

**Royal Government of Cambodia  
Ministry of Women's Affairs (MOWA)**

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

**Project Completion Report**

**January 2023**

**Japan International Cooperation Agency (JICA)**

**IC Net Limited  
International Development Center of Japan Inc.**

GP
JR
23-002

## Map



Source: Report of Cambodia Socio-Economic Survey 2019/20 (2020), National Institute of Statistics Ministry of Planning, Kingdom of Cambodia Nation Religion King (Edited by PGM-WEE)

Exchange rate as of December 2022

US Dollar (US\$) 1 = ¥ 0 138.482000

Cambodian Riel (KHR) 1 = ¥0.026930

(JICA foreign exchange rate in December 2022)

## Table of Contents

<b>I. Basic Information of the Project</b> .....	1
1.1. Country: Cambodia.....	1
1.2. Title of the Project:.....	1
1.3. Duration of the Project (Planned and Actual).....	1
1.4. Background (from Record of Discussions (R/D)) .....	1
1.5. Overall Goal and Project Purpose (from Record of Discussions (R/D)).....	2
1.6. Implementing Agency .....	3
<b>II. Results of the Project</b> .....	3
2.1. Results of the Project .....	3
2.1.1 Input by the Japanese side (Planned and Actual) .....	3
2.1.2 Input by the Cambodian side (Planned and Actual).....	4
2.1.3 Activities (Planned and Actual).....	5
2.2 Achievements of the Project .....	10
2.2.1. Outputs and indicators .....	10
2.2.2 Project Purpose and indicators .....	12
2.3. History of PDM Modification .....	15
2.3.1. January 2020 (see. ANNEX 3-2).....	15
2.3.2 January 2022 (see. ANNEX 3-3).....	24
2.4. Others .....	25
<b>III. Results of Joint Review</b> .....	25
3.1. Results of Review based on DAC Evaluation Criteria .....	25
3.1.1 Relevance: High.....	25
3.1.2 Coherence: High.....	27
3.1.3 Effectiveness: Relatively High.....	28
3.1.4 Efficiency: Moderate .....	30

3.1.5 Impact: Moderate .....	30
3.1.6 Sustainability: Moderate.....	31
3.2. Key Factors Affecting Implementation and Outcomes .....	32
3.3. Evaluation on the results of the Project Risk Management .....	32
3.4. Lessons Learned .....	33
3.5. Additional Activity/Support Required as Response to COVID-19 .....	34
<b>IV. For the Achievement of the Overall Goal after the Project Completion.....</b>	<b>35</b>
4.1. Prospects for achieving the Overall Goal.....	35
4.2. Plan of Operation and Implementation Structure of the Cambodian side to achieve the Overall Goal .....	36
4.3. Recommendations to the Cambodian side .....	37
4.4. Monitoring Plan from the end of the Project to Ex-post Evaluation.....	38

## Annexes

- 1.Results of the Project
- 2.List of Products
- 3.PDM
- 4.RD, MM, Minutes of JCC
- 5.Monitoring Shee

## List of Abbreviations

<b>Abbreviation</b>	<b>Term in full</b>
ADB	Asian Development Bank
AIMS	Accelerating Inclusive Markets for Smallholders
ASEAN	Association of Southeast Asian Nations
ASPIRE	Agricultural Service Programme for Innovation Resilience and Extension
EDD	Economic Development Department
GBV	gender-based violence
GED	Gender Equality Department
GMAG	Gender Mainstreaming Action Group
GMAP	Gender Mainstreaming Action Plan
H.E.	Her Excellency
IFAD	International Fund for Agricultural Development
JICA	Japan International Cooperation Agency
KCH	Kampong Chhnang Province
KPC	Kampong Cham Province
KPT	Kampong Thom Province
MAFF	Ministry of Agriculture, Forestry and Fisheries
MISTI	Ministry of Industry, Science, Technology & Innovation
MOC	Ministry of Commerce
MOLVT	Ministry of Labour and Vocational Training
MORD	Ministry of Rural Development
MOT	Ministry of Tourism
MOU	Memorandum of Understanding
MOWA	Ministry of Women's Affairs
NCDD	National Committee for Sub-National Democratic Development
OVOP	One Village One Product
PDISTI	Provincial Department of Industry, Science, Technology and Innovation
PDWA	Provincial Department of Women's Affairs
PGM	Projects on Gender Mainstreaming
PGM-WEE	Project on Gender Mainstreaming for Women's Economic Empowerment
PSD	Planning and Statistics Department
R/D	Record of Discussion
RGC	Royal Government of Cambodia
SRP	Siem Reap Province
TBK	Tbong Khmum Province
TWG-G	Technical Working Group on Gender
TWG-G WEE	Technical Working Group on Gender, Sub-Group on women's economic empowerment
WCCC	Women's and Children's Consultative Committee

PM Form 4 Project Completion Report

WEE	women's economic empowerment
WEE-WG	women's economic empowerment working group

## Project Completion Report (Draft)

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

**Name:** H. E. Chan Sorey

**Title:** Project Director

**Name:** Akane Totani

**Title:** Chief Advisor

**Submission Date:** December 19, 2022

### I. Basic Information of the Project

1.1. Country: Cambodia

1.2. Title of the Project:

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

1.3. Duration of the Project (Planned and Actual)

Planned: February 2017–February 2022 (5 years)

Actual: February 2017–December 2022 (5 years and 10 months)

1.4. Background (from Record of Discussions (R/D))

The Royal Government of Cambodia (RGC) implemented various programs and projects to promote gender equality and women's empowerment based on national policies such as the Rectangular Strategy, National Strategic Development Plan, and Neary Rattanak (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 the early 1990s, Projects on Gender Mainstreaming (PGM) Phases 1 and 2 were implemented. PGM 2 was launched in 2010 for a duration of five years with the Overall Goal that women's economic empowerment (WEE) is enhanced through gender-responsive policies and programs undertaken by the MOWA/Provincial Department of Women's Affairs (PDWA) and partner line ministries in Cambodia.

The terminal evaluation study of PGM 2 undertaken in February 2015 concluded that the functions and capacity of MOWA/PDWA to advocate and coordinate partner line ministries at the national and sub-national levels were strengthened. The study also found that the capacity and mechanism to deliver gender-responsive services for enhancing WEE were strengthened at the sub-national level by applying the PGM methods developed by PGM 1 and implementing 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 PGM 2.

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

- 1) Increase in 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 (such as increase in self-confidence, leadership, and participation in decision-making of high household expenses), and enhancement of awareness about women's capability by family members and communities as social and gender impacts.

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

#### 1.5. Overall Goal and Project Purpose (from Record of Discussions (R/D))

##### 1) Overall Goal (revised as of January 2020)

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.



2) 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.

1.6. Implementing Agency

Ministry of Women’s Affairs (MOWA)

**II. Results of the Project**

2.1. Results of the Project

2.1.1 Input by the Japanese side (Planned and Actual)

Planned (from original R/D)	Actual
<p>(1) Dispatch of Experts</p> <ul style="list-style-type: none"> <li>- Chief Advisor/Gender Mainstreaming</li> <li>- Institutional Development</li> <li>- Women’s Economic Empowerment</li> <li>- Coordinator/Training</li> <li>- Short-term experts on specific topics</li> </ul> <p>(2) Training</p> <p>(3) Machinery and Equipment</p>	<p>(1) Dispatch of Experts (see ANNEX 1-1)</p> <ul style="list-style-type: none"> <li>- Chief Advisor/Gender Mainstreaming 1 (16.42 PM)</li> <li>- Deputy Chief Advisor/ Gender Mainstreaming 2 (8.98 PM)</li> <li>- Institutional Development/Governance (12.3 PM)</li> <li>- Women’s Economic Empowerment (15.8 PM)</li> <li>- Market and Business Development (14.58 PM)</li> <li>- Training Management (1.2 PM)</li> <li>- Coordinator/Gender Output Analysis (14.00 PM)</li> <li>- Monitoring (Short-term) (0.82 PM)</li> </ul> <p>(2) Training: None Training in Japan was converted into the retreat program in Cambodia owing to the travel restrictions caused by COVID-19.</p> <p>(3) Machinery and Equipment (see ANNEX 1-5-1)</p>

PM Form 4 Project Completion Report

	<p>1.1 million Japanese Yen</p> <p>(4) Local activities cost: 154.9million Japanese Yen (tentative)</p>
--	---

2.1.2 Input by the Cambodian side (Planned and Actual)

Planned (from original R/D)	Actual
<p>(1) Assignment of counterpart personnel and administrative personnel</p> <ul style="list-style-type: none"> <li>- Project Director: Secretary of State, MOWA</li> <li>- Project Manager: Director, Planning and Statistics Department (PSD)</li> <li>- Officers/Members: Counterpart personnel from PSD, Economic Development Department (EDD) and Gender Equality Department (GED)</li> </ul>	<p>(1) Assignment of counterpart personnel and administrative personnel (see ANNEX 1-3)</p> <ul style="list-style-type: none"> <li>- Project Director: Secretary of State, MOWA</li> <li>- Project Manager: Director, Planning and Statistics Department (PSD)</li> <li>- Officers/Members: Counterpart personnel from PSD, Economic Development Department (EDD) and Gender Equality Department (GED)</li> </ul>
<p>(2) Work spaces in MOWA and PDWAs of target provinces</p>	<p>(2) Workspaces in MOWA and PDWAs of Kampong Chhnang and Siem Reap provinces</p> <p>* The Project did not need the workspace in Kampong Thom and Tbong Khmum provinces as most of the pilot activities were implemented online because of the travel restrictions caused by COVID-19.</p>

## 2.1.3 Activities (Planned and Actual)

Planned	Actual
<b>&lt;Output 1&gt; The capacity of MOWA/PDWA in terms of advocacy and coordination is strengthened to promote WEE at the sub-national level.</b>	
1-1 Gender capacity assessment is conducted.	1-1 Gender capacity assessment was conducted in January 2020 and July 2022.
1-2 According to the results of the assessment, "capacity development plan on WEE" is prepared.	1-2 Capacity development of MOWA and PDWA was planned and conducted based on the results of the assessment.
1-3 A series of workshops and training for strengthening MOWA/PDWA's advocacy and coordination capacities for promoting WEE are planned and conducted.	1-3 A series of workshops and training sessions were conducted (see ANNEX 1-6)
1-4 "Gender terminology booklet" is updated.	1-4 Gender terminology booklet was finalized and approved by MOWA at the end of November 2022. However, printing and dissemination were not approved by the end of the project period. MOWA is expected to find a source for printing once it is approved.
1-5 "Gender statistics leaflet" is updated.	1-5 Gender statistics leaflet was updated and disseminated.
1-6 "Provincial gender statistics" are developed in each target province.	1-6 Provincial gender statistics were developed in Kampong Thom, Tboung Khmum, Kampong Chhnang, and Siem Reap province, while it was updated in Kampong Cham 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	1-7 Gender responsive value chain analysis method was developed, modified, and applied in the pilot activities in Kampong Thom, Tboung

