/7/29	PDWA (Siem Reap)
3	Laptop	NB ASUS VivoBook S ultrathin S530FN-BQ117T	859	2019/7/29	MOWA (Project office)
4	Laptop	NB ASUS X412FL-EB274T 8S-Transparent Silver	860	2020/6/30	PDWA (Kampong Thom)
5	Laptop	NB ASUS X412FL-EB274T 8S-Transparent Silver	860	2020/6/30	PDWA (Thboung Khmum)
6	Projector	Sony EX450 VPL -EX450	505	2020/11/25	MOWA (Project office)

9. List of Office Equipment (Consumable)

No.	Description	Specification/Standard	Price (USD)	Date of Delivery	User
1	Cabinet	Double doors cabinet, Eagle	140	2019/2/15	Project Office (MoWA)
2	UPS	APC APC Smart-UPS C 1500VA LCD 230V	365	2019/3/27	Project Office (MoWA)
3	Air conditioner	Panasonic	240	2019/2/8	PDWA (Kampong Chhnang) *Disposed July 3, 2019 due to malfunction
4	Air conditioner	Panasonic	325	2019/6/10	PDWA (Kampong Chhnang)
5	Printer	HP LaserJet Pro M203	195	2019/7/16	PDWA (Siem Reap)
6	Office Cabinet (tall)	-	130	2019/7/16	PDWA (Siem Reap)
7	Office Cabinet (short)	-	110	2019/7/16	PDWA (Siem Reap)
8	Desk with drawer	-	125	2019/7/16	PDWA (Siem Reap)
9	Desk without drawer	-	75	2019/7/16	PDWA (Siem Reap)
10	Camera	Canon	359	2019/10/25	PDWA (Siem Reap)
11	Portable wifi	Smart@Home	36	2020/3/4	MOWA (Project Office)
12	Camera	Canon	329	2020/11/25	MOWA (Project Office)

TO: CR of JICA Cambodia

PROJECT MONITORING SHEET

Project Title: Project on Gender Mainstreaming for Women's Economic Empowerment (PGM-WEE)
Version: Ver. 9 (Term: March 2021 – August 2021)
Name: Te Vouchlim, Director, Planning and Statistics Department,
 Ministry of Women's Affairs (MOWA)
Name: Akane Totani, Chief Advisor, PGM-WEE
Date: 21 February 2022

I. Summary

1 Progress

1-1 Progress of Inputs (for details, see Attachment)

Japanese side

- Following the previous period, due to COVID-19 travel restrictions Japanese experts¹ were not able to travel as planned. Some person-months for field work (in Cambodia) were transferred to those for domestic work (in Japan) and the experts were involved in each of their duty in Japan. Although all the communication with MOWA Counterparts (hereinafter refer to as C/Ps) and project staff were carried out remotely, effective coordination and preparation for project activity implementation was achieved.
- Operational costs for project implementation including the procurement of equipment² and hiring six local staff members (a Senior Coordinator, a Senior Field Coordinator, two Field Coordinators, an Assistant Coordinator and a Driver) were disbursed. The Senior Coordinator resigned for personal reasons as of the end of February 2021.

Cambodian side

- Thirteen C/Ps from MOWA³ were assigned as Focal Points (hereinafter refer to as F/Ps) in charge of pilot activities in each province.⁴
- There were changes in the members of the Women's Economic Empowerment Working Group (WEE-WG) in the target four provinces (Kampong Chhnang Province,⁵ Siem Reap Province,⁶ Kampong Thom Province⁷ and Tboung Khmum Province⁸) as shown in the attachment.

¹ See Attachment 1 List of Japanese Experts.

² See Attachment 8 List of Equipment.

³ See Attachment 2 List of Counterparts (Ministry of Women's Affairs: MOWA).

⁴ See Attachment 3 List of Focal Points of MOWA in charge of project activities at provincial level.

⁵ See Attachment 4 List of WEE Working Group Members in Kampong Chhnang Province.

⁶ See Attachment 5 List of WEE Working Group Members in Siem Reap Province.

⁷ See Attachment 6 List of WEE Working Group Members in Kampong Thom Province.

⁸ See Attachment 7 List of WEE Working Group Members in Tboung Khmum Province.

1-2 Progress of Activities

Although project activities were supposed to be implemented according to the revised Project Design Matrix (hereinafter refer to as PDM), which was agreed on 16 January 2020, most of the activities had to be postponed or suspended as in the previous reporting period, due to various restrictions put in place for controlling the pandemic.

Output 1: The capacity of MOWA/PDWA in terms of advocacy and coordination is strengthened to promote WEE at the sub-national level

Activity 1-3. A series of workshops and trainings for strengthening MOWA/PDWA's advocacy and coordination capacities for promoting WEE are planned and conducted

- Several technical meetings to strengthen MOWA/PDWA's capacities in terms of planning and implementing relevant activities for promoting WEE were conducted, as a part of pilot activities and others. (Details are shown in Activity 1-6, 2-2, 2-3, 2-4)

Activity 1-4. "Gender terminology booklet" is updated

- The final draft (both English and Khmer) was approved through the MOWA internal consultation meetings. However, since it was decided by MOWA that the booklet should be disseminated together with the gender equality policy, which is yet to be approved by the Cambodian government, the printing and distribution had to be placed on hold.

Activity 1-5. "Gender statistics leaflet" is updated

Completed during the first batch of the Project.

- The final draft was prepared and MOWA counterpart reviewed the draft.

Activity 1-6. "Provincial gender statistics" are developed in each target province

- In Kampong Chhnang province, the draft was finalized and 1,500 copies were printed.
- In Siem Reap province, MOWA counterpart and PDWA discussed the table of contents for Gender Statistics Booklet and prepared the materials for the first workshop.

Activity 1-7. "Gender responsive value chain analysis method" is developed at the planning stage of the pilot activities at the sub-national level and compiled in the updated WEE guideline

- The gender responsive value chain analysis method, which was developed and modified through the pilot activities in Kampong Cham and Kampong Chhnang provinces during the first batch of the Project, was replicated in the pilot activity in Siem Reap province, as part of the gender analysis session in October 2020.

Activity 1-8. Technical advice on gender-responsive monitoring and evaluation (policy-based) are provided (only for the relevant parts to WEE) to partner line ministries and partner provincial departments by MOWA/PDWA through pilot activities at sub-national level

- Online interviews with respective partner line ministries were conducted to find out whether they have a valid Gender Mainstreaming Action Plan and how they monitor its implementation. Information on the implementation status of the Policy on Promotion of Gender Equality for Sub-National Democratic Development was also collected in an interview with the National Council for Democratic Development (NCDD) Secretariate. One of the counterpart personnel from the Gender Equality Department has been assigned to lead those interviews. One more interview is planned to be conducted with the Cambodia National Council for Women (CNCW) about the Gender Equality Policy and its monitoring framework. All the information collected will be analysed to help MOWA provide effective advice on policy-level monitoring to partner line ministries.

Activity 1-9. Training on gender mainstreaming and WEE are conducted in Japan

Agreed to be replaced by the retreat program in Cambodia.

Output 2: Through the pilot activities, implementation mechanism and tools for promoting WEE are verified with its effectiveness by MOWA/PDWA and partner line ministries and provincial departments

【Planning, implementation and monitoring of the activities for promoting WEE (pilot activities) at sub-national level】

Activity 2-1. In Kampong Cham province, chicken raising activities supported by PGM2 are monitored and followed up

Completed during the first batch of the Project.

Activity 2-2. In Kampong Chhnang province, PDWA and partner provincial departments plan, implement and monitor the activities for promoting WEE on agriculture/chicken raising (as pilot activities) as well as share the outputs and experiences extracted from the pilot activities in the WEE-WG

- The follow-up activity was planned from the latter half of March to immediately before the Khmer New Year in April; however, it was postponed due to the spread of COVID-19 and the policy of the Cambodian government, which restricted inter-province travels. On April 19, the draft questionnaire, agenda, and program of the follow-up activity were shared to MOWA CP and FPs for discussion. From May to August, the situation of COVID-19 did not improve as expected, so it was decided that it would be difficult to carry out follow-up activities for the time being. Follow-up activities were coordinated with MOWA CP and FPs only by sharing lessons learned from the chicken raising pilot activities.

- The achievement of the PDM indicators were organized and assessed, based on the results of the baseline and end-line surveys, th However, after entering the lockdown, it became impossible to confirm with MOWA CP and FPs, so it was decided to discuss again after the lockdown was released. Before starting pilot activities in Kampong Thom and Tbong Khmum provinces, it was necessary to sort out the challenges and lessons learned from the scale-up activities in Kampong Chhnang province. However, as the activities in both provinces were on hold due to the spread of COVID-19 infection, the Japanese experts, CPs and FPs decided to reorganize the plan at the end of September

Activity 2-3. In Siem Reap, PDWA and partner provincial departments plan, implement and monitor the activities for promoting WEE in tourism sector (as pilot activities) as well as share the outputs and experiences extracted from the pilot activities in the WEE-WG

- Based on the results of the Village Business School classes conducted from June 2019 to January 2021, the follow-up activities for Khnar Po (KNP) CBT and Kompong Phluk (KPP) CBT are proposed as shown below:
 Activity 1: Development of tourism promotion materials with a focus on the target women's perspectives
 Activity 2: Improvement of homestay services (KNP CBT) and tourism promotion (KPP CBT)
- The follow-up activities program has been developed and agreed by WEE WG at the meeting described below.
- Monitoring data analysis simulations were conducted with FPs under the online guidance of the Japanese expert in March and April. It aimed to develop FPs' capacity in facilitating an upcoming data analysis session with PDs. However, in view of the Covid-19 situation in SRP, the analysis session with PDs was cancelled, and FPs conducted all the analysis instead with support from the Japanese expert in July and August. The results and method of the analysis were explained to PDs along with recommendations in a WEE-WG meeting described below.
- The WEE WG meeting was held on 14th September. Three main areas covered were as follows: (1) the results of monitoring data analysis were presented and discussed; (2) the upcoming pilot activities were discussed and approved, and (3) the upcoming activities for preparation of a provincial gender statics booklet were presented.
- CPs started implementing the gender socio-economic survey. As it was not possible to visit the sites, the information was gathered through online sources and telephone communication with CBT members.

【integration of gender perspectives into the existing programs and projects at the sub-national level】

Activity 2-4. In Tbong Khmum and Kampong Thom, PDWA and partner provincial departments integrate gender perspectives into the existing programs and projects to support rural women and women's groups in agriculture and handicraft sectors (economic activities) and share the outputs, learnings and experiences extracted from the pilot activities in the WEE-WG

< Tbong Khmum Province >

- The agenda and program of TOT were finalized at the meeting with MOWA CP and FPs on March 1st. In addition, the updated PO was shared with MOWA CP and FPs and confirmed the delay of activities. TOT was postponed due to the spread of COVID-19, but TOT PowerPoint materials were sent to trainers in PDWA, PDOC, PDAFF in Kampong Cham province, and PDWA, PDLVT, PDAFF in Kampong Chhnang province to confirm the contents. MOWA CP and FPs had been preparing for TOT until May but decided that it would be difficult to hold TOT for the time being because the situation of COVID-19 did not improve as expected. In relation to the above, all parties decided to review the schedule, including the training frequency, and contents the target villages. In June, the future plan for pilot activities was organized according to the patterns 1) and 2) below.

1) Resume pilot activities in the village from January 2022

2) No activities will be carried out in the village, only training for WEE WG members

- Since it was expected that none of them could be implemented as originally planned, we coordinated with MOWA CP to start with activities that have high priority and that which can be implemented online. As of the end of August, the infection status of COVID-19 had improved, albeit slightly, and other ministries and agencies had already started some activities at the village level. For this reason, there is a possibility that meetings with PDs can be held online and activities in the village can be carried out by limiting the number of participants. On the other hand, the decision of MOWA CP is still uncertain, and it is expected that consultation with the WEE WG will be necessary.

<Kampong Thom Province >

- It was the same progress as Tbong Khmum Province mentioned above.

Activity 2-5. In Kampong Cham and Kampong Chhnang, PDWA and partner provincial department analyze circumstances surrounding rural women and women's groups in agriculture sector, identify their needs, and examine effective measures for supporting women to be involved more actively in economic activities as well as share the outputs and learnings in the WEE-WG

- Through the WEE-WG meetings which were held in both provinces in April 2021, it was agreed that the Project supports PDWA and the other PDs to acquire necessary knowledge and basic skills for integrating gender perspectives into the existing income-generating activities by providing a series of gender mainstreaming workshops and field visits. Although the tentative schedule was prepared and agreed, it has been postponed due to the rapid spread of COVID-19.