<p>the updated WEE guideline.</p> <p>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.</p> <p>1-9 Terminal gender capacity assessment is conducted.</p>	<p>Khnum, and Siem Reap province.</p> <p>1-8 Basic concept of gender-responsive monitoring and evaluation (policy-based) was shared and discussion was facilitated among the Gender Mainstreaming Action Group members of partner line ministries through the dialogue held in November 2022.</p> <p>1-9 Terminal gender capacity assessment of MOWA and PDWA was conducted at the beginning of December 2022.</p>
<p>&lt;Output 2&gt; 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>(Planning, implementation and monitoring of the activities for promoting WEE (pilot activities) at sub-national level)</p> <p>2-1 In Kampong Cham Province (KPC), chicken raising activities supported by PGM2 are monitored and followed up.</p> <p>2-2 In Kampong Chhnang Province (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 Women's Economic Empowerment Working Group (WEE-WG).</p> <p>2-3 In Siem Reap Province (SRP), PDWA and partner provincial departments</p>	<p>2-1 Monitoring and follow-up activity for chicken raising activities were conducted in the 1<sup>st</sup> batch of the PGM-WEE.</p> <p>2-2 Chicken raising activity was planned, implemented, and monitored by PDWA and partner provincial departments in Kampong Chhnang province from December 2018 to February 2020.</p> <p>2-3 A series of business training and follow-up activities for promoting</p>

<p>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 Tbong Khmum Province (TBK) and Kampong Thom Province (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-WGs.</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</p>	<p>WEE in tourism sector were planned, implemented, and monitored in Siem Reap province from May 2019 to October 2022.</p> <p>2-4 Existing income-generating activities of rural women in agriculture and handicrafts were supported with strengthened focusing on gender perspectives and WEE aspects by PDWA and partner provincial departments in Kampong Thom and Tboung Khmum province from December 2021 to September 2022.</p> <p>2-5 Follow-up activities for mainstreaming gender into the existing income-generating activities of rural women were conducted in Kampong Cham and Kampong Chhnang province from November 2021 to August 2022.</p> <p>2-6 As Activity 2-3: Gender analysis was conducted to understand the needs of rural women working in the tourism sector. Effective measures for improving their livelihoods were then developed and implemented as</p>
---	---

<p>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>pilot activities in Siem Reap province.</p> <p>2-7 WEE guideline was compiled and approved by MOWA in December 2022.</p>
<p>&lt;Output 3&gt; Recommendations (tips and lessons learned) to implement/formulate gender-responsive policies are acknowledged by the partner line ministries and provincial departments and National Committee for Sub-National Democratic Development (NCDD) gender team through the active discussions with MOWA/PDWA.</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 Technical Working Group on Gender, Sub-Group on women's economic empowerment (TWG-G WEE)/Gender Mainstreaming Action Group (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</p>	<p>3-1 Relevant activities were integrated in the action plan for Neary Rattanak V.</p> <p>3-2 The outputs and findings of PGM-WEE were shared in the TWG-G sub-group meeting on WEE in October 2022.</p> <p>3-3 The recommendations for promoting WEE at the sub-national level were discussed in the retreat</p>

<p>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>	<p>program conducted in July 2022.</p> <p>3-4 Tips for promoting WEE at the sub-national level were shared and discussed in the dialogue with GMAG members in November 2022.</p> <p>3-5 A series of discussions with the NCDD gender team on how to integrate the experiences of PGM-WEE into the plan of the NCDD Gender Policy since February 2022.</p> <p>3-6 An experience sharing workshop was conducted in December 2022 to share the tips and experiences of PGM-WEE for promoting WEE at the sub-national level and provided the updated WEE guideline with PDWAs of all 25 provinces.</p> <p>3-7 Since several ASEAN-related forums and meetings were planned in October and November 2022, it was found that MOWA was not able to host the meeting additionally. Hence, a decision was made to concentrate in conducting the experience sharing workshop (Activity 3-6) with more substantial contents and increased number of participants.</p>
--	--

2.2 Achievements of the Project

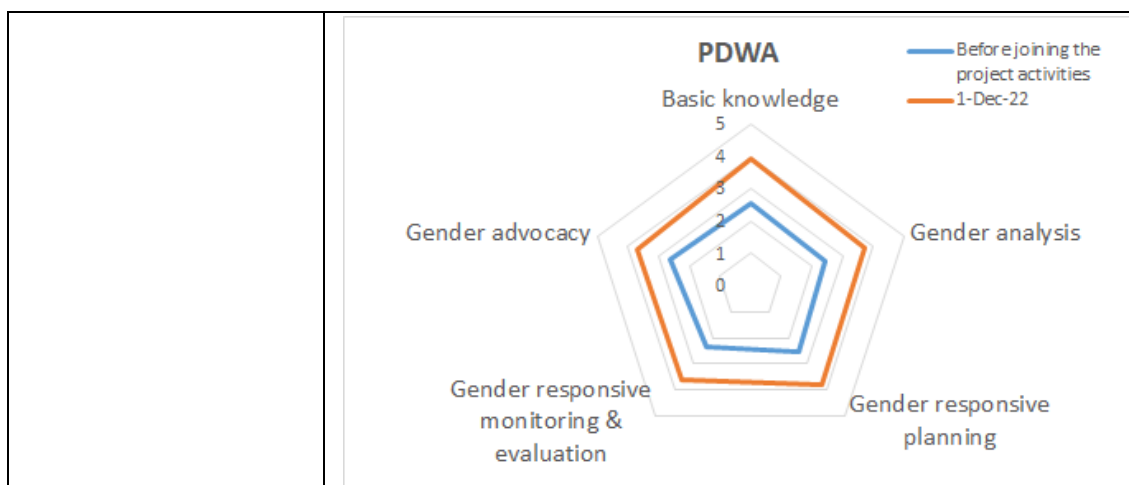
2.2.1. Outputs and indicators

(Target values and actual values achieved at completion)

- 1) Output 1: The capacity of MOWA/PDWA in terms of advocacy and coordination is strengthened to promote WEE at the sub-national level.

Indicator	Level of Achievement																		
<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>	<ul style="list-style-type: none"> <li>• According to the intermediate self-evaluation conducted after the retreat program in July 2022, the capacity of the counterparts of MOWA and PDWA in five target provinces were strengthened in all the aspects of gender-responsive project management (situation/problem analysis, planning, implementation, monitoring &amp; evaluation).</li> <li>• According to the results of final self-evaluation which was done in December 2022, it was found that all of the five aspects of capacity for gender mainstreaming were developed for both MOWA focal points and PDWA.</li> </ul> <div data-bbox="549 1128 1350 1601" style="border: 1px solid black; padding: 10px; margin-top: 10px;"> <p style="text-align: center;"><b>MOWA FPs</b></p> <table border="1" style="display: none;"> <caption>Data for MOWA FPs Radar Chart</caption> <thead> <tr> <th>Category</th> <th>Before joining the project activities</th> <th>1-Dec-22</th> </tr> </thead> <tbody> <tr> <td>Basic knowledge</td> <td>2</td> <td>3.5</td> </tr> <tr> <td>Gender analysis</td> <td>2</td> <td>3.5</td> </tr> <tr> <td>Gender responsive planning</td> <td>2</td> <td>3.5</td> </tr> <tr> <td>Gender responsive monitoring &amp; evaluation</td> <td>2</td> <td>3.5</td> </tr> <tr> <td>Gender advocacy</td> <td>2</td> <td>3.5</td> </tr> </tbody> </table> </div>	Category	Before joining the project activities	1-Dec-22	Basic knowledge	2	3.5	Gender analysis	2	3.5	Gender responsive planning	2	3.5	Gender responsive monitoring & evaluation	2	3.5	Gender advocacy	2	3.5
Category	Before joining the project activities	1-Dec-22																	
Basic knowledge	2	3.5																	
Gender analysis	2	3.5																	
Gender responsive planning	2	3.5																	
Gender responsive monitoring & evaluation	2	3.5																	
Gender advocacy	2	3.5																	





2) 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.

Indicator	Level of Achievement
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.	<ul style="list-style-type: none"> <li>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 training (e.g. gender training, retreat program, and gender mainstreaming workshop).</li> </ul>
2-2 Role of WEE-WG in the Project is institutionalized and included in the updated WEE Guideline.	<ul style="list-style-type: none"> <li>Based on the discussion among the WEE-WG members in the target provinces, it was approved by Her Excellency (H.E.) Provincial Governor to institutionalize the function of WEE-WG under the Women’s and Children’s Consultative Committee (WCCC) in KPC, KCH, KPT and TBK and the provincial administrative body in SRP.</li> <li>The functions of WEE-WG are compiled in the WEE Guideline.</li> </ul>

- 3) Output 3: Recommendations (tips and lessons learned) are acknowledged by the partner line ministries, NCDD gender team and partner provincial departments.

Indicator	Level of Achievement
<p>Recommendations (tips and lessons learned) are acknowledged by the partner line ministries, NCDD gender team and partner provincial departments.</p>	<ul style="list-style-type: none"> <li>• Recommendations were compiled and acknowledged by the partner line ministries, NCDD gender team, and partner provincial departments in the retreat program in July 2022.</li> <li>• 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.</li> <li>• NCDD acknowledged that tips and lessons learned from PGM-WEE were important for promoting gender equality and gender mainstreaming at the provincial level in line with the implementation of NCDD's Gender Policy.</li> </ul>

### 2.2.2 Project Purpose and indicators

(Target values and actual values achieved at completion)

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.

Indicator	Level of Achievement
<p>1. MOWA/PDWA advocates and coordinates with line ministries and partner provincial departments for planning and implementing</p>	<ul style="list-style-type: none"> <li>• Through the retreat program conducted in July 2022 and a series of gender mainstreaming workshops in each province, the practical methods and necessity of integrating gender and/or WEE aspects into the existing programs</li> </ul>

<p>gender-responsive programs and projects.</p>	<p>and projects were clearly confirmed by the facilitation of MOWA and PDWA.</p> <ul style="list-style-type: none"> <li>• PDWA and some partner provincial departments had 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 International Fund for Agricultural Development (IFAD)/ Ministry of Agriculture, Forestry, and Fisheries (MAFF), and One Village One Product (OVOP) project of Provincial Department of Industry, Science, Technology and Innovation (PDISTI).</li> <li>• Findings and lessons learned from PGM-WEE were shared in the TWG-G WEE meeting in October 2022.</li> </ul>
<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 all target provinces.</p>	<ul style="list-style-type: none"> <li>• Based on the decision to institutionalize the function of WEE-WG in each target province, it was also approved by the H.E. Provincial Governor that necessary measures to make it functioned including reviewing membership and securing budget are taken with the leadership of H.E. Chair of WCCC and/or H.E. Deputy Governor and the coordination by PDWA.</li> </ul>
<p>3. The updated WEE Guideline is approved by MOWA</p>	<ul style="list-style-type: none"> <li>• WEE Guideline was updated and approved by MOWA in December 2022.</li> </ul>
<p>4. Partner line ministries and NCDD gender team integrate at least 1</p>	<ul style="list-style-type: none"> <li>• MAFF and Ministry of Commerce (MOC) acknowledge and support the provincial department to integrate the</li> </ul>

<p>implementation tool or recommendation for promoting WEE into their projects and activities.</p>	<p>implementation tool for gender training into the project funded by the other DPs (e.g., IFAD, Asian Development Bank (ADB)).</p> <ul style="list-style-type: none"> <li>• Ministry of Tourism (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 a Memorandum of Understanding (MOU). They also agreed to include MOWA in the secretariate of the national committee for management and development of community tourism and ecotourism.</li> <li>• Ministry of Rural Development (MORD), Ministry of Labour, and Vocational Training (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.</li> <li>• NCDD acknowledged that the outputs and experiences of PGM-WEE are referred to in continuous discussions with MOWA for preparing a strategic plan for NCDD's gender policy and implementing the policy.</li> </ul>
--	--

## 2.3. History of PDM Modification

## 2.3.1. January 2020 (see. ANNEX 3-2)

## (1) Duration

Before (ver.0)	Amended Version (ver.1)
5 years	5 years ( <u>February 2017 – February 2022</u> )
Reason: To specify starting and ending month and year.	

## (2) Project Area

Before (ver.0)	Amended Version (ver.1)
Phnom Penh and 5 selected provinces	Phnom Penh and 5 selected provinces ( <u>Kampong Chhnang, Kampong Thom, Siem Reap, Tbong Khmum and Kampong Cham</u> )
Reason: To specify the names of target provinces.	

## (3) Target Group

Before (ver.0)	Amended Version (ver.1)
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 targets but beneficiaries of scaling-up/pilot activities.	

## (4) Overall Goal

Before (ver.0)	Amended Version (ver.1)
<Narrative Summary> 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.	<Narrative Summary> 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 <u>in target and non-target provinces</u> .
Reason: It is not logical to assume that the project outputs are disseminated to all the non-target provinces and ensure the implementation in those provinces	

<p>within a certain period after project completion.</p>	
<p>&lt;Indicators&gt;                  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>&lt;Indicators&gt;                  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 in target and non-target provinces.</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 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>
<p>Reason: Specifying the objective of gender-responsive programs and projects, and what to be referred to on the occasion of planning and implementation. Additionally, setting a tangible goal and adding the indicators for indicating other aspects of the Overall Goal to be achieved.</p>	
<p>&lt;Means of Verification&gt;                  1. Report about PGM Methods Workshops                  2. Annual reports of WCCC</p>	<p>&lt;Means of Verification&gt;                  1-1 Annual reports of WCCC                  1-2 <u>Provincial Development/Investment Plan</u>                  1-3 <u>Minutes of meetings and reports of WCCC</u>                  1-4 <u>Sector policies and plans and NCDD Gender Policy/plan</u></p>

Reason: Adding appropriate means of verification according to the amended indicators.

(5) Project Purpose

Before (ver.0)	Amended Version (ver.1)
<p>&lt;Narrative Summary&gt; 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>&lt;Narrative Summary&gt; 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.  * <u>"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>
Reason: “Strengthening of gender mainstreaming mechanism” is defined.	
<p>&lt;Indicators&gt; 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>&lt;Indicators&gt; 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</u></p>

	<p><u>programs and projects for promoting WEE in all target provinces.</u></p> <p>3. <u>The updated WEE Guideline is approved by MOWA.</u></p> <p>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>
Reason: Setting outcome-oriented indicators rather than deliverables.	
<p>&lt;Means of Verification&gt;</p> <p>1. Published “WEE Guidelines through Gender Mainstreaming at the Sub-national Levels”</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>&lt;Means of Verification&gt;</p> <p>1. <u>Annual plan and project documents of the partner provincial departments</u></p> <p>2. <u>Minutes of meetings and reports of WCCC</u></p> <p>3. <u>Approved updated WEE Guideline</u></p> <p>4. <u>Sector plans/annual plans/action plans of partner line ministries and for NCDD Gender Policy</u></p>
Reason: Adding appropriate means of verification according to the amended indicators.	

(6) Output 1

Before (ver.0)	Amended Version (ver.1)
<p>&lt;Narrative Summary&gt;</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>&lt;Narrative Summary&gt;</p> <p>The capacity of MOWA/PDWA <u>in advocacy and coordination which will be defined in Gender Capacity Assessment</u> is strengthened.</p>
Reason: Specifying the type of capacity to be strengthened by the Project.	
<p>&lt;Indicators&gt;</p> <p>1-1 Networking among the</p>	<p>&lt;Indicators&gt;</p> <p>1. <u>Capacity of the counterparts of</u></p>



<p>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</p>	<p><u>MOWA/PDWA in advocacy and coordination which will be defined in the Gender Capacity Assessment is strengthened.</u></p>
---	---

target provinces of the Project.	
Reason: Setting outcome-oriented indicators rather than deliverables.	
<p>&lt;Means of Verification&gt;</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>&lt;Means of Verification&gt;</p> <p>1. <u>Result of Gender Capacity Assessment</u></p> <p>2. <u>Minutes of meetings and reports of TWG-G WEE/GMAG</u></p> <p>3. <u>Minutes of meetings and reports of WEE-WG/WCCC</u></p>
Reason: Adding appropriate means of verification according to the amended indicators.	

(7) Output 2

Before (ver.0)	Amended Version (ver.1)
<p>&lt;Narrative Summary&gt;</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>&lt;Narrative Summary&gt;</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>
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 Output 3 as an Output.	

<p>&lt;Indicators&gt;</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 MOWA.</p> <p>2-3 Scaling-up activities are coordinated and monitored through the WEE-WGs 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>&lt;Indicators&gt;</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></p> <p>2-2 <u>Role of WEE-WG in the Project is institutionalized and included in the updated WEE Guideline*.</u></p> <p><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></p>
<p>Reason: Setting outcome-oriented indicators rather than activity-oriented ones.</p>	
<p>&lt;Means of Verification&gt;</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 WEE-WGs</p>	<p>&lt;Means of Verification&gt;</p> <p>1-1 <u>Records of trainings/workshops</u></p> <p>1-2 <u>Minutes of meetings and reports of WCCC</u></p> <p>2. <u>Updated WEE Guideline</u></p>

2-4 Annual plans and/or GMAPs of partner line ministries, Annual plans of WCCC of the target provinces	
Reason: Adding appropriate means of verification according to the amended indicators.	

(8) Output 3

Before (ver.0)	Amended Version (ver.1)
<p>&lt;Narrative Summary&gt; 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>&lt;Narrative Summary&gt; <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>
Reason: To promote WEE at the sub-national level, the tips and lessons learned for doing so that are identified 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>&lt;Indicators&gt; 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).  3-2 Networking between public and private sectors are established to strengthen marketing of the pilot projects through WEE-WGs. 3-3 Results of various researches and studies on marketing are</p>	<p>&lt;Indicators&gt; 3. <u>Recommendations (tips and lessons learned) are acknowledged by the partner line ministries, NCDD gender team and partner provincial departments.</u></p>

<p>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>Reason: Setting appropriate indicator(s) according to the amended Output 3.</p>	
<p>&lt;Means of Verification&gt;</p> <p>3-1 Reports about PGM Methods workshops</p> <p>3-2 Minute of meetings and reports of WEE-WGs</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>&lt;Means of Verification&gt;</p> <ol style="list-style-type: none"> <li>1. <u>Minutes of meetings and reports of TWG-G WEE/GMAG/NCDD gender team</u></li> <li>2. <u>Minutes of meetings and reports of WCCC</u></li> </ol>
<p>Reason: Setting appropriate means of verification according to the amended indicators.</p>	

\* Modification of activities can be confirmed by referring to ANNEX 4-2.

2.3.2 January 2022 (see ANNEX 3-3)

(1) Duration

Before (ver.1)	Amended Version (ver.2)
February 2017–February 2022	February 2017– <u>December</u> 2022
Reason: Owing to the COVID-19 pandemic, pilot activities such as income generation and follow-up activities for business skill training for Output 2 have been suspended. This has affected the overall Project implementation schedule. Keeping in mind 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 10 months.	

(2) Activity

Before (ver.1)	Amended Version (ver.2)
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.	1-8 <u>Basic concept of gender responsive monitoring and evaluation (policy-based) are shared with partner line ministries and partner provincial departments by MOWA/PDWA.</u>
Reason: Since not all partner line ministries have a Gender Mainstreaming Action Plan (GMAP), it is difficult to give technical advice on gender-responsive monitoring and evaluation to such ministries. Therefore, it is decided that the basic concept of gender-responsive monitoring and evaluation will be shared with partner line ministries and provincial departments through some training and meetings for them to take steps to prepare GMAP.	
1-9 Training on gender mainstreaming and WEE are conducted in Japan.	Removed
Reason: Owing to the COVID-19 pandemic, it has been impossible for stakeholders at MOWA/PDWA in Cambodia to visit Japan for training. Instead, a retreat program on strengthening MOWA/PDWA's advocacy and coordination capacities for promoting WEE is conducted in Cambodia .	

## 2.4. Others

2.4.1 Results of Environmental and Social Considerations (if applicable): None

2.4.2 Results of Considerations on Gender/Peace Building/Poverty Reduction, Disability, Disease infection, Social System, Human Wellbeing, Human Right, and Gender Equality (if applicable)

- The Project defines the concept of WEE not only in economic aspects (such as increase in income and involvement in economic activity) but also in more holistic aspects of women's lives. Therefore, the outcomes and impacts of pilot activities were found to vary from improvement of gender relations at the household level and enhanced self-confidence to decrease in the number of cases of domestic violence and active participation in community activities. In this sense, the Project managed to introduce practical and effective tools for enhancing women's empowerment and gender equality in the field.
- It was also found that income-generating activities and small businesses of women or women's groups, which were supported through pilot activities, contributed to poverty reduction in the target villages.

## III. Results of Joint Review

### 3.1. Results of Review based on DAC Evaluation Criteria

In addition to the results of the terminal evaluation conducted by local consultants in August 2022, critical points and evidence are added.