Activity 2-6 In Siem Reap, PDWA and partner provincial department analyze circumstances surrounding rural women and women's groups in tourism sector, identify their needs, and examine effective measures for supporting women to be involved more actively in economic activities as well as share the outputs and learnings in the WEE-WG

To be implemented

【Consideration on effective measures for promoting WEE and active women's participation in economic activities】

Activity 2-7 Based on the Activities 2-2~2-6, institutionalized implementation mechanism and implementation tools for promoting WEE at the sub-national level are compiled in the updated WEE Guideline

The draft outline of the guideline was prepared.

Output 3: Recommendations (tips and lessons learned) to implement/formulate gender-responsive policies are acknowledged by the partner line ministries and provincial departments and NCDD gender team through the active discussions with MOWA/PDWA

Activity 3-1 In coordination and collaboration with MOWA, project activities are integrated in the action plan for Nearly Rattanak V and NCDD Gender Policy.

As it was found that an action plan for NCDD Gender Policy is supposed to be prepared in April every year, continuous discussions will be made with the NCDD gender team to follow up the process and examine how the project activities of PGM-WEE can be integrated into the action plan.

Activity 3-2 Through the TWG-G WEE/GMAG meetings, MOWA shares the progress, outputs, experiences, findings, lessons learned, etc. which are extracted from the project activities with line ministries, and advocates for promoting WEE at the sub-national level

To be implemented

Activity 3-3 The recommendations for promoting WEE at the sub-national level are discussed and compiled by MOWA counterparts

To be implemented

Activity 3-4. The compiled recommendations are shared in the TWG-G WEE/GMAG meetings

To be implemented

Activity 3-5. Active discussion and coordination are made with the partner line ministries and NCDD gender team (consisting of gender equality department of MOWA and NCDD) for integrating the shared recommendations into the sector plans/annual plans of the partner line ministries and NCDD Gender Policy

To be implemented

Activity 3-6 An experience (output) sharing workshop for widely sharing the approved recommendations (in Activity 3-4) and updated WEE guideline (developed in Activity 2-7) in collaboration with the MOWA counterparts as well as the outputs and lessons learned of the project activities with line ministries

To be implemented

Activity 3-7 A regional seminar is held for sharing the achievements, outcomes, best practices and lessons learned from the project activities as well as exchanging the experiences among the ASEAN countries

To be implemented

1-3 Achievement of Outputs

Output 1 (Strengthened capacity of MOWA and PDWA for promoting WEE)

- Following the previous period, capacity development activities for MOWA and PDWA were carried out through the project activities. However, since some of the project activities had to be postponed due to the COVID-19-related restrictions the opportunities of capacity building were also not provided as planned.

Output 2 (Verification of implementation mechanism and tools for promoting WEE)

- (Indicator 2-1) It is fair to say that 55% was achieved because both the pilot activities in Siem Reap, Kampong Thom and Tbong Khmum and the follow-up activities in Kampong Cham and Kampong Chhnang have been prepared but not been started yet.
- (Indicator 2-2) It is fair to say that 55% was achieved because the WEE-WG was established and has been active in all the five target provinces so far. Capacity building of WEE-WG members and institutionalization will be done continuously until the end of the Project.

Output 3 (Acknowledgement of recommendations to implement gender-responsive policies)

- It is difficult to indicate the percentage of achievement because recommendations (tips and lessons learned) have not been extracted yet.

1-4 Achievement of the Project Purpose

- Planned activities for achieving the Project Purpose have been implemented as planned; however, at the present stage it is too early to measure the achievements by two indicators set in the PDM.

1-5 Changes in Risks and Actions for Mitigation

(1) Risks related to the Important Assumption (Output) regarding cooperation of the GMAG members
None.

(2) Risks related to the Important Assumption (Project Purpose) regarding gender-responsive decentralization and deconcentrating processes

It is still necessary to follow the decentralisation and deconcentration (D&D) process in order to minimize the risks which could affect the achievement of the Project Purpose.

1-6 Progress of Actions undertaken by JICA

Nothing in particular

1-7 Progress of Actions undertaken by Government of Cambodia

Nothing in particular

1-8 Progress of Environmental and Social Considerations (if applicable)

Not applicable

1-9 Progress of Considerations on Gender/Peace Building/Poverty Reduction (if applicable)

Gender: The PGM-WEE aims to strengthen gender mainstreaming mechanisms in Cambodia.

1-10 Other remarkable/considerable issues related to/affecting the project (such as other JICA projects, activities of counterparts, other donors, the private sector, and NGOs)

None

2 Delay of Work Schedule and/or Problems (if any)

- Gender capacity assessment
- Gender terminology booklet

3 Modification of the Project Implementation Plan

3-1 Plan of Operation (PO): No

No.

3-2 Other modifications on detailed implementation plan: No

4 Preparations Done by the Government of Cambodia toward after completion of the Project

- To examine necessary legislative measures and coordination for integrating functions of WEE-WGs into the existing structure of Women and Children's Consultative Committees (WCCC) at provincial level
- To facilitate active discussions on WEE among the concerned stakeholders by using the opportunity of TWG-G WEE on regular basis

II. Project Monitoring Sheet I & II *See attached*

Form 3-2: Project Design Matrix (PDM)

Project Title: Project on Gender Mainstreaming for Women's Economic Empowerment (PGM-WEE)
Duration: 5 years (February 2017 - February 2022)
Project Area: Phnom Penh and 5 selected provinces (Kampong Chhnang, Kampong Tom, Siem Reap, Tbong Khmum and Kampong Cham)
Target Group: Ministry of Women's Affairs (MOWA) and Provincial Department of Women's Affairs (PDWA)
 Gender Mainstreaming Action Group (GMAG) and Gender Focal Points (both the national and the sub-national levels) of the following Partner Line Ministries:
 Ministry of Planning (MOP), Ministry of Agriculture, Forestry and Fisheries (MAFF), Ministry of Industry and Handicraft (MOIH), Ministry of Commerce (MOC),
 Ministry of Rural Development (MORD), Ministry of Labor and Vocational Training (MOLVT), Ministry of Tourism (MOT)
Beneficiary: Women and men in the target provinces

Version: 1
Date: February 2020

	Narrative Summary	Indicators	Means of Verification	Important Assumption	Achievement	Remarks							
Overall Goal	Women's Economic Empowerment (WEE) is promoted through gender-responsive programs and projects implemented at the sub-national level by line ministries/provincial departments through advocacy and coordination by MOWA/PDWA in target and non-target provinces.	1. Gender-responsive programs and projects are planned and implemented for promoting WEE based on the updated WEE Guideline and the PGM Method Guideline ¹ in target and non-target provinces. 2. WCCC meeting is functioning as a platform for PDWA and line provincial departments to discuss and monitor gender-responsive programs and projects for promoting WEE in non-target provinces. 3. All the partner line ministries and NCDD integrate at least 1 recommendation into their sector policies/plans or NCDD Gender Policy/plan and implement gender-responsive programs and projects for promoting WEE at the sub-national level.	1-1. Annual reports of WCCC 1-2. Provincial Development/Investment Plan 2. Minutes of meetings and reports of WCCC 3. Sector policies and plans and NCDD Gender Policy/plan										
Project Purpose	Gender mainstreaming mechanisms are strengthened ² to promote Women's Economic Empowerment (WEE) at the sub-national levels by the partner line ministries/provincial departments through advocacy and coordination by MOWA/PDWA.	1. MOWA/PDWA advocates and coordinates with line ministries and partner provincial departments for planning and implementing gender-responsive programs and projects. 2. WCCC meeting is functioning as a platform for PDWA and line provincial departments to discuss and monitor gender-responsive programs and projects for promoting WEE in all target provinces. 3. The updated WEE Guideline is approved by MOWA 4. Partner line ministries and NCDD gender team integrate at least 1 implementation tool or recommendation for promoting WEE into their projects and activities.	1. Annual plan and project documents of the partner provincial departments 2. Minutes of meetings and reports of WCCC 3. Approved updated WEE Guideline 4. Sector plans/annual plans/action plans of partner line ministries and for NCDD Gender Policy	Decentralization and deconcentration process is continuously gender-responsive.									
Output	1. The capacity of MOWA/PDWA in terms of advocacy and coordination is strengthened to promote WEE at the sub-national level. 2. Through the pilot activities, implementation mechanism and tools for promoting WEE are verified with its effectiveness by MOWA/PDWA and partner line ministries and provincial departments. 3. Recommendations (tips and lessons learned) to implement/formulate gender-responsive policies are acknowledged by the partner line ministries and provincial departments and NCDD gender team through the active discussions with MOWA/PDWA.	1. Capacity of the counterparts of MOWA/PDWA in advocacy and coordination which will be defined in the Gender Capacity Assessment is strengthened. 2-1. Implementing tools for promoting WEE at the sub-national level are acquired by the counterparts of MOWA/PDWA and the partner provincial departments. 2-2. Role of WEE-WG in the Project is institutionalized and included in the updated WEE Guideline. ³ 3. Recommendations (tips and lessons learned) are acknowledged by the partner line ministries, NCDD gender team and partner provincial departments.	1. Result of Gender Capacity Assessment 2. Minutes of meetings and reports of TWG-G WEE/GMAG 3. Minutes of meetings and reports of WEE-WG/WCCC 1-1. Records of trainings/workshops 1-2. Minutes of meetings and reports of WCCC 2. Updated WEE Guideline 1. Minutes of meetings and reports of TWG-G WEE/GMAG/NCDD gender team 2. Minutes of meetings and reports of WCCC	GMAG members at the national and sub-national levels cooperate and participate in the project activities.									
Activity	1-1. Gender capacity assessment is conducted. 1-2. According to the results of the assessment, "capacity development plan on WEE" is prepared. 1-3. A series of workshops and trainings for strengthening MOWA/PDWA's advocacy and coordination capacities for promoting WEE are planned and conducted. 1-4. "Gender terminology booklet" is updated. 1-5. "Gender statistics leaflet" is updated. 1-6. "Provincial gender statistics" are developed in each target province. 1-7. "Gender responsive value chain analysis method" is developed at the planning stage of the pilot activities at the sub-national level and compiled in the updated WEE guideline. 1-8. Technical advices on gender responsive monitoring and evaluation (policy-based) are provided (only for the relevant parts to WEE) to partner line ministries and partner provincial departments by MOWA/PDWA through pilot activities at sub-national level. 1-9. Trainings on gender mainstreaming and WEE are conducted in Japan. 1-10. Terminal gender capacity assessment is conducted. [Planning, implementation and monitoring of the activities for promoting WEE (pilot activities) at sub-national level] 2-1. In KPC, chicken raising activities supported by PGM2 are monitored and followed up. 2-2. In KCH, PDWA and partner provincial departments plan, implement and monitor the activities for promoting WEE on agriculture/chicken raising (as pilot activities) as well as share the outputs and experiences extracted from the pilot activities in the WEE-WG. 2-3. In SRP, PDWA and partner provincial departments plan, implement and monitor the activities for promoting WEE in tourism sector (as pilot activities) as well as share the outputs and experiences extracted from the pilot activities in the WEE-WG. [Integration of gender perspectives in the existing programs and projects at the sub-national level] 2-4. In TBK and KPT, PDWA and partner provincial departments integrate gender perspectives in the existing programs and projects to support rural women and women's groups in agriculture and handicraft sectors (economic activities) and share the outputs, learnings and experiences extracted from the pilot activities in the WEE-WG. 2-5. In KPC and KCH, PDWA and partner provincial departments analyze circumstances surrounding rural women and women's groups in agriculture sector, identify their needs, and examine effective measures for supporting women to be involved more actively in economic activities as well as share the outputs and learnings in the WEE-WG. 2-6. In SRP, PDWA and partner PDs analyze circumstances surrounding rural women and women's groups in tourism sector, identify their needs, and examine effective measures for supporting women to be involved more actively in economic activities as well as share the outputs and learnings in the WEE-WG. [Consideration on effective measures for promoting WEE and active women's participation in economic activities] 2-7. Based on the Activities 2-2~2-6, institutionalized implementation mechanism and implementation tools for promoting WEE at the sub-national level are compiled in the updated WEE Guideline. 3-1. In coordination and collaboration with MOWA, project activities are integrated in the action plan for Neary Rattanak V and NCDD Gender Policy. 3-2. Through the TWG-G WEE/GMAG meetings, MOWA shares the progress, outputs, experiences, findings, lessons learned, etc. which are extracted from the project activities with line ministries, and advocates for promoting WEE at the sub-national level. 3-3. The recommendations for promoting WEE at the sub-national level are discussed and compiled by MOWA counterparts. 3-4. The compiled recommendations are shared in the TWG-G WEE/ GMAG meetings. 3-5. Active discussion and coordination are made with the partner line ministries and NCDD gender team (consisting of gender equality department of MOWA and NCDD) for integrating the shared recommendations into the sector plans/annual plans/action plans of the partner line ministries and for the NCDD Gender Policy. 3-6. An experience (output) sharing workshop for widely sharing the approved recommendations (in Activity 3-4) and updated WEE guideline (developed in Activity 2-7) in collaboration with the MOWA counterparts as well as the outputs and lessons learnt of the project activities with line ministries. 3-7. A regional seminar is held for sharing the achievements, outcomes, best practices and lessons learned from the project activities as well as exchanging the experiences among the ASEAN countries.	<table border="1"> <thead> <tr> <th colspan="2">Inputs</th> <th rowspan="2">Pre-Conditions</th> </tr> <tr> <th>Japanese Side</th> <th>Cambodian Side</th> </tr> </thead> <tbody> <tr> <td>1. JICA Experts - Chief Advisor - Deputy Chief Advisor - Institutional Development/Governance - Women's Economic Empowerment - Market and Business Development - Coordinator/Training Management</td> <td>1. Counterparts (C/P) 2. Office space and facilities 3. Local Cost</td> <td></td> </tr> <tr> <td>2. Seminars, workshops and trainings 3. Necessary equipment for the project activities</td> <td></td> <td><Issues and countermeasures></td> </tr> </tbody> </table>	Inputs		Pre-Conditions	Japanese Side	Cambodian Side	1. JICA Experts - Chief Advisor - Deputy Chief Advisor - Institutional Development/Governance - Women's Economic Empowerment - Market and Business Development - Coordinator/Training Management	1. Counterparts (C/P) 2. Office space and facilities 3. Local Cost		2. Seminars, workshops and trainings 3. Necessary equipment for the project activities		<Issues and countermeasures>
Inputs		Pre-Conditions											
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¹ PGM Method Guideline is the guideline for gender-responsive sector policy formulation developed in October 2007 and revised in August 2015 by MOWA and JICA.