#### 3.1.1 Relevance: High

(Consistency with the national policy)

- The National Strategic Development Plan (NSDP) (2014–2018) prioritized promoting women's economic empowerment and decision-making. The NSDP (2019–2023) has maintained these priorities. From its formulation phase to completion, the Project fits well with the priorities of the highest national development policy, such as the NSDP. Based on the Annual Review of the NSDP in 2019, even after 2023, both priorities are expected to remain gender priorities of the RGC.
- In the National Gender Equality Policy (2021–2035), which is about to be enacted, thereby strengthening the mechanism for enhancing gender

equality at national and local governments and partnership among them, is set as one of the strategies. It is also clearly stated that gender equality and women's empowerment should be achieved in economic growth and social protection. The Project contributes to realize those strategies by providing concrete and effective methods (strengthening of gender mainstreaming mechanism at national and sub-national levels and developing tools for promoting WEE).

(Consistency with the sector policy)

- Neary Rattanak IV (2014–2018) and Neary Rattanak V (2019–2023) prioritize six areas, namely economic empowerment, education, health, legal protection, decision-making and leadership, and climate change for gender mainstreaming to promote gender equality in Cambodia. Therefore, this project was formulated and implemented as one of Neary Rattanak's key programs (esp. in regard to promoting women's economic empowerment) for the period 2014–2023.
- WEE is considered one of the outputs of the Joint Monitoring Indicators (JMIs) framework of the RGC and Development Partners (DPs) (JMIs 2019–2023). In the framework, the RGC and its DPs set the following three indicators: (a) the National Program for WEE, (b) the Cambodian Women Entrepreneurs Network (Cam-WEN) for promotion establish networking, information-sharing, and knowledge-sharing on women's entrepreneurship development, gender and economics in Cambodia, the Association of Southeast Asian Nations (ASEAN) and the world, and (c) the Women in Leadership and Governance program to coordinate stakeholders to achieve goals and to monitor national targets for enhancing the participation of women in decision-making. This project is clearly linked to the first indicator mentioned above.

(Consistency with the actual need of the development)

- Project beneficiaries range from counterparts and participants within the government structure to rural women and their households, who are the ultimate subjects of gender equality efforts.
- Establishing and operating WEE-WG at the sub-national level was very effective in supporting the partner line departments in the target provinces to mainstream gender for supporting women in their areas of expertise more



effectively.

- The target women interviewed expressed their gratitude to the WEE-WG for providing them with opportunities such as technical and business training, gender training, and follow-up activities. As a result, they feel more psychologically and economically empowered individually, in their families and communities. Many who experienced domestic violence and discouragement from their husbands in the past reported that their quality of life greatly improved as a result of attaining and applying new knowledge and skills developed through participating in the Project.

(Appropriateness of the project approach to meet the development need)

- PGM-WEE is a continuation of the previous projects of PGM1 and PGM2 to continuously strengthen the capacity of MOWA to enhance gender mainstreaming through pilot activities for integrating gender perspectives into government support for income-generating activities and/or small businesses run by rural women. Based on the experiences of the previous projects, PGM-WEE clearly identified and introduced WEE aspects in all the steps of project cycle management. The WEE Guideline, which is considered a key implementation tool developed through the Project, will be institutionalized by the completion of the PGM-WEE.
- As gender equality is a cross-cutting development issue, a multi-sectoral approach that involves relevant line ministries, provincial departments, and provincial authorities is a very important and useful way to promote WEE and improve livelihoods, which contributes to rural socio-economic development and poverty reduction in a sustainable manner.
- Through the experience of this project, it proved to be more effective and impactful in approaching the economic empowerment of women simultaneously from the perspective of gender mainstreaming and economic livelihood. The situation of the target women in each target province was systematically analyzed by applying the method developed by the Project, which is one of the main strengths regarding evidence-based developmental interventions for promoting WEE.

### 3.1.2 Coherence: High

- Under the bilateral cooperation between Cambodia and Japan, PGM-WEE was formulated under the framework of Japan's Country Assistance Policy

for Cambodia (July 2017), which is an overarching document at the partner country's level for Japan's ODA. In this policy, gender mainstreaming is regarded as an indispensable part of governance for the realization of sustainable society. At the formulation stage, the ODA Taskforce noted that, from Japan's standpoint of women's support and human security, although gender equality and improvement of women's status are advocated in the higher-level policies in Cambodia, there is no noticeable improvement in the society. PGM-WEE will focus on building a mechanism to mainstream gender in income-generating activities for rural women by strengthening the capacity of MOWA and PDWA to effectively coordinate such platforms.

- PGM-WEE is recognized by the MOWA as part of Cambodia's efforts to achieve SDG-5, namely Gender Equality, and is approved by JICA. Moreover, the project in Cambodia is considered to be closely linked to other SDGs such as poverty alleviation, eradication of hunger, education, and health.

### 3.1.3 Effectiveness: Relatively High

- Within its period, the Project completed all the planned activities except for a regional seminar (Activity 3-7), which was converted into an experience (output) sharing workshop (Activity 3-6), based on the agreement reached in the 4<sup>th</sup> JCC in August 2022.
- The results of Project activities are likely to sufficiently achieve the Project Purpose defined in the latest PDM, with a few important issues highlighted below.
  - MOWA and PDWA's capacities for advocacy and coordination for mainstreaming gender perspectives and WEE aspects were significantly strengthened through the implementation of pilot activities and a series of gender mainstreaming workshops in each province, as well as the retreat program conducted in July 2022. As a result, PDWA and some provincial departments 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).
  - In each target province, the WEE-WG was formed as a platform to

facilitate coordination and share experiences among relevant provincial departments for planning, implementing, and monitoring the pilot activity (WEE-related activity). Through the activities of the WEE-WG, a collaboration model was established at the provincial level, which promoted enthusiastic participation of partner provincial line departments. By the end of the Project, each province discussed how to institutionalize the function of WEE-WG and concluded to put it under the WCCC in KPC, KCH, KPT and TBK provinces and under the provincial administrative body in SPR province with the approval of H.E. Provincial Governor. These signify the effectiveness of the Project approach through the WEE-WG.

- At the national level, the Project promoted discussions on gender-responsive monitoring from a WEE perspective and gender-responsive budgeting through dialogue with GMAGs. The project also held a series of discussions with the NCDD Gender Policy team on how to use the findings and experiences identified from the pilot activities at the provincial level in the implementation of action plan of the NCDD Gender Policy. In addition, MOWA invited GMAG members to multiple Project activities to share the findings and experiences of gender-responsive project planning and implementation under PGM-WEE. As a result, gender-responsive projects or programs have been integrated into sectoral plans both at the national level via GMAGs and at the provincial level by the partner provincial departments in the target provinces.
- WEE-WG is recognized as an effective collaborative tool for promoting WEE at the provincial level by PDWA and partner provincial departments covering agriculture, tourism, trade, commerce, labor and vocational training, rural development, industry, and local planning. Moving in this common direction of gender mainstreaming and women's economic empowerment will be a significant step toward effectively reducing gender inequality by strengthening women's capacity to generate income, enhancing their self-esteem and family harmony, and reducing GBV and poverty. The WEE-WG can be expanded and opened to the involvement of other relevant provincial line departments and/or different areas of the same provincial line departments.

### 3.1.4 Efficiency: Moderate

- Because more time was required for capacity building of MOWA and PDWA (Output 1) and implementation of pilot activities (Output 2), less time was allocated to the completion of activities under Output 3. To enhance efficiency, capacity building was also ensured in the implementation of the pilot activities by providing supplementary technical support for acquiring the necessary knowledge and skills in advocacy and coordination for gender mainstreaming.
- Owing to travel restrictions during the COVID-19 period, most of the pilot activities at the village level were suspended for several months. However, as preparation work and technical meetings were continuously conducted among the WEE-WG members through online meetings, these activities could be restarted immediately after the restriction was removed.
- Although the Project period was extended for 10 months to catch up with the delay created during the COVID-19 period, it was still difficult to conduct training at the village level as planned. However, all the contents of the training could not be skipped, and some was shortened or combined with other topics to save time. As a result, it was reported that the target women found it difficult to clearly understand some topics owing to quick explanations within the limited time. These topics were taught again as part of refresher training.
- As for the inputs, the Japanese experts with relevant expertise were appointed. The necessary number of counterparts (C/Ps) was allocated in a timely manner, especially for implementing pilot activities at the provincial level. The time spent by each expert was sufficient. The specifications and qualities of the equipment provided by this Project were relevant for the implementation of activities with an equitable distribution between national and sub-national levels.

### 3.1.5 Impact: Moderate

Project impacts can be correctly assessed three to five years after project completion, together with the assessment of the Project's Overall Goal achievement. However, systematic positive impacts on C/Ps and partner line ministries and provincial departments, target women, and their families can be described as follows:

- Strong impacts of acquiring knowledge and skills on gender mainstreaming

in project cycle management were observed on counterparts and participants of the Project, particularly within the MOWA, PDWA, WEE-WG members, and partner line ministries. MOWA and PDWA also expressed increased confidence in promoting gender mainstreaming and WEE as a result of joining Project activities. The participants from the provincial departments and line ministries were very satisfied with the joint work conducted through the WG-WEE and learned about the benefits of gender-responsive WEE activities.

- Several positive impacts on and changes in the target women and gender relations in the target groups on the basis of six elements of WEE were enhanced through gender training (opportunity to participate in the training, information-sharing, division of labor, control of income, decision-making, self-esteem, and acknowledgment by others). It was also reported that the incidence of domestic violence in the target villages was significantly reduced after the Project activities started.
- For the achievement of the Overall Goal, further promotion of WEE through planning and implementation of gender-responsive projects and programs is required. The partner line ministries and provincial departments intend to cooperate even more to promote WEE by capitalizing on the effects of the project. MOWA is expected to not just continue advocacy and coordination in the target provinces, but also expand it to the other non-target provinces in cooperation with the partner line ministries.

#### 3.1.6 Sustainability: Moderate

- Policy sustainability is high because of the continued strong priority of WEE within development framework and MOWA's mandate. It can be concluded that the activities and outputs of the project are still relevant to the policy priorities in promoting WEE, especially in rural areas, which contribute to meeting the relevant development indicators such as gender development and inequality indexes, the targets of SDG-5, and even the other relevant goals to be satisfied by 2030.
- Institutional sustainability is Moderate given that all the five target provinces decided to institutionalize the function of WEE-WG under the existing structure of WCCC or administrative body with the approval of H.E. Provincial Governor. It is regarded as significant platform for gender mainstreaming and WEE promotion at the provincial level. In addition,

TWG-G Sub-Group on WEE was reconvened in October 2022 and agreed to function as a platform at the national level for sharing information and coordinating the projects and activities for promoting WEE. It is highly expected that the efforts of the target provinces of PGM-WEE for promoting WEE at the rural level will be followed up and necessary technical and financial supports are provided accordingly.

- Technical and human resource sustainability is moderate. Although the necessary knowledge and skills for promoting WEE are compiled in the updated WEE Guideline and strengthened capacities of MOWA and PDWA were confirmed through the capacity assessment, it is necessary to consider how to take advantage of those technical and human resources within MOWA whose capacities have been strengthened by PGM-WEE for advocating and coordinating with line ministries more effectively to enhance gender mainstreaming.
- Financial sustainability is fair as WEE tends to be low on the list of RGC's priority in terms of the overall budget for MOWA. It is important for MOWA to negotiate with the Ministry of Economy and Finance to allocate budget on the relevant activities for promoting WEE at the provincial level. Moreover, the functioning of TWG-G Sub-Group on WEE would be effective for facilitating resource allocation for promoting WEE especially in rural areas.

### 3.2. Key Factors Affecting Implementation and Outcomes

Until the beginning of the Project period, there was no specific policy basis for promoting gender mainstreaming in the decentralization and de-concentration (D&D) process. However, the National Committee for Sub-National Democratic Development's (NCDD) new policy on the promotion of gender equality for sub-national democratic development was endorsed in May 2019.

### 3.3. Evaluation on the results of the Project Risk Management

#### (1) Results of the Risk Management

Related to the risk management mentioned in section 2, in the advisory mission in July 2019, MOWA and JICA agreed that the project framework, goals, outputs, and activities would be reorganized from the perspective of maximizing policy implications identified from the activities on the ground in close alignment with the new NCDD's policy. Following the mid-term review mission in September 2019, the revision of the PDM was officially approved

in the 3<sup>rd</sup> JCC in December 2019.

(2) Results of utilizing experiences of the relevant projects

- Similar to PGM2, active women's leadership in local government such as deputy governor and chair of WCCC contributed to the smooth implementation of pilot activities. This also contributed to fostering the ownership of the PDs. Their full commitment on the Project activities and deep understanding of the effectiveness of the tools and mechanisms that the Project developed were indispensable for achieving Output 2 (Indicator 2-2) and Project Purpose (Indicator 2).
- Considering the importance of marketing and business support for rural women and women's small businesses, as well as networking with the private sector, the Project developed a comprehensive business training package for rural women, including marketing and business aspects. In addition, a gender-responsive value chain analysis tool was developed to identify the problems that women are facing as constraints for their business. Networking with the private sector was also promoted through pilot activities for tourism promotion in Siem Reap province.

3.4. Lessons Learned

- A cross-sectoral approach for promoting WEE was effective in producing concrete results regarding both an increase in income and women's empowerment by using existing skills and knowledge of the PDs.
- Implementation tools that were developed and tested through the pilot activities in PGM-WEE were highly 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 highly effective for causing changes in the mindsets and behaviors of the target women and men.
- As long as income generating activities and small businesses of rural women are appropriately supported while clearly addressing women's needs and gender issues, WEE can be promoted to achieve gender equality.
- Although the budget for implementing WEE-related activities is still limited, several PDs showed that there is a possibility to use the experiences of PGM-WEE in several ways.

- Comprehensive capacity building of PDs is essential for enhancing gender mainstreaming at the provincial level.

### 3.5. Additional Activity/Support Required as Response to COVID-19

Considering the impact of COVID-19 on economic activities, particularly in the tourism sector, in the target provinces of Siem Reap and Kompong Thom, the Project proposed and implemented the following three additional activities.

#### (1) Impact survey for women in tourism sector affected by COVID-19

The survey collected data on the impact of COVID-19 on women working in the tourism sector, and to support ministries, provincial departments, donors, and NGOs to identify needs and design necessary interventions. The survey results were shared with relevant ministries and provincial departments in Siem Reap and Kampong Thom provinces.

#### (2) Hygiene control seminar for actors (especially women) in the tourism sector

The seminar aimed to build knowledge and awareness of hygiene control in the tourism sector by implementing seminars on practical methods of hygiene control, and monitoring and certification after seminar participation in collaboration with MOWA and MOT. The seminar was provided both face-to-face and online to disseminate the practice to a broad range of people (especially women) working in the tourism sector.

#### (3) Support for tourism promotion focusing on active women in tourism sector

This activity was to create short videos with a focus on active women in the tourism sector to promote public relations of tourism in Cambodia for the faster return of tourists after COVID-19. This video was expected to be disseminated by social media and advertisements by tie-up private sectors. This video was designed to attract the attention of Khmer and international tourists to women active in the tourism sector and to contribute to the revitalization of tourism in Siem Reap and Kampong Thom provinces.



## IV. For the Achievement of the Overall Goal after the Project Completion

### 4.1. Prospects for achieving the Overall Goal

Indicator	Prospects for Achievement
<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>It is highly likely that gender-responsive projects and activities will be planned and implemented or at least some of the gender perspectives will be integrated into the project cycle management of the WEE relevant projects/activities in the target provinces. As of October 2022, some of the provincial departments have already started to integrate gender perspectives and/or WEE aspects 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.</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>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.</p>
<p>3. All the partner line ministries and NCDD integrate at least 1</p>	<p>All the partner line ministries had already expressed their interests to</p>

<p>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>integrate the recommendations and tips from the PGM-WEE into their policy, plan and projects, while NCDD acknowledged the effectiveness of referring to the tools developed through and lessons learned from the Project activities in discussions with MOWA on the strategic plan for their gender policy and implementing the policy. However, it largely depends on the budget condition of RGC and how MOWA can effectively advocate and coordinate with Ministry of Economy and Finance (MEF) and the other line ministries to secure necessary budget for the implementation. Continuous advocacy and facilitation by MOWA should also be required, especially by the GED.</p>
--	---

4.2. Plan of Operation and Implementation Structure of the Cambodian side to achieve the Overall Goal

Indicator	Necessary Action
<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>	<ul style="list-style-type: none"> <li>• Conduct technical training for PDWA in the non-target provinces by modifying the contents of PGM workshop, which is currently conducted every year with the program budget (2-3 provinces/year).</li> <li>• Confirm the integration of gender perspectives and WEE aspects in the PDWA's annual plan.</li> <li>• Advocate and coordinate with the provincial departments to integrate gender perspectives and WEE aspects into the plans/projects.</li> </ul>

	<ul style="list-style-type: none"> <li>• Monitor the status of gender mainstreaming in the other PD's annual plan through the reports from PDWA in regular meeting.</li> </ul>
<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>	<ul style="list-style-type: none"> <li>• Based on the experiences of target provinces in institutionalizing the function of WEE-WG as a platform for gender mainstreaming at the provincial level, it is expected that MOWA continues to follow up the progress and facilitate the discussion on how an appropriate mechanism for gender mainstreaming should be formalized at the provincial level in coordination with Ministry of Interior and starts to install the mechanism in the non-target provinces.</li> </ul>
<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>	<ul style="list-style-type: none"> <li>• Monitor the status of gender mainstreaming in GMAP or sector plan through the GMAG meeting at least once a year.</li> <li>• Refer to the tools and lessons learned from the Project in discussions between NCDD and MOWA on preparing a strategic plan for NCDD's gender policy and implementing the policy.</li> </ul>

#### 4.3. Recommendations to the Cambodian side

- MOWA is expected to provide technical support for PDWA in both the target and non-target provinces to enhance gender mainstreaming in the WEE-related activities conducted at the provincial level. Since the necessary budget has been secured for every year, it is recommended to modify the contents of the PGM workshop by integrating the contents of the WEE guideline.

- The progress of WEE promotion at the provincial level must be shared in the TWG-G WEE meeting, which is to be held regularly.
- To ensure the planning and implementation of gender-responsive WEE activities at the provincial level, it is important that MOWA discusses with the MEF to allocate necessary budget or negotiates with the other DPs to gain more financial support for promoting WEE.
- To enhance gender mainstreaming in all sectors, the RGC and 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 this, the MEF needs to examine the introduction of gender budgeting to ensure budget allocation for gender-responsive projects/activities.

#### 4.4. Monitoring Plan from the end of the Project to Ex-post Evaluation

(If the Project will be continuously monitored by JICA after the completion of the Project, mention the plan of post-monitoring here.)

- MOWA is expected to monitor the activities using the outcome of PGM-WEE and other means to promote WEE after the completion of the Project at both the central and provincial level, and compile information on the progress and results of the activities. MOWA will provide the information when requested by JICA.
- The JICA Cambodia Office will continue to serve both as the co-chair of the TWG-G and a member of the TWG-G Sub-Group on WEE. In the TWG-G meetings, MOWA is expected to update PGM-WEE-related activities while monitoring the progress of PGM-WEE's relevant initiatives.
- As a severe shortage of the government's budget for implementing WEE-related activities at the provincial level is a major concern for ensuring the sustainability and impact of the Project outputs and achieving the Overall Goal, it is recommended that JICA integrate the gender perspective into its projects in Cambodia to the maximum possible extent so that it can contribute to promoting WEE. Furthermore, MOWA and JICA are expected to frequently disseminate the essence of the WEE guideline to the DPs and promote gender mainstreaming in the projects supported by the DPs.

**ANNEX 1: Results of the Project**

(List of Dispatched Experts, List of Counterparts, List of Trainings, etc.)

**ANNEX 2: List of Products (Report, Manuals, Handbooks, etc.) Produced by the Project**

**ANNEX 3: PDM (All versions of PDM)**

**ANNEX 4: R/D, M/M, Minutes of JCC (copy) (\*)**

**ANNEX 5: Monitoring Sheet (copy) (\*)**

(Remarks: ANNEX 4 and 5 are for internal reference only.)