² "Strengthening of gender mainstreaming mechanism" is defined as the following three elements: 1) adequate advocacy and coordination capacity of officials of MOWA/PDWA, 2) Implementing mechanism and tools for policy implementation on WEE at sub-national level, and 3) recommendations for formulating and implementing gender-responsive policies for promoting WEE.

³ The functions and roles of WEE-WG defined in the updated WEE Guideline will be integrated into those of Women's and Children's Consultative Committee (WCCC) through consultative process with the concerned parties.

Project Monitoring Sheet VIII (Revised PO)

Project Title: Project on Gender Mainstreaming for Promoting Women's Economic Empowerment (PGM-WEE)

Input		2017				2018				2019				2020				2021				2022	Remark	Monitoring	
		I	II	III	IV	I		Issues	Solution																
Expert																									
Akane Totani	Plan																							Due to the travel restriction for preventing infection spread of COVID-19, the Japanese experts are not allowed to go to Cambodia as planned since March 2020.	All the tasks were done in Japan by communicating with the CPs and making necessary arrangement and coordination online.
Chief Advisor/Gender Mainstreaming 1	Actual																								
Michiko Tsurumine	Plan																								
Deputy Chief Advisor/Gender Mainstreaming 2	Actual																								
Rie Fusamae	Plan																								
Institutional Development/Governance	Actual																								
Yasuko Yagi	Plan																								
Women's Economic Empowerment	Actual																								
Naoko Ogawa	Plan																					Resigned as of March 2020			
Market and Business Development	Actual																								
Mayumi Matsui	Plan																					Assigned as of March 2020 Resigned as of June 2021			
Market and Business Development/Training Management	Actual																								
Tomoko Watanabe	Plan																					Assigned as of July 2021			
Market and Business Development	Actual																								
Mirei Sakamoto	Plan																					Resigned as of April 2021			
Coordinator/Gender Output Analysis	Actual																								
Sakura Kunimura	Plan																					Assigned as of May 2021			
Coordinator/Gender Output Analysis	Actual																								
Equipment																									
Office Equipment	Plan																								
	Actual																								
Laptop Computers	Plan																								
	Actual																								
Projector	Plan																								
	Actual																								
Training in Japan																									
Training in Japan	Plan																							It cannot be anticipated if the training can be conducted in Japan until the end of project due to the COVID-19.	It was decided to convert into the retreat program in Cambodia.
	Actual																								

1st
Batch

Output/Activity	2017				2018				2019				2020				2021				2022	Remark	Monitoring		
	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV	I		Issues	Solution	
Output 1: The capacity of MOWA/PDWA in terms of advocacy and coordination is strengthened to promote WEE at the sub-national level																									
1-1. Gender capacity assessment is conducted	Plan																						Capacity assessment of PDWA/PD was done in the joint gender workshop held in January 2020		
	Actual																								
1-2. According to the results of the assessment, capacity development plan on WEE is prepared	Plan																								
	Actual																								
1-3. A series of workshops and trainings for strengthening MOWA/PDWA's advocacy and coordination capacities for promoting WEE are planned and conducted	Plan																								
	Actual																								
1-4. Gender terminology booklet is updated	Plan																						After finalizing the list of 105 words, MOWA decided to reduce the number and modify it according to the existing		
	Actual																								
1-5. Gender statistics leaflet is updated	Plan																						Gender statistical leaflet is re-updated in the second batch of the project.		
	Actual																								
1-6. Provincial gender statistics are developed in each target province	Plan																								
	Actual																								
1-7. Gender responsive value chain analysis method is developed at the planning stage of the pilot activities at the sub-national level and compiled in the updated WEE guideline	Plan																						The method developed in the first batch will be testified and modified in the pilot activities in the second		
	Actual																								
1-8. Technical advices on gender responsive monitoring and evaluation (policy-based) are provided (only for the relevant parts to WEE) to partner line ministries and partner provincial departments by MOWA/PDWA through pilot activities at sub-national level	Plan																						Information collection on policy-level M&E of partner ministries have been suspended due to resignation of a	It is planned to be undertaken when a new national staff is recruited.	
	Actual																								
1-9. Trainings on gender mainstreaming and WEE are conducted in Japan	Plan																						Due to the COVID-19, it is difficult to anticipate whether the trainings can be conducted in Japan or not.		
	Actual																								
1-10. Terminal gender capacity assessment is conducted	Plan																								
	Actual																								
Output 2: Through the pilot activities, implementation mechanism and tools for promoting WEE are verified with its effectiveness by MOWA/PDWA and partner line ministries and provincial departments																									
2-1. In KPC, chicken raising activities supported by PGM2 are monitored and followed up.	Plan																						Activities were done in the first batch of the project.		
	Actual																								
2-2. In KCH, PDWA and partner provincial departments plan, implement and monitor the activities for promoting WEE on agriculture/chicken raising (as pilot activities) as well as share the outputs and experiences extracted from the pilot activities in the	Plan																								
	Actual																								
2-3. In SRP, PDWA and partner provincial departments plan, implement and monitor the activities for promoting WEE in tourism sector (as pilot activities) as well as share the outputs and experiences extracted from the pilot activities in the WEE-WG	Plan																								
	Actual																								
2-4. In TBK and KPT, PDWA and partner provincial departments integrate gender perspectives in the existing programs and projects to support rural women and women's groups in agriculture and handicraft sectors (economic activities) and share the outputs, learnings and experiences extracted from the pilot activities in the WEE-	Plan																						1st Batch		
	Actual																								
2-5. In KPC and KCH, PDWA and partner provincial departments analyze circumstances surrounding rural women and women's groups in agriculture sector, identify their needs, and examine effective measures for supporting women to be involved more actively in economic activities as well as share the outputs and	Plan																								
	Actual																								
2-6. In SRP, PDWA and partner PDs analyze circumstances surrounding rural women and women's groups in tourism sector, identify their needs, and examine effective measures for supporting women to be involved more actively in economic activities as well as share the outputs and learnings in the WEE-WG.	Plan																								
	Actual																								
2-7. Based on the Activities 2-2~2-6, institutionalized implementation mechanism and implementation tools for promoting WEE at the sub-national level are compiled in the updated WEE Guideline.	Plan																								
	Actual																								

1. List of Japanese Experts

as of the end of August 2021

Title	Name	Assignment (MM/total MM in 2 nd batch)
Chief Advisor/ Gender Mainstreaming 1	Akane Totani	Cambodia: 6.67 / 12.50 Japan: 6.95 / 6.35
Deputy Chief Advisor/ Gender Mainstreaming 2	Michiko Tsurumine	Cambodia: 3.73 / 5.03 Japan: 3.50 / 3.35
Institutional Development/ Governance	Rie Fusamae	Cambodia: 5.03 / 8.50 Japan: 3.75 / 3.80
Women's Economic Empowerment	Yasuko Yagi	Cambodia: 7.57 / 10.67 Japan: 6.00 / 5.20
Market and Business Development	Mayumi Matsui	Cambodia: 0 / 4.67 Japan: 5.05 / 4.45
Training Management		Japan: 0.30 / 1.20
Market and Business Development	Tomoko Watanabe	Cambodia: 0 / 3.10 Japan: 0.25 / 0.80
Coordinator/Gender Output Analysis	Mirei Sakamoto	Cambodia: 5.13 / 10.17 Japan: 3.45 / 4.25
Coordinator/Gender Output Analysis	Sakura Kunimura	Cambodia: 0 / 2.97 Japan: 0.85 / 1.20

2. List of Counterparts (Ministry of Women's Affairs: MoWA)

No	Name	Position	Department
1	H.E. Chan Sorey (Project Director)	Secretary of State	
2	H.E. Chhoy Kimsor	Advisor	
3	Ms. Te Vouchlim (Project Manager)	Director	Planning and Statistics (PSD)
4	Ms. Cheng Chinet	Director	Gender Equality (GED)
5	Ms. Thouern Sakmana	Director	Economic Development (EDD)
6	Ms. Chhi Ratha	Director	International Cooperation
7	Ms. Khim Sovanny	Deputy Director	PSD
8	Mr. Sok Chheng	Deputy Director	EDD
9	Mr. Meas Chiwut	Chief Office	GED
10	Ms. Ouk Kosomakesey	Chief Office	PSD
11	Ms. Chea Socheata	Chief Office	PSD
12	Mr. Pin Soksratum	Chief Office	PSD
13	Ms. Sor Minea	Chief Office	EDD
14	Ms. Somthun Chanchariya	Vice Chief Office	PSD
15	Ms. Chea Chanvanny	Vice Chief Officer	EDD
16	Ms. Heng Samphos	Vice Chief Office	PSD
17	Ms. Meng Dina	Vice Chief Office	PSD
18	Ms. Set Channarath	Vice Chief Officer	GED
19	Ms. Lun Sophea	Vice Chief Office	GED
20	Mr. Khem Nalim	Vice Chief Office	PSD
21	Ms. Loerk Srey Touch	Officer	EDD
22	Ms. Soung Minea	Contract Officer	PSD
23	Ms. Pov Sony	Contract Officer	PSD

3. List of Focal Points of MoWA in charge of project activities at provincial level

Province	Name	Position	Department
Kampong Chhnang	Mr. Meas Chiwut	Chief Office	GED
	Mr. Sok Chheng	Deputy Director	EDD
Kampong Thom	Ms. Chea Socheata	Chief Office	PSD
	Ms. Ouk Kosomakesey	Chief Office	PSD
	Ms. Sor Minea	Chief Office	EDD
	Ms. Meng Dina	Vice Chief Office	PSD
	Ms. Seth Chan Narath	Vice Chief Office	GED
Tboung Khmum	Ms. Somthun Chanchakriya	Vice Chief Office	PSD
	Ms. Heng Samphos	Vice Chief Office	PSD
	Mr. Khem Nalim	Vice Chief Office	PSD
	Ms. Loerk Srey Touch	Officer	EDD
Siem Reap	Ms. Chea Chanvanny	Vice Chief Office	EDD
	Mr. Pin Soksratum	Vice Chief Office	PSD
	Ms. Lun Sophea	Vice Chief Office	GED
	Ms. Pov Sony	Contract Officer	PSD
Kampong Cham	Mr. Meas Chiwut	Chief Office	GED
	Mr. Sok Chheng	Deputy Director	EDD
	Ms. Soung Minea	Contract Officer	PSD