**Separate Volume: Copy of Products Produced by the Project**

## ANNEX 1: Results of the Project

### 1-1 List of Japanese Experts

Title	Name	Assignment (MM/total MM in 2 <sup>nd</sup> batch)
Chief Advisor/ Gender Mainstreaming 1	Akane Totani	Cambodia: 8.72 / 8.70 Japan: 7.70 / 7.70
Deputy Chief Advisor/ Gender Mainstreaming 2	Michiko Tsurumine	Cambodia: 4.73 / 4.73 Japan: 4.25 / 4.25
Institutional Development/ Governance	Rie Fusamae	Cambodia: 7.10 / 7.10 Japan: 5.20 / 5.20
Women's Economic Empowerment	Yasuko Yagi	Cambodia: 9.30 / 9.30 Japan: 6.50 / 6.50
Market and Business Development	Naoko Ogawa	Cambodia: 4.77 / 4.77 Japan: 0 / 0
Market and Business Development	Mayumi Matsui	Cambodia: 0 / 0 Japan: 5.05 / 5.05
Training Management		Japan: 0.30 / 0.30
Market and Business Development	Tomoko Watanabe	Cambodia: 1.23 / 1.57 Japan: 1.80 / 1.80
	Sakura Kunimura	Cambodia: 1.73 / 1.40 Japan: 0 / 0
Coordinator/Gender Output Analysis	Mirei Sakamoto	Cambodia: 5.13 / 5.13 Japan: 4.65 / 4.65
Coordinator/Gender Output Analysis	Sakura Kunimura	Cambodia: 0 / 0 Japan: 1.80 / 1.80
Coordinator/Gender Output Analysis	Chie Munemori	Cambodia: 2.27 / 2.28 Japan: 0.15 / 0.15
Training Management		Cambodia: 0.50 / 0.50 Japan: 0.40 / 0.40
Monitoring (Short-term)	Yumiko Onishi	Cambodia: 0.47 / 0.47 Japan: 0.35 / 0.35

### 1-2 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

### 1-3 List of Focal Points of MOWA in charge of pilot 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	Officer	PSD

1-4-1 List of WEE Working Group Members in Kampong Chhnang Province

No	Name	Position	Role
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 List of WEE Working Group Members in Siem Reap Province

No	Name	Position	Role
<b>WEE Working Group</b>			
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
<b>Technical Working Group</b>			
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 List of WEE Working Group Members in Kampong Thom Province

No	Name	Position	Role
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 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	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 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	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 List of WEE Working Group Members in Kampong Cham Province

No	Name	Position	Role
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 List of Equipment

No.	Description	Specification/Standard	Price (USD)	Date of Delivery	User
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 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	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)

## Annex 1-6 List of Trainings &amp; Meetings

1-6-1 Meetings with Ministries

	Date	Name of Ministries	Topic	No of Participants				
				MOWA	LM	PDWA	PD	Others
<b>NCDD</b>								
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
<b>Ministry of Tourism (MOT)</b>								
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
<b>GMAP</b>								
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 Meetings in SRP

	Date	Name of Ministries	Topic	No of Participants				
				MOWA	LM	PDWA	PD	Others
<b>Provincial Gender Statistical Booklet (GSB)</b>								
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
<b>Pilot Activities</b>								
<b>Village Business School (VBS)</b>								
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
<b>Preparation of follow-up activities</b>								
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
<b>Follow-up activities (Tourism Promotion)</b>								
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
<b>Gender Mainstreaming Workshop</b>								
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
<b>Case Study</b>								
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
<b>Extra Activity 2 of Covid-19</b>								
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

## 1-6-3 Meetings in KCH

	Date	Type	Topic	No of Participants				
				MOWA	LM	PDWA	PD	Others
<b>Provincial Gender Statistical Booklet</b>								
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)
<b>Pilot Activities</b>								
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 staff 1 Japanese expert
<b>Gender Mainstreaming Workshop</b>								
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 Meetings in KPT

Date	Type	Topic	No of Participants						
			MOWA	LM	PDWA	PD	Others		
<b>Provincial Gender Statistical Booklet</b>									
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
<b>Pilot Activities</b>									
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
<b>Gender Mainstreaming Workshop</b>								
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 Meetings in TBK

Date	Type	Topic	No of Participants					
			MOWA	LM	PDWA	PD	Others	
<b>Provincial Gender Statistical Booklet</b>								
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
<b>Pilot Activities</b>								
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
<b>Gender Mainstreaming Workshop</b>								
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 Meetings in TBK

Date	Type	Topic	No of Participants					
			MOWA	LM	PDWA	PD	Others	
<b>Provincial Gender Statistical Booklet</b>								
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)
<b>Gender Mainstreaming Workshop</b>								
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

**List of Products**

<b>Reports</b>		<b>Language</b>
1	Work Plan (Phase 2)	Japanese, English
2	Monitoring Sheet	English
3	Project Progress Report	Japanese
4	Mid-Term Review Report	English
5	Project Completion Report (Phase 2)	Japanese, English, Khmer
<b>Products produced by technical cooperation</b>		<b>Language</b>
1	Baseline report (KCH, SRP)	Japanese, English
2	Endline report (KCH, SRP)	Japanese, English
3	WEE-Guideline (updated)	English, Khmer
4	Gender Terminology	English, Khmer
5	Gender Statistic Leaflet	English, Khmer
6	Gender Statistic Booklet (KCH, KPT, TBK, KPC, SRP)	English, Khmer

## 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><b>Overall Goal</b> 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"> <li>• 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.</li> </ul>	<ul style="list-style-type: none"> <li>• Report about PGM Methods Workshops</li> <li>• Annual reports of WCCC</li> </ul>	
<p><b>Project Purpose</b> 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"> <li>1 The "WEE Guidelines through Gender Mainstreaming at the Sub-national Levels" are authorized and distributed.</li> <li>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.</li> </ol>	<ol style="list-style-type: none"> <li>1 Published "WEE Guidelines through Gender Mainstreaming at the Sub-national Levels"</li> <li>2 Annual plans and 5<sup>th</sup> Neary Rattanak of MOWA</li> </ol>	<p>Decentralization and deconcentration processes is continuously gender-responsive.</p>

Handwritten signature/initials.

<p><b>Output</b></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>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 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>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>
---	--	---	--

by me

<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>	
--	--	--	--

*Handwritten signature*

**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

*m*

(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:

mw

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

Handwritten initials or signature.



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.

Handwritten signature or initials.

(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.

My  
we

**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

	<b>Narrative Summary</b>	<b>Indicators</b>	<b>Means of Verification</b>	<b>Important Assumption</b>
<b>Overall Goal</b>	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>	

<b>Project Purpose</b>	<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>
------------------------	--	---	---	--

<b>Output</b>	1. The capacity of MOWA/PDWA in terms of advocacy and coordination 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.*<sup>3</sup></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>	

<b>Activity</b>	<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><b>【Planning, implementation and monitoring of the activities for promoting WEE (pilot activities) at sub-national level】</b></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>

<b>Activity</b>	<p><b><u>【Integration of gender perspectives in the existing programs and projects at the sub-national level】</u></b></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><b><u>【Consideration on effective measures for promoting WEE and active women's participation in economic activities】</u></b></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
<b>Overall Goal</b>	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"> <li>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.</li> <li>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.</li> <li>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.</li> </ol>	<ol style="list-style-type: none"> <li>1-1. Annual reports of WCCC</li> <li>1-2. Provincial Development/Investment Plan</li> <li>2. Minutes of meetings and reports of WCCC</li> <li>3. Sector policies and plans and NCDD Gender Policy/plan</li> </ol>	
<b>Project Purpose</b>	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"> <li>1. MOWA/PDWA advocates and coordinates with line ministries and partner provincial departments for planning and implementing gender-responsive programs and projects.</li> <li>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.</li> <li>3. The updated WEE Guideline is approved by MOWA</li> <li>4. Partner line ministries and NCDD gender team integrate at least 1 implementation tool or recommendation for promoting WEE into their projects and activities.</li> </ol>	<ol style="list-style-type: none"> <li>1. Annual plan and project documents of the partner provincial departments</li> <li>2. Minutes of meetings and reports of WCCC</li> <li>3. Approved updated WEE Guideline</li> <li>4. Sector plans/annual plans/action plans of partner line ministries and for NCDD Gender Policy</li> </ol>	Decentralization and deconcentration process is continuously gender-responsive.



<b>Output</b>	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. <sup>3</sup>	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		
<b>Activity</b>	<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><b>【Planning, implementation and monitoring of the activities for promoting WEE (pilot activities) at sub-national level】</b> 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>			

<b>Activity</b>	<p><b>[Integration of gender perspectives in the existing programs and projects at the sub-national level]</b></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><b>[Consideration on effective measures for promoting WEE and active women's participation in economic activities]</b></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 26<sup>th</sup> 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><b>Overall Goal</b> 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"> <li>• 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.</li> </ul>	<ul style="list-style-type: none"> <li>• Report about PGM Methods Workshops</li> <li>• Annual reports of WCCC</li> </ul>	
<p><b>Project Purpose</b> 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"> <li>1 The "WEE Guidelines through Gender Mainstreaming at the Sub-national Levels" are authorized and distributed.</li> <li>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.</li> </ol>	<ol style="list-style-type: none"> <li>1 Published "WEE Guidelines through Gender Mainstreaming at the Sub-national Levels"</li> <li>2 Annual plans and 5<sup>th</sup> Neary Rattanak of MOWA</li> </ol>	<p>Decentralization and deconcentration processes is continuously gender-responsive.</p>

Handwritten signature/initials.

<p><b>Output</b></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>	

*by me*

<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>	
--	--	--	--

*Handwritten signature*

<p><b>Activities</b> (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 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>Japanese Government:</p> <ol style="list-style-type: none"> <li>1. Long- term experts (XXX persons)</li> <li>2. Short- term experts</li> <li>3. Seminars, Workshops and Trainings</li> <li>4. Equipment</li> </ol>	<p>Cambodian Government:</p> <ol style="list-style-type: none"> <li>1. Counterparts</li> <li>2. Office space and facilities</li> <li>3. Local Cost</li> </ol>	
--	---	---	--

*m by*



(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:

mm

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

Handwritten initials or signature.

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.

my  
up

(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.

my  
me

# Tentative Plan of Operation

Annex II

Dated 23, Feb, 2016

**Project Title: Project on Gender Mainstreaming for Women's Economic Empowerment**

Inputs	Year	1st Year				2nd Year				3rd Year				4th Year				5th Year							
		I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV				
<b>Expert</b>																									
Chief Advisor/Gender Mainstreaming	Plan																								
	Actual																								
Institutional Development	Plan																								
	Actual																								
Women's Economic Empowerment	Plan																								
	Actual																								
Marketing and Business Development	Plan																								
	Actual																								
Coordinator/Training	Plan																								
	Actual																								
Short-term experts on specific topics as needed (e.g. tourism development, agriculture, product development, public relations, monitoring & evaluation)	Plan																								
	Actual																								
<b>Training in Japan</b>																									
Training in Japan on PGM-WEE	Plan																								
	Actual																								
<b>In-country/Third country Training</b>																									
Training in third country on PGM-WEE	Plan																								
	Actual																								

Activities	Year	1st Year				2nd Year				3rd Year				4th Year				5th Year							
		I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV				
Sub-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																								
	Actual																								
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.	Plan																								
	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																								
	Actual																								
1.4 The MOWA updates 'Gender Terminology Booklet'.	Plan																								
	Actual																								
1.5 The MOWA updates 'Gender Statistics Leaflet'.	Plan																								
	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																								
	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																								
	Actual																								
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.	Plan																								
	Actual																								

Handwritten initials/signature





Monitoring Plan

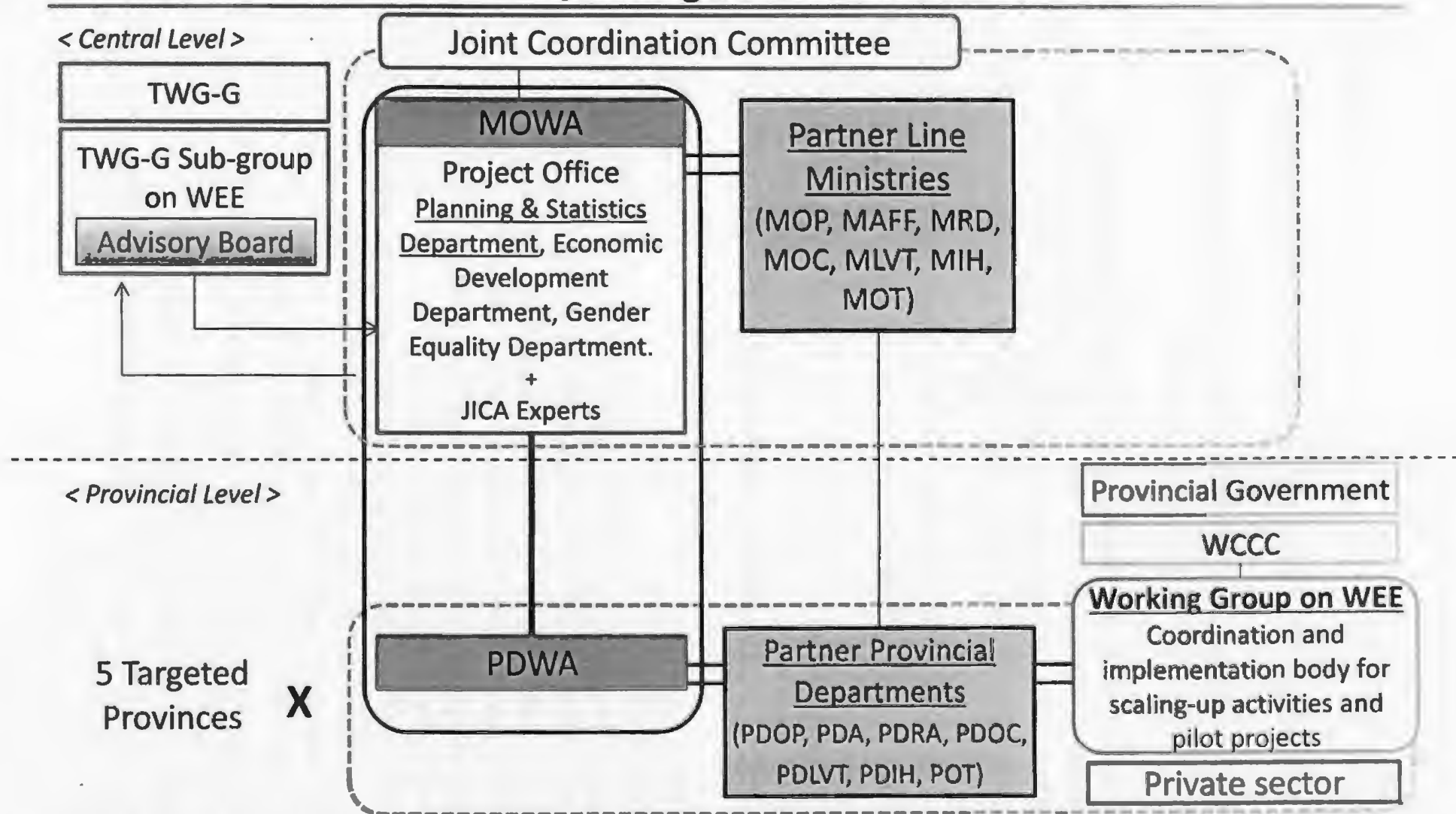
		I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV	
<b>Monitoring</b>																		
Joint Coordinating Committee	Plan																	
	Actual																	
Set-up the Detailed Plan of Operation	Plan																	
	Actual																	
Submission of Monitoring Sheet	Plan																	
	Actual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

*Handwritten signature*



# 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

*Handwritten signature*

### 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.

A handwritten signature in black ink, consisting of stylized cursive letters, located in the bottom right corner of the page.



**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 30<sup>th</sup> 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 5<sup>th</sup> 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 Guideline<sup>1</sup> 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 <sup>2</sup> to promote Women's

2/2

<p>Economic Empowerment (WEE) at the sub-national levels by the partner line ministries/provincial departments through advocacy and coordination by MOWA/PDWA.</p>	<p>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>Reason: "Strengthening of gender mainstreaming mechanism" is defined.</p>	

b. Indicators

Before	Amended Version
<ol style="list-style-type: none"> <li>1. The "WEE Guidelines through Gender Mainstreaming at the sub-national levels" are authorized and distributed.</li> <li>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.</li> </ol>	<ol style="list-style-type: none"> <li>1. <u>MOWA/PDWA advocates and coordinates with line ministries and partner provincial departments for planning and implementing gender-responsive programs and projects.</u></li> <li>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></li> <li>3. <u>The updated WEE Guideline is approved by MOWA.</u></li> <li>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></li> </ol>
<p>Reason: Setting outcome-oriented indicators rather than deliverables</p>	

c. Means of Verification

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



<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.	

M

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 Guideline<sup>3</sup>.</u>
2-3 Scaling-up activities are coordinated and monitored through the working groups on WEE in the target provinces.	<sup>3</sup> <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><u>[Consideration on effective measures for promoting WEE and active women's participation in economic activities]</u></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><u>MOWA/PDWA</u></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)</u> 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>
<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 2016)

Annex 2 : Minutes of Meetings of the 3<sup>rd</sup> 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 26<sup>th</sup> February 2015 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 Reclanular 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.

*[Handwritten signature]*

## 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.

5/10

### 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, 03 February 2010

Narrative Summary	Objectively Verifiable Indicators	Means of Verification	Important Assumption
<p><b>Overall Goal</b> 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"> <li>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</li> </ul>	<ul style="list-style-type: none"> <li>Report about PGM Methods Workshops</li> <li>Annual reports of WCCD</li> </ul>	
<p><b>Project Purpose</b> 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/PCMA.</p>	<ol style="list-style-type: none"> <li>The "WEE Guidelines through Gender Mainstreaming at the Sub-national Levels" are authored and launched</li> <li>The scaling up plans of gender mainstreaming mechanisms are included into the annual plan or Work Strategy of the partner line ministries/departments of MOWA</li> </ol>	<ol style="list-style-type: none"> <li>Published "WEE Guidelines through Gender Mainstreaming at the Sub-national Levels"</li> <li>Annual plans and Work Strategy of MOWA</li> </ol>	<p>Dissemination and institutionalization processes to effectively gender-responsive</p>

1/1/2010

**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) 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 PGM 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/WAR/MA 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) raising 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/WAR/MA.
- 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 PGM 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 WOOD of the target provinces.
- 1.7. Developed scaling-up report.
- 2.1. Developed tool for agriculture (chickens) raising manual on chicken raising.
- 2.2. Developed activity plan of MO/WAR/MA, Reports about POM2 activities, activities.
- 2.3. Minutes of meetings and reports

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

100/100

<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 developed 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. Developed lists.</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>	
--	---	--	--

17/10/2018



**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 MDNW 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 MDW/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 PCAD 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

17

(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 manual 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 FGMZ.

(Realization of the implementation of scaling up activities)

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

2.10. The PCWA 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, PCWA consults, provides technical assistance to PCWA and partner provincial departments on gender mainstreaming in such target provinces.

2.11. The working groups on VEE are established in the selected provinces under VCCC. The Project encourages stakeholders in the private sector (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 PCWA and partner provincial departments conduct policy analysis and gender analysis based on the steps of PCM Methods (from step 1 to step 4) through PCM Methods workshops facilitated by MOVA/PCWA. The socio-economic baseline data is collected on the benchmark farmers and their gender issues are identified in the target areas of the scaling up activities.

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

2.14. The PCWA and partner provincial departments develop plans for scaling up activities on agriculture (cluster rating) through PCM Methods workshop (step 5) facilitated by MOVA/PCWA.

(Implementation and monitoring of the scaling up activities)

2.15. The PCWA 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 PCWA 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 to assist in the priority setting of WCCs.

(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 provide 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.

Handwritten signature or initials.

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

- 4.6. The PDWA 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 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 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 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 POM Methods workshop facilitated by MOW/PDWA. The Project compiles the results of the evaluation study as online survey.
- 4.9.2. The PDWA 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 MOW/PDWA.
- 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 MOW/PDWA provide them with necessary information about resource mobilization and gender budgeting.

By  
Date

## Tentative Plan of Operation

Annex II

Date: 23 Feb 2016

**Project Title: Project on Gender Mainstreaming for Women's Economic Empowerment**

Inputs	Year	1st Year				2nd Year				3rd Year				4th Year				5th Year										
		I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV							
<b>Expert</b>																												
Gender/Gender Mainstreaming	Plan																											
Actual																												
Institutional Development	Plan																											
Actual																												
Women's Economic Empowerment	Plan																											
Actual																												
Marketing and Business Development	Plan																											
Actual																												
Capacity Building	Plan																											
Actual																												
Additional capacities/skills/competencies needed (e.g. business management, agricultural product development, nutrition training, etc.)	Plan																											
Actual																												
<b>Training in Japan</b>																												
Transgender workshop (PDM/WCE)	Plan																											
Actual																												
<b>In-country/Third country Training</b>																												
Training in food security and FGM/WCE	Plan																											
Actual																												
<b>Activities</b>	<b>Year</b>	1st Year				2nd Year				3rd Year				4th Year				5th Year										
<b>Sub-Activities</b>		I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV							
<b>Output 1: The capacity of MQWA/PCMA is strengthened to promote women's economic empowerment (WEE) at the sub-national levels through gender mainstreaming mechanisms.</b>																												
1.1 The Project manages the partnership in the sub-national level (entrepreneur-related, community-based, etc.) to participate more actively in FGM/WCE/food security and WEE. The MQWA/PCMA develops an advisory board for WEE, under FGM/WCE/food security and WEE, which is mainly involved in the implementation.	Plan																											
Actual																												
1.2 The stakeholders of the setting up activities on 2 pilot projects of the sub-national levels (i.e. the creation of working groups for WEE) share the advisory services & technicals of the Project activities at the country or FGM/WCE/food security and WEE, and receive advice from the members.	Plan																											
Actual																												
1.3 The members of the FGM/WCE/food security and WEE participate in the country-level seminars and workshops which related to the pilot projects and training activities at the sub-national levels.	Plan																											
Actual																												
1.4 The MQWA/PCMA carries Gender Diagnostic studies.	Plan																											
Actual																												
1.5 The MQWA/PCMA carries Gender Diagnostic studies.	Plan																											
Actual																												
1.6 The Project develops advisory at the sub-national level, and carries out the activities of Output 1.1 and Output 1.2. The Project develops advisory at the sub-national level, and carries out the activities of Output 1.1 and Output 1.2.	Plan																											
Actual																												
1.7 The Project develops advisory at the sub-national level, and carries out the activities of Output 1.1 and Output 1.2. The Project develops advisory at the sub-national level, and carries out the activities of Output 1.1 and Output 1.2.	Plan																											
Actual																												
1.8 The Project develops advisory at the sub-national level, and carries out the activities of Output 1.1 and Output 1.2. The Project develops advisory at the sub-national level, and carries out the activities of Output 1.1 and Output 1.2.	Plan																											
Actual																												