4. List of WEE Working Group Members in Kampong Chhnang Province

No	Name	Position	Role
WEE Working Group			
1	Pal Yeoun	Member of Provincial Councilor	Chair
2	Tong Nary	WCCC chair	Deputy
3	Pich Sophea	Director, PDWA	Deputy
Technical Working Group/Secretariat			
1	Chuon Vatanary	Deputy Director PDWA	Chair
2	Heng Kimsreang	Deputy Director PDAFF	Deputy
3	Soam Sinath	Director PDLVT	Member
4	Hy Ratana	Director, PDOC	Member
5	Lay Nareth	Deputy Director PDOP	Member
6	Him Sochetta	Deputy Director PDISTI	Member
7	Kay Sokchea	Deputy Director PDRD	Member
8	Sun Kimsean	Chief Office, PDRD	Member
9	Ith Sophany	Chief Office, PDWA	Member
10	Tim Chi	Chief Officer, PDRD	Member
11	Khiev Pros	Chief Office, PDLVT	Member
12	Chhin Kanha	Vice Chief Office, PDAFF	Member
13	Thouk Kim Chheang	Vice Chief Office, PDAFF	Member
14	Yin Chenda	Vice Chief Office, PDOP	Member
15	Ven Sreyleak	Officer, PDISTI	Member
16	Som Sokphearum	Officer, PDOP	Member
17	Nhim Sokha	Officer, PDLVT	Member
18	Seung Pisen	Officer, PDOC	Member
19	Ouk Sokha	Officer, PDOC	Member
20	Ham Kimhour	Officer, PDISTI	Member

5. List of WEE Working Group Members in Siem Reap Province

No	Name	Position	Role
WEE Working Group			
1	You Sophear	Deputy Governor	Chair
2	Sin Norm	WCCC chair	Deputy
3	Ngov Sengkak	Director, PDOT	Deputy
4	Hinh Hach	Director, PDWA	Permanent Deputy
Technical Working Group			
1	Krong Sithavy	Deputy Director, PDWA	Chair
2	Hok Sovitheyea	PDOT	Deputy
3	Bun Chrib	Deputy Director, PDLVT	Member
4	Srey Sokun	Deputy Director, PDOP	Member
5	Sar Rene	Deputy Director, PDAFF	Member
6	Seur Siharith	Deputy Director, PDRD	Member
7	Tob Thoeun	Deputy Director, PDISTI	Member
8	Team Phally	Deputy Director, PDOC	Member
9	Phouern Sokna	PDISTI	Member
10	Chhun Sophoan	PDWA	Member
11	Luy Ratana	PDWA	Member
12	Ngeth Chan Rathanak	PDOP	Member
13	Siep San	PDOP	Member
14	Lim Hong	PDOP	Member
15	Rouern Oeuy	Provincial Council	Member
16	Luch Kunthea	PDWA	Member
17	Nan Mao	PDWA	Member
18	Sorn Dydelin	PDOT	Member
19	Peanh Makara	PDWA	Member
20	Prum Sopheap	PDAFF	Member
21	Kean Seryvuth	PDRD	Member
22	Pot Saroeut	PDRD	Member
23	Say Sothol	PDLVT	Member
24	Bor Bun	PDAFF	Member
25	Heang Puthera	PDLVT	Member
26	Long Somavatey	PDISTI	Member
27	Cheim Soram	PDLVT	Member
28	So Pola	PDOP	Member
29	Sok Pylot	PDOT	Member
30	Chea Syavy	PDOT	Member

6. List of WEE Working Group Members in Kampong Thom Province

No	Name	Position	Role
WEE Working Group			
1	Lom Kuntheary	Deputy Governor	Chair
2	Sok Chanthou	WCCC chair	Deputy
3	Sin Siphon	Director, PDWA	Deputy
Technical Working Group/Secretariat			
1	Sin Siphon	Director, PDWA	Chair
2	Chhor Biengkong	Deputy Director, PDAFF	Deputy
3	Chou Bunry	Deputy Director, PDOP	Member
4	Pov Vanna	Deputy Director, PDISTI	Member
5	Yin Bunroth	Deputy Director, PDLVT	Member
6	Plong Salong	Deputy Director, PDRD	Member
7	Hiev Chanry	Deputy Director, PDWA	Member
8	Sin Kimheang	Deputy Director, PDOT	Member
9	Ly Reaksmey	Chief Office, PDOC	Member
10	Hun Sam At	Chief Office, PDWA	Member
11	Men Chanthoeun	Chief Office, PDAFF	Member
12	Neang Sopheak	Chief Office, PDLVT	Member
13	Yin Riyong	Chief Office, PDLVT	Member
14	Ros Kimchaey	Chief Office, PDISTI	Member
15	Piev Theary	Chief Office, PDOC	Member
16	Oem Sokleng	Chief Office, PDOP	Member
17	Sou Pharin	Chief Office, PDWA	Member
18	Kim Chantho	Chief Office, PDOT	Member
19	Hun Kotal	Vice Chief Office, PDAFF	Member
20	Huon Chenda	Vice Chief Office, PDWA	Member
21	Tan Molika	Vice Chief Office, PDRD	Member
22	Vann Sarong	Officer, PDOP	Member
23	Tann Saimeng	Officer, PDRD	Member
24	Koy Koern	Officer, PDOC	Member
25	Kong Kosal	Officer, PDISTI	Member
26	Sor Saysambor	Officer, PDOT	Member

7. List of WEE Working Group Members in Tboung Khmum Province

No	Name	Position	Role
WEE Working Group			
1	Leng Sokha	Member of Provincial Councilor	Chair
2	Kiev Samuon	WCCC chair	Deputy
3	Ny Chan Thida	Deputy Governor	Deputy
4	Thorn Kimsron	Director, PDWA	Deputy
Technical Working Group/Secretariat			
1	Thorn Kimsron	Director, PDWA	Chair
2	Korng Siman	Deputy Director, PDWA	Deputy
3	Um Veasna	Director, PDLVT	Member
4	Toch Sakorn	Director, PDOC	Member
5	Sreur Engly	Deputy Director, PDLVT	Member
6	Cheng Chhunny	Deputy Director, PDISTI	Member
7	Kheur Vannthach	Deputy Director, PDOP	Member
8	Meas Sambath	Deputy Director, PDRD	Member
9	Son Sarat	Deputy Director, PDAFF	Member
10	Chhing Chun	Chief Office, PDLVT	Member
11	Pech Chordaphea	Chief Office, PDWA	Member
12	Phon Lanita	Vice Chief Office, PDWA	Member
13	Hor Lenghong	Deputy Director, PDOC	Member
14	An Darika	Chief Office, PDOC	Member
15	Chea Kimhong	Chief Office, PDISTI	Member
16	Keo Viriya	Chief Office, PDRD	Member
17	Cham Chanraksmeay	Chief Office, PDRD	Member
18	Chhoam Sreymao	Chief Office, PDAFF	Member
19	Chroeng Sothea	Officer, PDAFF	Member
20	Sak Eaimtry	Vice Chief Office, PDOP	Member
21	Reth Rattana	Chief Office, PDOP	Member

8. List of WEE Working Group Members in Kampong Cham Province

No	Name	Position	Role
WEE Working Group			
1	On Heng Leakhena	WCCC chair	Chair
2	Pang Dany	Deputy Governor	Deputy
3	Seang Van Leakhena	Director, PDWA	Permanent member
Technical Working Group/Secretariat			
1	Seang Van Leakhena	Director, PDWA	Chair
2	Dok Linda	Deputy Director, PDWA	Deputy
3	Cheng Heang	Director, PDLVT	Member
4	Ing Visoth	Director, PDRD	Member
5	Chheang Borin	Director, PDOC	Member
6	Sim Thavireak	Director, PDAFF	Member
7	Bic Buntha	Director, PDOP	Member
8	You Sok Ann	Deputy Director, PDOP	Member
9	Pan Phallin	Deputy Director, PDRD	Member
10	Uy Sokna	Deputy Director, PDOC	Member
11	Pich Chanti	Deputy Director, PDISTI	Member
12	Mao Vanthan	Chief Office, PDAFF	Member
13	Chi Kheng	Chief Office, PDWA	Member
14	Lorn Sophal	Vice Chief Office, PDAFF	Member
15	Heng Bo	Chief Office, PDISTI	Member
16	Im Pisey	Chief Office, PDOP	Member
17	Kun Socheat	Vice Chief Office, PDWA	Member
18	Theam Kimhour	Officer, PDWA	Member
19	Som Vuthy	Officer, PDLVT	Member
20	Men Sreymom	Officer, PDRD	Member
21	Huern Sreypov	Officer, PDISTI	Member

9. List of Equipment

No.	Description	Specification/Standard	Price (USD)	Date of Delivery	User
1	Laptop	NB ASUS A411UA-EB211T	701	2018/12/6	PDWA (Kampong Chhnang)
2	Laptop	NB ASUS A442UQ-FA044T 3F Red	690	2019/7/29	PDWA (Siem Reap)
3	Laptop	NB ASUS VivoBook S ultrathin S530FN-BQ117T	859	2019/7/29	MOWA (Project office)
4	Laptop	NB ASUS X412FL-EB274T 8S-Transparent Silver	860	2020/6/30	PDWA (Kampong Thom)
5	Laptop	NB ASUS X412FL-EB274T 8S-Transparent Silver	860	2020/6/30	PDWA (Thbounng Khmum)
6	Projector	Sony EX450 VPL -EX450	505	2020/11/25	MOWA (Project Office)
7	Video conference system	Logitech Group for Video Conference (960-001054) FHD 2114LZ50H8J8	1,000	2021/7/7	MOWA (Project Office)

10. List of Office Equipment (Consumable)

No.	Description	Specification/Standard	Price (USD)	Date of Delivery	User
1	Cabinet	Double doors cabinet, Eagle	140	2019/2/15	Project Office (MoWA)
2	UPS	APC APC Smart-UPS C 1500VA LCD 230V	365	2019/3/27	Project Office (MoWA)
3	Air conditioner	Panasonic	240	2019/2/8	PDWA (Kampong Chhnang) *Disposed July 3, 2019 due to malfunction
4	Air conditioner	Panasonic	325	2019/6/10	PDWA (Kampong Chhnang)
5	Printer	HP LaserJet Pro M203	195	2019/7/16	PDWA (Siem Reap)
6	Office Cabinet (tall)	-	130	2019/7/16	PDWA (Siem Reap)
7	Office Cabinet (short)	-	110	2019/7/16	PDWA (Siem Reap)
8	Desk with drawer	-	125	2019/7/16	PDWA (Siem Reap)
9	Desk without drawer	-	75	2019/7/16	PDWA (Siem Reap)
10	Camera	Canon	359	2019/10/25	PDWA (Siem Reap)
11	Portable wifi	Smart@Home	36	2020/3/4	MOWA (Project Office)
12	Camera	Canon	329	2020/11/25	MOWA (Project Office)

TO: Chief Representative of the JICA Cambodia Office

PROJECT MONITORING SHEET

Project Title: Project on Gender Mainstreaming for Women's Economic Empowerment (PGM-WEE)
Version: Ver. 10 (Term: September 2021-February 2022)
Name: Te Vouchlim, Director, Planning and Statistics Department,
 Ministry of Women's Affairs (MOWA)
Name: Akane Totani, Chief Advisor, PGM-WEE
Date: June 1, 2022

I. Summary

1 Progress

1-1 Progress of Inputs (for details, see Attachment)

Japanese side

- Although the travel of Japanese experts¹ has been restricted owing to the COVID-19 pandemic since March 2020, the quarantine measures when entering Cambodia were abolished in January 2022 for people who were fully vaccinated. Therefore, from January 2022, Japanese experts began to visit Cambodia to provide technical advice for pilot activities and to hold discussions with their MOWA counterparts. Some person-months allocated for field work (in Cambodia) were transferred to those for work in Japan; consequently, the Japanese experts were involved in their duty in Japan.
- Operational costs for project implementation including the procurement of equipment² and hiring five local staff members (a Senior Field Coordinator, two Field Coordinators, an Assistant Coordinator, and a Driver) were disbursed.

Cambodian side

- Twenty counterparts (C/Ps) from MOWA³ were assigned as Focal Points (hereinafter refer to as "F/Ps") in charge of pilot activities to be conducted in each province.⁴
- There were changes in the members of the Women's Economic Empowerment Working Group (WEE-WG) in the two target provinces (Kampong Chhnang Province⁵ and Siem Reap Province⁶).

¹ See Attachment 1 List of Japanese Experts.

² See Attachment 9 List of Equipment.

³ See Attachment 2 List of Counterparts (Ministry of Women's Affairs: MOWA).

⁴ See Attachment 3 List of Focal Points of MOWA in charge of project activities at provincial level.

⁵ See Attachment 4 List of WEE Working Group Members in Kampong Chhnang Province.

⁶ See Attachment 5 List of WEE Working Group Members in Siem Reap Province.

1-2 Progress of Activities

Project activities are implemented according to the revised Project Design Matrix (hereinafter referred to as "PDM"), which was agreed upon in the 4th Joint Coordination Committee (JCC) in July 2021.

Output 1: The capacity of MOWA/PDWA in terms of advocacy and coordination is strengthened to promote WEE at the sub-national level

Activity 1-3. A series of workshops and trainings for strengthening MOWA/PDWA's advocacy and coordination capacities for promoting WEE are planned and conducted

- Several technical meetings to strengthen MOWA/PDWA's capacities regarding gender mainstreaming (integrating gender perspectives in the project management cycle of income-generating activities for women) for promoting WEE were conducted as a part of pilot activities and other activities. (Details are provided for Activity 1-6, 2-2, 2-3, 2-4.)

Activity 1-4. "Gender terminology booklet" is updated

- The final draft (both English and Khmer) of the Gender Terminology Booklet was approved through MOWA internal consultation meetings. However, as MOWA decided that the booklet should be disseminated together with the gender equality policy, which is yet to be approved by the Cambodian government, the printing and distribution of the booklet is currently on hold.

Activity 1-5. "Gender statistics leaflet" is updated

- The Gender Statistics Leaflet was modified and printed in December 2021 (15,000 copies in Khmer and 5,000 copies in English). The leaflet was distributed to PDWA in the pilot provinces.

Activity 1-6. "Provincial gender statistics" are developed in each target province

- Necessary data and information for the Gender Statistics Booklet were collected in Kampong Cham and Siem Reap provinces based on the table of contents prepared through the workshops in Activity 1-3.

Activity 1-7. "Gender responsive value chain analysis method" is developed at the planning stage of the pilot activities at the sub-national level and compiled in the updated WEE guideline

- The gender responsive value chain analysis method, which was developed and modified through the pilot activities in Kampong Cham and Kampong Chhnang provinces during the first batch of the Project, was replicated in the pilot activity in Siem Reap province, as part of the gender analysis session in October 2020.

Output 2: Through the pilot activities, implementation mechanism and tools for promoting WEE are verified with its effectiveness by MOWA/PDWA and partner line ministries and provincial departments

【Planning, implementation and monitoring of the activities for promoting WEE (pilot activities) at sub-national level】

Activity 2-1. In Kampong Cham province, chicken raising activities supported by PGM2 are monitored and followed up

Completed during the first batch of the Project.

Activity 2-2. In Kampong Chhnang province, PDWA and partner provincial departments plan, implement and monitor the activities for promoting WEE on agriculture/chicken raising (as pilot activities) as well as share the outputs and experiences extracted from the pilot activities in the WEE-WG

Completed in February 2020.

Activity 2-3. In Siem Reap, PDWA and partner provincial departments plan, implement and monitor the activities for promoting WEE in tourism sector (as pilot activities) as well as share the outputs and experiences extracted from the pilot activities in the WEE-WG

- MOWA F/Ps shared the results of the monitoring data analysis on the pilot activities. Additionally, they shared their recommendations on upcoming follow-up activities with the WEE-WG members in a WEE-WG meeting in September 2021.
- The follow-up activities of the pilot determined by the WEE-WG in the meeting in September 2021 have the objective of improving the environment of women's business and livelihood for the future and enhancing respect for women's contribution in the community by means of women proactively leading tourism activities. The activities are as specified below:
 - Activity 1: Development of tourism promotion materials with a focus on the target women's perspectives.
 - Activity 2: Improvement of homestay services in Khnar Po (KNP) CBT and tourism promotion in Kompong Phluk (KPP) CBT
- Under Activity 1, the local Community-Based Tourism (CBT) resources on a promotion video and map (leaflet and poster) are set to be developed, and these materials are to be presented and shared with community members and tourism stakeholders. The follow-up stage is divided into six workshops. In this period, two workshops were implemented as part of Activity 1.
- The first workshop was held in November 2021 in KNP-CBT and in January 2022 in KPP-CBT to identify the empowerment level of the target group of women, as well as to strengthen their capacity

for using tablets and taking photographs to promote the local CBT resources. The workshop was facilitated by F/Ps and PDs as with the subsequent workshops.

- The second workshop conducted in February 2022 in KNP-CBT and KPP-CBT had the objective of identifying local resources that can be used for CBT tourism by the women, thus enabling them to create their personal and business history. After the workshop, the WEE-WG members took photographs of the identified local resources as well; collected the relevant information; and, finally, uploaded them to social media (Telegram) by using the tablets. The pictures and information obtained by the women themselves will be used for tourism promotion materials, which will be created in subsequent workshops.

【Integration of gender perspectives into the existing programs and projects at the sub-national level】

Activity 2-4. In Tbong Khmum and Kampong Thom, PDWA and partner provincial departments integrate gender perspectives into the existing programs and projects to support rural women and women's groups in agriculture and handicraft sectors (economic activities) and share the outputs, learnings and experiences extracted from the pilot activities in the WEE-WG

< Tbong Khmum Province >

- On September 21, 2021, the WEE-WG meeting was held in the PDWA meeting room, and the contents agreed at the 4th JCC were announced in this meeting. As a preventive measure for COVID-19 infection, the participation was limited to 15 people or less in accordance with the guidelines of the Ministry of Health of Cambodia.
- In November 2021, the registration of female farmers of Seda Sen Chey Agricultural Cooperative and Ou Raing Ov Meanchey Agricultural Cooperative for participating in pilot activities was completed.
- From November 24 to 26, 2021, a training of trainers (TOT) course was held in the meeting room of the Provincial Hall. Two Japanese experts participated in this TOT course online. It was determined that nine workshops and sessions will cover all the training that each provincial departments would be conducting in the village, as was done in the past in KCH province. The sharing of KPC and KCH trainers' experience at this TOT was highly helpful because approximately half of the WEE-WG members had no experience of working in the village.
- In this TOT course, it was decided that a technical meeting should be organized the day before each training to confirm the training content and to consider post-test questions with WEE-WG members in advance. The 1st Introduction Workshop, Simple Baseline Survey, and 1st Gender Training Session were held for three target groups from January 19 to 20, 2022.

- On February 10, 2022, a WEE-WG meeting was held in the PDWA meeting room. The results of the brief baseline survey were shared, and discussions were held on how to implement the training scheduled from February 2022. The WEE-WG members also decided to implement vegetable cultivation technical training designed by PDAFF, PDOP, and PDWA. Other PDs were asked to join only three times (first, middle, last) for the vegetable cultivation technical training as observers because their terms of reference (TOR) are unrelated to agriculture.
- The first vegetable cultivation training session (introduction of compost) was held in three villages—O Lork village, Tumneab village, and Seda Senchey village—between February 23 and 25, 2022. In the vegetable cultivation training, the first half was dedicated to a lecture, and the second half was dedicated to practical training, and three types of composts were made with the target group of women. The participants participated actively in the training and understood the training content well.
- In January 2022, baseline data on WEE-related indicators regarding pilot projects were collected by WEE-WG members and F/Ps of MOWA through interviews with participants. The indicators include the following: 1) income from the business supported by the project; 2) participation in decision-making regarding business and family; 3) women's role in the management of household income; 4) occurrence of domestic violence in the community; 5) confidence in business activities; and, 6) support from husbands and male family members. The collected data were tabulated by the project team and explained to MOWA F/Ps. The latter shared the results with the WEE-WG members in a WEE-WG meeting.
- The methods and steps of pilot project monitoring, which are planned to be conducted at the mid-point of the pilot project implementation, were discussed with MOWA F/Ps. As part of the monitoring data collection, the WEE-WG members conducted a few post-session tests to measure the participants' level of understanding.

<Kampong Thom Province>

- The WEE-WG meeting was held in the PDWA meeting room on September 22, 2021, and the contents agreed at the 4th JCC were announced in this meeting. As a preventive measure for COVID-19 infection, the participation was limited to 15 people or less in accordance with the guidelines of the Ministry of Health of Cambodia.
- From November 1 to 4, 2021, MOWA C/Ps and F/Ps, WEE-WG Chair, WCCC Chair, and PDWA Director visited the target villages and registered women for participation in pilot activities. As the PDISTI were unable to find trainers in KPT for conducting technical training on bamboo and rattan products, they searched for trainers in other provinces. Consequently, MOWA F/Ps found bamboo technical trainers in KCH and rattan technical trainers in SRP.

- From December 7 to 9, 2021, a TOT course was held in the meeting room of the Provincial Hall. Two Japanese experts participated in the TOT course online. As the contents of the course were similar as that conducted in TBK, the session progressed smoothly. Of the WEE-WG members, only four had prior experience of working in the village, and most officers were concerned about the preparation and facilitation of training materials; however, they seemed to be confident after receiving guidance from KPC and KCH trainers in TOT.
- In this TOT, it was decided that a technical meeting would be held the day before each training to confirm the training content and to consider post-test questions with WEE-WG members in advance. The 1st Introduction Workshop, Simple Baseline Survey, and 1st Gender Training Session were held for four target villages from January 26 to 27, 2022. The district deputy governors attended the sessions both days. They clearly explained the project purpose to the target women. It is hoped that leaders at the district and commune levels, as well as at the provincial level, will continue to show such a strong commitment toward training the women in the villages, making it easier to implement future activities and consequently leading to better results.
- The WEE-WG members decided to set the first training of the technical training as the production of bamboo products with good color development. As the target group of women had little experience of making bamboo products, their initial knowledge and skills were not sufficient. Taking this situation into consideration, four trainers decided to stay in the target villages for 15 days and conduct intensive training every day from March 2022.
- On February 9, 2022, a WEE-WG meeting was held in the PDWA meeting room. The results of the Simple Baseline Survey were shared in the meeting, and discussions were held on how to implement the training scheduled from February 2022. Similar to KBK, the WEE-WG members decided to implement vegetable cultivation technical training designed by PDAFF, PDOP, and PDWA. Other PDs were asked to join only three times (first, middle, last session) for vegetable cultivation technical training as observers since their TOR is unrelated to agriculture.
- From February 23 to 24, 2022, the first vegetable cultivation training session (Introduction of Compost) was held in the two target villages of Prey Kuy and Prey Kuy (A). In the vegetable cultivation training, the first half was dedicated to a lecture, and the second half was dedicated to a practical training, and two types of compost were made with the target group of women. The participants engaged in the training actively and had a high understanding of the training content. Simultaneously, the second inspection of the bamboo technical training was conducted in the two target villages of Ou Krou Ke and Kampong Chher Teal. The WEE-WG members were divided into four teams for efficiency, and all the activities mentioned above were successful.

Activity 2-5. In Kampong Cham and Kampong Chhnang, PDWA and partner provincial department analyze circumstances surrounding rural women and women's groups in agriculture sector, identify their needs, and examine effective measures for supporting women to be involved more actively in economic activities as well as share the outputs and learnings in the WEE-WG

- In September 2021, a kick-off meeting for follow-up activities (for acquiring necessary knowledge and skills for integrating gender perspectives into the existing projects and activities) was conducted in both Kampong Cham and Kampong Chhnang provinces. It was agreed that PGM-WEE would provide a series of gender mainstreaming workshops for the PDs and financial support to conduct field activities between the workshops.
- The "1st gender mainstreaming workshop (planning)" was conducted in Kampong Chhnang province in November 2021, and in Kampong Cham province in December 2021. The workshop contents comprised the significance of gender mainstreaming, basic gender understanding and gender equality, what is gender mainstreaming, gender responsive planning, gender responsive situation analysis, and gender analysis tools.
- In February 2022, the "2nd gender mainstreaming workshop (implementation)" was conducted in Kampong Cham province. The workshop contents comprised the review of the 1st gender mainstreaming workshop, compilation of the results of the needs survey of December 2021, identification of gender needs, determination of measures to meet gender needs, and gender responsive planning.

Activity 2-6 In Siem Reap, PDWA and partner provincial department analyze circumstances surrounding rural women and women's groups in tourism sector, identify their needs, and examine effective measures for supporting women to be involved more actively in economic activities as well as share the outputs and learnings in the WEE-WG

To be implemented

【Consideration on effective measures for promoting WEE and active women's participation in economic activities】

Activity 2-7 Based on the Activities 2-2~2-6, institutionalized implementation mechanism and implementation tools for promoting WEE at the sub-national level are compiled in the updated WEE Guideline

The draft outline of the guideline was prepared.

Output 3: Recommendations (tips and lessons learned) to implement/formulate gender-responsive policies are acknowledged by the partner line ministries and provincial departments and NCDD gender team through the active discussions with MOWA/PDWA

Activity 3-1 In coordination and collaboration with MOWA, project activities are integrated in the action plan for Nearly Rattanak V and NCDD Gender Policy.

As it was found that an action plan for NCDD Gender Policy is to be prepared in April every year, continuous discussions will be conducted with the NCDD gender team to follow up on the process and examine how the project activities of PGM-WEE can be integrated into the action plan.

Activity 3-2 Through the TWG-G WEE/GMAG meetings, MOWA shares the progress, outputs, experiences, findings, lessons learned, etc. which are extracted from the project activities with line ministries, and advocates for promoting WEE at the sub-national level

Although JICA Cambodia office requested MOWA to call a TWG-G WEE meeting as soon as possible as H E Minister also instructed in the TWG-G which was held in September 2021, clear response has not been shown by MOWA yet.

Activity 3-3 The recommendations for promoting WEE at the sub-national level are discussed and compiled by MOWA counterparts

To be implemented

Activity 3-4. The compiled recommendations are shared in the TWG-G WEE/GMAG meetings

To be implemented

Activity 3-5. Active discussion and coordination are made with the partner line ministries and NCDD gender team (consisting of gender equality department of MOWA and NCDD) for integrating the shared recommendations into the sector plans/annual plans of the partner line ministries and NCDD Gender Policy

To be implemented

Activity 3-6 An experience (output) sharing workshop for widely sharing the approved recommendations (in Activity 3-4) and updated WEE guideline (developed in Activity 2-7) in collaboration with the MOWA counterparts as well as the outputs and lessons learned of the project activities with line ministries

To be implemented

Activity 3-7 A regional seminar is held for sharing the achievements, outcomes, best practices and lessons learned from the project activities as well as exchanging the experiences among the ASEAN countries

To be implemented

1-3 Achievement of Outputs

Output 1 (Strengthened capacity of MOWA and PDWA for promoting WEE)

- Following the previous period, capacity development activities for MOWA and PDWA were carried out through the project activities. However, since some of the project activities had to be postponed due to the COVID-19-related restrictions, the opportunities of capacity building were also not provided as planned.

Output 2 (Verification of implementation mechanism and tools for promoting WEE)

- (Indicator 2-1) It is fair to say that 70% of the objective was achieved because both the pilot activities in Siem Reap, Kampong Thom, and Tbong Khmum and the follow-up activities in Kampong Cham and Kampong Chhnang have been designed; however, they have not yet been implemented.
- (Indicator 2-2) It is fair to say that 70% of the objective was achieved because the WEE-WG was established and has been active in all the five target provinces up to this point in time. Capacity building of the WEE-WG members and institutionalization will be accomplished continuously until the end of the Project.

Output 3 (Acknowledgement of recommendations to implement gender-responsive policies)

- It is difficult to indicate the percentage of achievement because recommendations (tips and lessons learned) have not yet been identified from the participants.

1-4 Achievement of the Project Purpose

- Planned activities for achieving the Project Purpose have been implemented as planned; however, it is too early to measure the achievements by means of the two indicators set in the PDM.

1-5 Changes in Risks and Actions for Mitigation

(1) Risks related to the Important Assumption (Output) regarding cooperation of the GMAG members
None.

(2) Risks related to the Important Assumption (Project Purpose) regarding gender-responsive decentralization and deconcentration processes

It continues to be necessary to follow the decentralization and deconcentration (D&D) process to minimize the risks that could affect the achievement of the Project Purpose.

1-6 Progress of Actions undertaken by JICA

None in particular.

1-7 Progress of Actions undertaken by Government of Cambodia

None in particular.

1-8 Progress of Environmental and Social Considerations (if applicable)

Not applicable.

1-9 Progress of Considerations on Gender/Peace Building/Poverty Reduction (if applicable)

Gender: The PGM-WEE aims to strengthen gender mainstreaming mechanisms in Cambodia.

1-10 Other remarkable/considerable issues related to/affecting the project (such as other JICA projects, activities of counterparts, other donors, the private sector, and NGOs)

None.

4 Delay of Work Schedule and/or Problems (if any)

- Gender capacity assessment (to be conducted in the retreat program)
- Printing of gender terminology booklet
- TWG-G meeting to share the progress of pilot activities

4 Modification of the Project Implementation Plan

3-1 Plan of Operation (PO):

None.

3-2 Other modifications on detailed implementation plan:

None.

4 Preparations Done by the Government of Cambodia toward after completion of the Project

- To examine the necessary legislative measures and coordination for integrating functions of WEE-WGs into the existing structure of Women and Children's Consultative Committees (WCCC) at the provincial level.
- To facilitate active discussions on WEE among the concerned stakeholders by using the opportunity of TWG-G WEE on a regular basis.

II. Project Monitoring Sheet I & II *See attached*

Form 3-2: Project Design Matrix (PDM)

Project Title: Project on Gender Mainstreaming for Women's Economic Empowerment (PGM-WEE)
Duration: 5 years and 10 months (February 2017 - December 2022)
Project Area: Phnom Penh and 5 selected provinces (Kampong Chhnang, Kampong Tom, Siem Reap, Tbong Khmum and Kampong Cham)
Target Group: Ministry of Women's Affairs (MOWA) and Provincial Department of Women's Affairs (PDWA)
 Gender Mainstreaming Action Group (GMAG) and Gender Focal Points (both the national and the sub-national levels) of the following Partner Line Ministries:
 Ministry of Planning (MOP), Ministry of Agriculture, Forestry and Fisheries (MAFF), Ministry of Industry and Handicraft (MOIH), Ministry of Commerce (MOC),
 Ministry of Rural Development (MORD), Ministry of Labor and Vocational Training (MOLVT), Ministry of Tourism (MOT)

Version: 1
Date: February 2020

Beneficiary: Women and men in the target provinces

	Narrative Summary	Indicators	Means of Verification	Important Assumption	Achievement	Remarks									
Overall Goal	Women's Economic Empowerment (WEE) is promoted through gender-responsive programs and projects implemented at the sub-national level by line ministries/provincial departments through advocacy and coordination by MOWA/PDWA in target and non-target provinces.	1. Gender-responsive programs and projects are planned and implemented for promoting WEE based on the updated WEE Guideline and the PGM Method Guideline ¹ in target and non-target provinces. 2. WCCC meeting is functioning as a platform for PDWA and line provincial departments to discuss and monitor gender-responsive programs and projects for promoting WEE in non-target provinces. 3. All the partner line ministries and NCDD integrate at least 1 recommendation into their sector policies/plans or NCDD Gender Policy/plan and implement gender-responsive programs and projects for promoting WEE at the sub-national level.	1-1. Annual reports of WCCC 1-2. Provincial Development/Investment Plan 2. Minutes of meetings and reports of WCCC 3. Sector policies and plans and NCDD Gender Policy/plan												
Project Purpose	Gender mainstreaming mechanisms are strengthened ² to promote Women's Economic Empowerment (WEE) at the sub-national levels by the partner line ministries/provincial departments through advocacy and coordination by MOWA/PDWA.	1. MOWA/PDWA advocates and coordinates with line ministries and partner provincial departments for planning and implementing gender-responsive programs and projects. 2. WCCC meeting is functioning as a platform for PDWA and line provincial departments to discuss and monitor gender-responsive programs and projects for promoting WEE in all target provinces. 3. The updated WEE Guideline is approved by MOWA 4. Partner line ministries and NCDD gender team integrate at least 1 implementation tool or recommendation for promoting WEE into their projects and activities.	1. Annual plan and project documents of the partner provincial departments 2. Minutes of meetings and reports of WCCC 3. Approved updated WEE Guideline 4. Sector plans/annual plans/action plans of partner line ministries and for NCDD Gender Policy	Decentralization and deconcentration process is continuously gender-responsive.											
Output	1. The capacity of MOWA/PDWA in terms of advocacy and coordination is strengthened to promote WEE at the sub-national level. 2. Through the pilot activities, implementation mechanism and tools for promoting WEE are verified with its effectiveness by MOWA/PDWA and partner line ministries and provincial departments. 3. Recommendations (tips and lessons learned) to implement/formulate gender-responsive policies are acknowledged by the partner line ministries and provincial departments and NCDD gender team through the active discussions with MOWA/PDWA.	1. Capacity of the counterparts of MOWA/PDWA in advocacy and coordination which will be defined in the Gender Capacity Assessment is strengthened. 2-1. Implementing tools for promoting WEE at the sub-national level are acquired by the counterparts of MOWA/PDWA and the partner provincial departments. 2-2. Role of WEE-WG in the Project is institutionalized and included in the updated WEE Guideline. ³ 3. Recommendations (tips and lessons learned) are acknowledged by the partner line ministries, NCDD gender team and partner provincial departments.	1. Result of Gender Capacity Assessment 2. Minutes of meetings and reports of TWG-G WEE/GMAG 3. Minutes of meetings and reports of WEE-WG/WCCC 1-1. Records of trainings/workshops 1-2. Minutes of meetings and reports of WCCC 2. Updated WEE Guideline 1. Minutes of meetings and reports of TWG-G WEE/GMAG/NCDD gender team 2. Minutes of meetings and reports of WCCC	GMAG members at the national and sub-national levels cooperate and participate in the project activities.											
Activity	1-1. Gender capacity assessment is conducted. 1-2. According to the results of the assessment, "capacity development plan on WEE" is prepared. 1-3. A series of workshops and trainings for strengthening MOWA/PDWA's advocacy and coordination capacities for promoting WEE are planned and conducted. 1-4. "Gender terminology booklet" is updated. 1-5. "Gender statistics leaflet" is updated. 1-6. "Provincial gender statistics" are developed in each target province. 1-7. "Gender responsive value chain analysis method" is developed at the planning stage of the pilot activities at the sub-national level and compiled in the updated WEE guideline. 1-8. Basic concept of gender responsive monitoring and evaluation (policy-based) are provided (only for the relevant parts to WEE) to partner line ministries and partner provincial departments by MOWA/PDWA. 1-9. Terminal gender capacity assessment is conducted. [Planning, implementation and monitoring of the activities for promoting WEE (pilot activities) at sub-national level] 2-1. In KPC, chicken raising activities supported by PGM2 are monitored and followed up. 2-2. In KCH, PDWA and partner provincial departments plan, implement and monitor the activities for promoting WEE on agriculture/chicken raising (as pilot activities) as well as share the outputs and experiences extracted from the pilot activities in the WEE-WG. 2-3. In SRP, PDWA and partner provincial departments plan, implement and monitor the activities for promoting WEE in tourism sector (as pilot activities) as well as share the outputs and experiences extracted from the pilot activities in the WEE-WG. [Integration of gender perspectives in the existing programs and projects at the sub-national level] 2-4. In TBK and KPT, PDWA and partner provincial departments integrate gender perspectives in the existing programs and projects to support rural women and women's groups in agriculture and handicraft sectors (economic activities) and share the outputs, learnings and experiences extracted from the pilot activities in the WEE-WG. 2-5. In KPC and KCH, PDWA and partner provincial departments analyze circumstances surrounding rural women and women's groups in agriculture sector, identify their needs, and examine effective measures for supporting women to be involved more actively in economic activities as well as share the outputs and learnings in the WEE-WG. 2-6. In SRP, PDWA and partner PDs analyze circumstances surrounding rural women and women's groups in tourism sector, identify their needs, and examine effective measures for supporting women to be involved more actively in economic activities as well as share the outputs and learnings in the WEE-WG. [Consideration on effective measures for promoting WEE and active women's participation in economic activities] 2-7. Based on the Activities 2-2~2-6, institutionalized implementation mechanism and implementation tools for promoting WEE at the sub-national level are compiled in the updated WEE Guideline. 3-1. In coordination and collaboration with MOWA, project activities are integrated in the action plan for Neary Rattanak V and NCDD Gender Policy. 3-2. Through the TWG-G WEE/GMAG meetings, MOWA shares the progress, outputs, experiences, findings, lessons learned, etc. which are extracted from the project activities with line ministries, and advocates for promoting WEE at the sub-national level. 3-3. The recommendations for promoting WEE at the sub-national level are discussed and compiled by MOWA counterparts. 3-4. The compiled recommendations are shared in the TWG-G WEE/ GMAG meetings. 3-5. Active discussion and coordination are made with the partner line ministries and NCDD gender team (consisting of gender equality department of MOWA and NCDD) for integrating the shared recommendations into the sector plans/annual plans/action plans of the partner line ministries and for the NCDD Gender Policy. 3-6. An experience (output) sharing workshop for widely sharing the approved recommendations (in Activity 3-4) and updated WEE guideline (developed in Activity 2-7) in collaboration with the MOWA counterparts as well as the outputs and lessons learnt of the project activities with line ministries. 3-7. A regional seminar is held for sharing the achievements, outcomes, best practices and lessons learned from the project activities as well as exchanging the experiences among the ASEAN countries.			<table border="1"> <thead> <tr> <th colspan="2">Inputs</th> <th rowspan="2">Pre-Conditions</th> </tr> <tr> <th>Japanese Side</th> <th>Cambodian Side</th> </tr> </thead> <tbody> <tr> <td>1. JICA Experts - Chief Advisor - Deputy Chief Advisor - Institutional Development/Governance - Women's Economic Empowerment - Market and Business Development - Coordinator/Training Management</td> <td>1. Counterparts (C/P) 2. Office space and facilities 3. Local Cost</td> <td></td> </tr> <tr> <td>2. Seminars, workshops and trainings 3. Necessary equipment for the project activities</td> <td></td> <td><Issues and countermeasures></td> </tr> </tbody> </table>	Inputs		Pre-Conditions	Japanese Side	Cambodian Side	1. JICA Experts - Chief Advisor - Deputy Chief Advisor - Institutional Development/Governance - Women's Economic Empowerment - Market and Business Development - Coordinator/Training Management	1. Counterparts (C/P) 2. Office space and facilities 3. Local Cost		2. Seminars, workshops and trainings 3. Necessary equipment for the project activities		<Issues and countermeasures>
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¹ PGM Method Guideline is the guideline for gender-responsive sector policy formulation developed in October 2007 and revised in August 2015 by MOWA and JICA.

² "Strengthening of gender mainstreaming mechanism" is defined as the following three elements: 1) adequate advocacy and coordination capacity of officials of MOWA/PDWA, 2) Implementing mechanism and tools for policy implementation on WEE at sub-national level, and 3) recommendations for formulating and implementing gender-responsive policies for promoting WEE.

³ The functions and roles of WEE-WG defined in the updated WEE Guideline will be integrated into those of Women's and Children's Consultative Committee (WCCC) through consultative process with the concerned parties.

Output/Activity	2017				2018				2019				2020				2021				Remarks	Monitoring			
	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV		Issues	Solutions		
Output 1: The capacity of MOWA/PDWA in terms of advocacy and coordination is strengthened to promote WEE at the sub-national level																									
1-1. Gender capacity assessment is conducted.	Plan																						Capacity assessment of PDWA/PD was done in the joint gender workshop in January 2020.		It was decided to conduct self-capacity assessment in the retreat program held in July 2022.
	Actual																								
1-2. According to the results of the assessment, "capacity development plan on WEE" is prepared.	Plan																								
	Actual																								
1-3. A series of workshops and trainings for strengthening MOWA/PDWA's advocacy and coordination capacities for promoting WEE are planned and conducted.	Plan																								
	Actual																								
1-4. "Gender terminology booklet" is updated.	Plan																							After finalizing the list of 105 words, MOWA decided to reduce the number of words and modify the list according to the existing terminology.	
	Actual																								
1-5. "Gender statistics leaflet" is updated.	Plan																						The gender statistical leaflet is updated in the second batch of the project.		
	Actual																								
1-6. "Provincial gender statistics" are developed in each target province.	Plan																								
	Actual																								
1-7. "Gender responsive value chain analysis method" is developed at the planning stage of the pilot activities at the sub-national level and compiled in the updated WEE guideline.	Plan																						The method developed in the first batch will be tested and modified in the pilot activities in the second batch.		
	Actual																								
1-8. Basic concept of gender responsive monitoring and evaluation (policy-based and only for the relevant parts to WEE) are shared with partner line ministries and partner provincial departments by MOWA/PDWA.	Plan																						<ul style="list-style-type: none"> Not all the partner line ministries can provide the updated GMAP. Owing to the limited budget and the COVID-19 pandemic, not many activities are implemented, monitored, or evaluated. 	Information collection on policy-level M&E of partner ministries has been suspended because of the resignation of a national staff member.	M&E is to be performed when a new national staff member is recruited.
	Actual																								
1-9. Terminal gender capacity assessment is conducted.	Plan																								
	Actual																								
Output 2: Through the pilot activities, implementation mechanism and tools for promoting WEE are verified with its effectiveness by MOWA/PDWA and partner line ministries and provincial departments																									
2-1. In KPC, chicken raising activities supported by PGM2 are monitored and followed up.	Plan																						Activities were done in the first batch of the project.		
	Actual																								
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	Actual																								
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2-7. Based on the Activities 2-2~2-6, institutionalized implementation mechanism and implementation tools for promoting WEE at the sub-national level are compiled in the updated WEE Guideline.	Plan																								
	Actual																								

1st
Batch

Output 3: Recommendations (tips and lessons learned) to implement/formulate gender-responsive policies are acknowledged by the partner line ministries and provincial departments and NCDD gender team through the active discussions with MOWA/PDWA												
3-1. In coordination and collaboration with MOWA, project activities are integrated in the action plan for Neary Rattanak V and NCDD Gender Policy	Plan										Owing to the COVID-19 pandemic, NCDD has suspended several activities specified in the annual plan.	It was agreed to incorporate relevant project activities into the annual plan of NCDD for 2023.
	Actual											
3-2. Through the TWG-G WEE/GMAG meetings, MOWA shares the progress, outputs, experiences, findings, lessons learned, etc. which are extracted from the project activities with line ministries, and advocates for promoting WEE at the sub-national	Plan										Despite a series of meetings with relevant departments, TWG-G WEE has not been called so far.	The JICA Cambodia Office sent MOWA an official letter requesting that MOWA conduct TWG-G WEE.
	Actual											
3-3. The recommendations for promoting WEE at the sub-national level are discussed and compiled by MOWA counterparts	Plan											
	Actual											
3-4. The compiled recommendations are shared in the TWG-G WEE/GMAG meetings	Plan											
	Actual											
3-5. Active discussion and coordination are made with the partner line ministries and NCDD gender team (consisting of gender equality department of MOWA and NCDD) for integrating the shared recommendations into the sector plans/annual plans/action plans of the partner line ministries and for the NCDD Gender Policy.	Plan											
	Actual											
3-6. An experience (output) sharing workshop for widely sharing the approved recommendations (in Activity 3-4) and updated WEE guideline (developed in Activity 2-7) in collaboration with the MOWA counterparts as well as the outputs and lessons learnt of the project activities with line ministries.	Plan											
	Actual											
3-7. A regional seminar is held for sharing the achievements, outcomes, best practices and lessons learned from the project activities as well as exchanging the experiences among the ASEAN countries.	Plan									It was decided to invite the participants from ASEAN countries online.		
	Actual											
Monitoring												
Joint Coordinating Committee	Plan											
	Actual											
Set-up the Detailed Plan of Operation	Plan									The PO was modified according to the revised PDM approved in the 4th JCC.		
	Actual											
Submission of Monitoring Sheet	Plan											
	Actual											
Monitoring Mission from Japan	Plan											
	Actual											
Joint Monitoring	Plan											
	Actual											
Post Monitoring	Plan									Post monitoring will be conducted three years after the project completion.		
	Actual											
Reports/Documents												
Work Plan (1st Batch)	Plan											
	Actual											
Project Completion Report (1st Batch)	Plan											
	Actual											
Work Plan (2nd Batch)	Plan											
	Actual											
Project Completion Report (2nd Batch)	Plan											
	Actual											
Baseline/Endline Survey Report	Plan											
	Actual											
Revised PGM Guideline for promoting WEE	Plan											
	Actual											
Gender Terminology Booklet	Plan											
	Actual											
Gender Statistics Leaflet	Plan									The Gender Statistics Leaflet was completed in December 2021.		
	Actual											
Provincial Gender Statistics Booklet	Plan											
	Actual											
Public Relations												
Newsletter	Plan											
	Actual											
Homepage	Plan											
	Actual											
Brochure	Plan											
	Actual											

1. List of Japanese Experts

as of the end of February 2022

Title	Name	Assignment (MM/total MM in 2 nd batch)
Chief Advisor/ Gender Mainstreaming 1	Akane Totani	Cambodia: 6.67 / 12.50 Japan: 6.95 / 6.35
Deputy Chief Advisor/ Gender Mainstreaming 2	Michiko Tsurumine	Cambodia: 3.73 / 5.03 Japan: 3.50 / 3.35
Institutional Development/ Governance	Rie Fusamae	Cambodia: 5.03 / 8.50 Japan: 3.75 / 3.80
Women's Economic Empowerment	Yasuko Yagi	Cambodia: 7.57 / 10.67 Japan: 6.00 / 5.20
Market and Business Development	Mayumi Matsui	Cambodia: 0 / 4.67 Japan: 5.05 / 4.45
Training Management		Japan: 0.30 / 1.20
Market and Business Development	Tomoko Watanabe	Cambodia: 0 / 3.10 Japan: 0.25 / 0.80
Coordinator/Gender Output Analysis	Mirei Sakamoto	Cambodia: 5.13 / 10.17 Japan: 3.45 / 4.25
Coordinator/Gender Output Analysis	Sakura Kunimura	Cambodia: 0 / 2.97 Japan: 0.85 / 1.20

2. List of Counterparts (Ministry of Women's Affairs: MoWA)

No	Name	Position	Department
1	H.E. Chan Sorey (Project Director)	Secretary of State	
2	H.E. Chhoy Kimsor	Advisor	
3	Ms. Te Vouchlim (Project Manager)	Director	Planning and Statistics (PSD)
4	Ms. Cheng Chinet	Director	Gender Equality (GED)
5	Ms. Thouern Sakmana	Director	Economic Development (EDD)
6	Ms. Khim Sovanny	Deputy Director	PSD
7	Mr. Sok Chheng	Deputy Director	EDD
8	Mr. Meas Chiwut	Chief Office	GED
9	Ms. Ouk Kosomakesey	Chief Office	PSD
10	Ms. Chea Socheata	Chief Office	PSD
11	Mr. Phin Soksratum	Chief Office	PSD
12	Ms. Sor Minea	Chief Office	EDD
13	Mr. Ham Siphath	Chief Office	EDD
14	Ms. Somthun Chanchariya	Vice Chief Office	PSD
15	Ms. Chea Chanvanny	Vice Chief Officer	EDD
16	Ms. Heng Samphos	Vice Chief Office	PSD
17	Ms. Meng Dina	Vice Chief Office	PSD
18	Mr. Lim Samedy	Vice Chief Officer	GED
19	Ms. Lun Sophea	Vice Chief Office	GED
20	Mr. Khem Nalim	Vice Chief Office	PSD
21	Ms. Loerk Srey Touch	Officer	EDD
22	Ms. Yin Samneang	Officer	PSD
23	Ms. Pov Sony	Contract Officer	PSD

3. List of Focal Points of Mow in charge of project activities at provincial level

Province	Name	Position	Department
Kampong Chhnang	Mr. Meas Chiwut	Chief Office	GED
	Mr. Sok Chheng	Deputy Director	EDD
Kampong Thom	Ms. Chea Socheata	Chief Office	PSD
	Ms. Ouk Kosomakesey	Chief Office	PSD
	Ms. Sor Minea	Chief Office	EDD
	Ms. Meng Dina	Vice Chief Office	PSD
	Mr. Lim Samedy	Vice Chief Office	GED
Tboung Khmum	Mr. Ham Siphath	Chief Office	EDD
	Ms. Somthun Chanchakriya	Vice Chief Office	PSD
	Ms. Heng Samphos	Vice Chief Office	PSD
	Mr. Khem Nalim	Vice Chief Office	PSD
	Ms. Loerk Srey Touch	Officer	EDD
Siem Reap	Ms. Chea Chanvanny	Vice Chief Office	EDD
	Mr. Pin Soksratum	Vice Chief Office	PSD
	Ms. Lun Sophea	Vice Chief Office	GED
	Ms. Pov Sony	Contract Officer	PSD
Kampong Cham	Mr. Meas Chiwut	Chief Office	GED
	Mr. Sok Chheng	Deputy Director	EDD
	Ms. Yin Samneang	Contract Officer Officer	PSD

4. List of WEE Working Group Members in Kampong Chhnang Province

No	Name	Position	Role
WEE Working Group			
1	Pal Yeoun	Member of Provincial Councilor	Chair
2	Tong Nary	WCCC chair	Deputy
3	Pich Sophea	Director, PDWA	Deputy
Technical Working Group/Secretariat			
1	Chuon Vatanary	Deputy Director PDWA	Chair
2	Heng Kimsreang	Deputy Director PDAFF	Deputy
3	Soam Sinath	Director PDLVT	Member
4	Hy Ratana	Director, PDOC	Member
5	Lay Nareth	Deputy Director PDOP	Member
6	Him Sochetta	Deputy Director PDISTI	Member
7	Kay Sokchea	Deputy Director PDRD	Member
8	Sun Kimsean	Chief Office, PDRD	Member
9	Ith Sophany	Chief Office, PDWA	Member
10	Tim Chy	Chief Officer, PDRD	Member
11	Khiev Pros	Chief Office, PDLVT	Member
12	Chhin Kanha	Vice Chief Office, PDAFF	Member
13	Thauk Kim Chheang	Vice Chief Office, PDAFF	Member
14	Yin Chenda	Vice Chief Office, PDOP	Member
15	Ven Sreyleak	Officer, PDISTI	Member
16	Som Sokphearum	Officer, PDOP	Member
17	Nhim Sokha	Officer, PDLVT	Member
18	Souerng Pisen	Officer, PDOC	Member
19	Ouk Sokha	Officer, PDOC	Member
20	Ham Kimhour	Officer, PDISTI	Member

5. List of WEE Working Group Members in Siem Reap Province

No	Name	Position	Role
WEE Working Group			
1	You Sophear	Deputy Governor	Chair
2	Sin Norm	WCCC chair	Deputy
3	Ngov Sengkak	Director, PDOT	Deputy
4	Krong Sithavy	Director, PDWA	Permanent Deputy
Technical Working Group			
1	Krong Sithavy	Director, PDWA	Chair
2	Van Channa	Deputy Director, PDWA	Deputy
3	Sor Rene	Deputy Director, PDAFF	Member
4	Seur Siharith	Deputy Director, PDRD	Member
5	Srey Sokun	Deputy Director, PDOP	Member
6	Team Phally	Deputy Director, PDOC	Member
7	Bun Chrib	Deputy Director, PDLVT	Member
8	Tob Thoeun	Deputy Director, PDISTI	Member
9	Chhun Sophoan	Chief Office of PDWA	Member
10	Luy Ratana	Chief Office of PDWA	Member
11	Pot Saroeut	Chief Office of PDRD	Member
12	Siep San	Chief Office of PDOP	Member
13	Phouern Sokna	Chief Office of PDISTI	Member
14	Nan Mao	Chief Office of PDWA	Member
15	Koy Phally	Vice Chief Office of PDWA	Member
16	Luch Kunthea	Vice Chief Office of PDWA	Member
17	Peanh Makara	Vice Chief Office of PDWA	Member
18	Prum Sopheap	Vice Chief Office of PDAFF	Member
19	Kean Seryvuth	Vice Chief Office of PDRD	Member
20	Ly Chanthorn	Vice Chief Office of PDLVT	Member
21	Heang Puthera	Vice Chief Office of PDLVT	Member
22	Long Somavatey	Vice Chief Office of PDISTI	Member
23	Chea Syavy	Vice Chief Office of PDOT	Member
24	Bor Bun	Officer of PDAFF	Member
25	Sok Pylot	Officer of PDOT	Member
26	Ngeth Chan Rathanak	Officer of PDOP	Member
27	So Pola	Officer of PDOC	Member
28	Cheim Soram	Officer of PDLVT	Member
29	Lach Voucheng	Officer of PDWA	Member
30	Long Dany	Vice Chief Office of PDWA	Member
31	Mao Samoeurn	Officer of PDWA	Member

6. List of WEE Working Group Members in Kampong Thom Province

No	Name	Position	Role
WEE Working Group			
1	Lom Kuntheary	Deputy Governor	Chair
2	Sok Chanthou	WCCC chair	Deputy
3	Sin Siphon	Director, PDWA	Deputy
Technical Working Group/Secretariat			
1	Sin Siphon	Director, PDWA	Chair
2	Chhor Biengkong	Deputy Director, PDAFF	Deputy
3	Chou Bunry	Deputy Director, PDOP	Member
4	Pov Vanna	Deputy Director, PDISTI	Member
5	Yin Bunroth	Deputy Director, PDLVT	Member
6	Plong Salon	Deputy Director, PDRD	Member
7	Heav Chanry	Deputy Director, PDWA	Member
8	Sin Kimheang	Deputy Director, PDOT	Member
9	Ly Reaksmy	Chief Office, PDOC	Member
10	Hun Sam At	Chief Office, PDWA	Member
11	Men Chanthoeun	Chief Office, PDAFF	Member
12	Neang Sopheak	Chief Office, PDLVT	Member
13	Yin Riyong	Chief Office, PDLVT	Member
14	Ros Kimchhay	Chief Office, PDISTI	Member
15	Peav Theary	Chief Office, PDOC	Member
16	Em Sok Leng	Chief Office, PDOP	Member
17	Sou Pharin	Chief Office, PDWA	Member
18	Kim Chantho	Chief Office, PDOT	Member
19	Hun Kotal	Vice Chief Office, PDAFF	Member
20	Huon Chenda	Vice Chief Office, PDWA	Member
21	Tan Molika	Vice Chief Office, PDRD	Member
22	Van Sarorn	Officer, PDOP	Member
23	Tann Saimeng	Officer, PDRD	Member
24	Koy Koern	Officer, PDOC	Member
25	Kong Kosal	Officer, PDISTI	Member
26	Sor Saysambor	Officer, PDOT	Member

7. List of WEE Working Group Members in Tboung Khmum Province

No	Name	Position	Role
WEE Working Group			
1	Leng Sokha	Member of Provincial Councilor	Chair
2	Kiev Samuon	WCCC chair	Deputy
3	Ny Chan Thida	Deputy Governor	Deputy
4	Thorn Kimsron	Director, PDWA	Deputy
Technical Working Group/Secretariat			
1	Thorn Kimsron	Director, PDWA	Chair
2	Korng Siman	Deputy Director, PDWA	Deputy
3	Um Veasna	Director, PDLVT	Member
4	Toch Sakorn	Director, PDOC	Member
5	Hor Lenghong	Deputy Director, PDOC	Member
6	Sun Sarath	Deputy Director, PDAFF	Member
7	Chheng Chhunny	Deputy Director, PDISTI	Member
8	Pha Leakhena	Deputy Director, PDOP	Member
9	Chin Vibol	Deputy Director, PDLVT	Member
10	Pech Chordaphea	Chief Office, PDWA	Member
11	Phon Lanita	Chief Office, PDWA	Member
12	Chhing Chun	Chief Office, PDLVT	Member
13	Chhoam Sreymao	Chief Office, PDAFF	Member
14	Chhem Chanraksmeay	Chief Office, PDRD	Member
15	Reth Rattana	Chief Office, PDOP	Member
16	An Darika	Chief Office, PDOC	Member
17	Dav Chanly	Vice Chief Office of PDLVT	Member
18	Aun Sinean	Vice Chief Office, PDRD	Member
19	Lang Sithaoun	Technical Staff of PDISTI	Member
20	Kan Sophun	Technical Staff of PDOP	Member
21	Chroeng Sothea	Technical Staff, PDAFF	Member

8. List of WEE Working Group Members in Kampong Cham Province

No	Name	Position	Role
WEE Working Group			
1	On Heng Leakhena	WCCC chair	Chair
2	Pang Dany	Deputy Governor	Deputy
3	Seang Van Leakhena	Director, PDWA	Permanent member
Technical Working Group/Secretariat			
1	Seang Van Leakhena	Director, PDWA	Chair
2	Dok Linda	Deputy Director, PDWA	Deputy
3	Cheng Heang	Director, PDLVT	Member
4	Ing Visoth	Director, PDRD	Member
5	Chheang Borin	Director, PDOC	Member
6	Sim Thavireak	Director, PDAFF	Member
7	Be Buntha	Director, PDOP	Member
8	You Sok Ann	Deputy Director, PDOP	Member
9	Pan Phallin	Deputy Director, PDRD	Member
10	Uy Sokna	Deputy Director, PDOC	Member
11	Pich Chanthy	Deputy Director, PDISTI	Member
12	Mao Vanthan	Chief Office, PDAFF	Member
13	Chi Kheng	Chief Office, PDWA	Member
14	Lorn Sophal	Vice Chief Office, PDAFF	Member
15	Heng Bo	Chief Office, PDISTI	Member
16	Im Pisey	Chief Office, PDOP	Member
17	Kun Socheat	Vice Chief Office, PDWA	Member
18	Theam Kimhour	Officer, PDWA	Member
19	Som Vuthy	Officer, PDLVT	Member
20	Huern Sreypov	Officer, PDISTI	Member
21	Bun Sokhom	Officer, PDWA	Member

9. List of Equipment

No.	Description	Specification/Standard	Price (USD)	Date of Delivery	User
1	Laptop	NB ASUS A411UA-EB211T	701	2018/12/6	PDWA (Kampong Chhnang)
2	Laptop	NB ASUS A442UQ-FA044T 3F Red	690	2019/7/29	PDWA (Siem Reap)
3	Laptop	NB ASUS VivoBook S ultrathin S530FN-BQ117T	859	2019/7/29	MOWA (Project office)
4	Laptop	NB ASUS X412FL-EB274T 8S-Transparent Silver	860	2020/6/30	PDWA (Kampong Thom)
5	Laptop	NB ASUS X412FL-EB274T 8S-Transparent Silver	860	2020/6/30	PDWA (Thboung Khmum)
6	Projector	Sony EX450 VPL -EX450	505	2020/11/25	MOWA (Project Office)
7	Video conference system	Logitech Group for Video Conference (960-001054) FHD 2114LZ50H8J8	1,000	2021/7/7	MOWA (Project Office)

10. List of Office Equipment (Consumable)

No.	Description	Specification/Standard	Price (USD)	Date of Delivery	User
1	Cabinet	Double doors cabinet, Eagle	140	2019/2/15	Project Office (MoWA)
2	UPS	APC APC Smart-UPS C 1500VA LCD 230V	365	2019/3/27	Project Office (MoWA)
3	Air conditioner	Panasonic	240	2019/2/8	PDWA (Kampong Chhnang) *Disposed July 3, 2019 due to malfunction
4	Air conditioner	Panasonic	325	2019/6/10	PDWA (Kampong Chhnang)
5	Printer	HP LaserJet Pro M203	195	2019/7/16	PDWA (Siem Reap)
6	Office Cabinet (tall)	-	130	2019/7/16	PDWA (Siem Reap)
7	Office Cabinet (short)	-	110	2019/7/16	PDWA (Siem Reap)
8	Desk with drawer	-	125	2019/7/16	PDWA (Siem Reap)
9	Desk without drawer	-	75	2019/7/16	PDWA (Siem Reap)
10	Camera	Canon	359	2019/10/25	PDWA (Siem Reap)
11	Portable wifi	Smart@Home	36	2020/3/4	MOWA (Project Office)
12	Camera	Canon	329	2020/11/25	MOWA (Project Office)