*for MR*



2.13 The PDWA and partner provincial departments conduct gender-responsive analysis of the methodology developed in 2.2 through PCW Methods workshop. This is considered as a complementary goal in year 1 of the MTR.	Plan																				
	Actual																				
2.14 The PDWA and partner provincial departments develop policy for the MTR in accordance with the objective of the MTR through PCW Methods workshop (later) facilitated by MOW/PCWA.	Plan																				
	Actual																				
2.15 The PDWA and partner provincial departments conduct policy for the MTR in accordance with the objective of the MTR through PCW Methods workshop (later) facilitated by MOW/PCWA.	Plan																				
	Actual																				
2.16 The PDWA and partner provincial departments conduct research on the existing gender equality policy in the country. The results of the research are periodically shared with the working group on WGE and also shared in the monthly meetings of WCC.	Plan																				
	Actual																				
2.17 The PDWA and partner provincial departments conduct research on the existing gender equality policy in the country. The results of the research are periodically shared with the working group on WGE and also shared in the monthly meetings of WCC.	Plan																				
	Actual																				
2.18 The PDWA and partner provincial departments develop policy recommendations based on the results of the research on WGE and gender equality policy in the country. The WCC/PCWA decide them with necessary information after regular consultation with the working group.	Plan																				
	Actual																				
2.19 The gender equality policy is developed in accordance with the results of the research on WGE and gender equality policy in the country. The WCC/PCWA decide them with necessary information after regular consultation with the working group.	Plan																				
	Actual																				

**Output 3: (2) Gender mainstreaming mechanisms are established to promote women's economic empowerment (WEE) in tourism enterprises with women ownership at the sub-national levels through implementation of pilot projects.**

3.1 The working group on WEE is established in the existing structure. The Project research team develops a five-point action plan on promotional measures, awareness, capacity building, and support to the working group on WEE in tourism enterprises. This action plan is submitted to WCC for approval and integrated into the project annual operational business management plan.	Plan																				
	Actual																				
3.2 The PDWA and partner provincial departments conduct research on the existing gender equality policy in the country. The results of the research are periodically shared with the working group on WGE and also shared in the monthly meetings of WCC.	Plan																				
	Actual																				
3.3 The PDWA and partner provincial departments develop policy for the MTR in accordance with the objective of the MTR through PCW Methods workshop (later) facilitated by MOW/PCWA.	Plan																				
	Actual																				
3.4 The PDWA and partner provincial departments develop policy for the MTR in accordance with the objective of the MTR through PCW Methods workshop (later) facilitated by MOW/PCWA.	Plan																				
	Actual																				
3.5 The PDWA and partner provincial departments conduct research on the existing gender equality policy in the country. The results of the research are periodically shared with the working group on WGE and also shared in the monthly meetings of WCC.	Plan																				
	Actual																				
3.6 The Project research team develops a five-point action plan on promotional measures, awareness, capacity building, and support to the working group on WEE in tourism enterprises. This action plan is submitted to WCC for approval and integrated into the project annual operational business management plan.	Plan																				
	Actual																				
3.7 The PDWA and partner provincial departments develop policy for the MTR in accordance with the objective of the MTR through PCW Methods workshop (later) facilitated by MOW/PCWA.	Plan																				
	Actual																				
3.8 The PDWA and partner provincial departments develop policy for the MTR in accordance with the objective of the MTR through PCW Methods workshop (later) facilitated by MOW/PCWA.	Plan																				
	Actual																				
3.9 The PDWA and partner provincial departments develop policy for the MTR in accordance with the objective of the MTR through PCW Methods workshop (later) facilitated by MOW/PCWA.	Plan																				
	Actual																				
3.10 The PDWA and partner provincial departments develop policy for the MTR in accordance with the objective of the MTR through PCW Methods workshop (later) facilitated by MOW/PCWA.	Plan																				
	Actual																				
3.11 The gender equality policy is developed in accordance with the results of the research on WGE and gender equality policy in the country. The WCC/PCWA decide them with necessary information after regular consultation with the working group.	Plan																				
	Actual																				

<b>Duration / Phasing</b>	Plan																				
	Actual																				

<b>Measurement/Baseline</b>	Year	1st Year	2nd Year	3rd Year	4th Year	5th Year
-----------------------------	------	----------	----------	----------	----------	----------

17/1/14

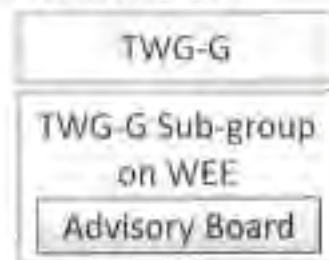




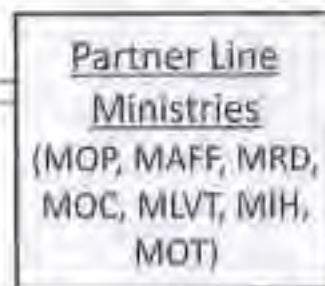
# Project Organization Chart

Annex III

< Central Level >

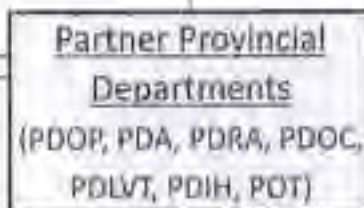
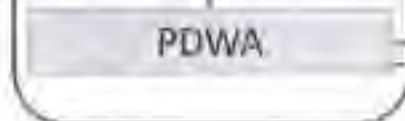


Joint Coordination Committee

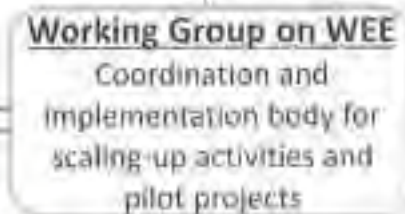


< Provincial Level >

5 Targeted Provinces X



Provincial Government  
WCCC



Private sector

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 5<sup>th</sup> 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, 5<sup>th</sup> December 2019



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



Haruko Kanrei  
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 3<sup>rd</sup> 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

X

JWP

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 3<sup>rd</sup> 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)



**3<sup>rd</sup> 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"><li>• JICA</li><li>• H.E. Dr. Ing Kantha Phavi</li></ul>	JICA MDWA
09:00-09:05	Photo shooting	
09:05-10:00	Presentation <ul style="list-style-type: none"><li>• Overview of the achievements and progress of the PGM-WEE</li><li>• Results of Mid-term Review</li></ul>	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)
  - 1<sup>st</sup> batch : Feb. 2017 - Jun. 2018
  - 2<sup>nd</sup> 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 1<sup>st</sup> 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 2<sup>nd</sup> 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 2<sup>nd</sup> 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 1<sup>st</sup> 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

	<b>Narrative Summary</b>	<b>Indicators</b>	<b>Means of Verification</b>	<b>Important Assumption</b>
<b>Overall Goal</b>	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><b>Project Purpose</b></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>
-------------------------------	---	---	---	--

<p><b>Output</b></p>	<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><sup>13</sup></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>	

<b>Activity</b>	<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><b>[Planning, implementation and monitoring of the activities for promoting WEE (pilot activities) at sub-national level]</b></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><b>[Integration of gender perspectives in the existing programs and projects at the sub-national level]</b></p> <p>2-4. In T&amp;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><b>[Consideration on effective measures for promoting WEE and active women's participation in economic activities]</b></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 Kattanak 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>	
----------	--	--

<sup>13</sup> IFM Method Guideline is the guideline for gender-responsive sector policy formulation developed in October 2007 and revised in August 2013 by MOWA and ICA.

<sup>14</sup> "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.

<sup>15</sup> 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 with 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 (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)

<p>Before:</p> <p>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.</p>	<p>Amended Version:</p> <ol style="list-style-type: none"><li>1. Gender-responsive programs and projects are planned and implemented for <u>promoting WEE based on the updated WEE Guideline and the PGM Method Guideline*1</u> in target and non-target provinces.</li></ol> <p>*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.</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>	

2.1 Overall Goal (Indicators)

<p>Before:</p>	<p>Amended Version:</p> <ol style="list-style-type: none"><li>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 implemented in non-target provinces.</u></li><li>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></li></ol>
<p>Reason:</p> <p>Adding the indicators for indicating other aspects of Overall Goal to be achieved</p>	

2.1 Overall Goal (Means of Verification)



<p><b>Before:</b></p> <p>1. Report about PGM Methods Workshops</p> <p>2. Annual reports of WCCC</p>	<p><b>Anticipated version:</b></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><b>Reasons:</b></p> <p>Adding appropriate means of verification according to the anticipated indicators</p>	

### 3. Project Purpose

#### 3.1 Narrative Summary

<p><b>Before:</b></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><b>Anticipated version:</b></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><b>Reasons:</b></p> <p>"Strengthening of gender mainstreaming mechanism" is defined.</p>	

3.8 Indicators

<p>Before:</p> <ol style="list-style-type: none"> <li>1. The "WEE Guidelines through Gender Mainstreaming at the sub-national levels" are authorized and distributed.</li> <li>2. The scaling-up plans of gender mainstreaming mechanisms are integrated into the annual plan or Neary Ratanak (the Five Year Strategic Plan) of MOWA.</li> </ol>	<p>Amended version:</p> <ol style="list-style-type: none"> <li>1. <u>MOWA/PDWA advocates and coordinates with line ministries and partner provincial departments for planning and implementing gender-responsive programs and projects.</u></li> <li>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></li> <li>3. <u>The updated WEE Guideline is approved by MOWA.</u></li> <li>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></li> </ol>
<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"> <li>1. Published "WEE Guidelines through Gender Mainstreaming at the sub-national levels"</li> <li>2. Annual plans and 5<sup>th</sup> Neary Ratanak of MOWA</li> </ol>	<p>Amended version:</p> <ol style="list-style-type: none"> <li>1. <u>Annual plan and project documents of the partner provincial departments.</u></li> <li>2. <u>Minutes of meetings and reports of WCCC.</u></li> <li>3. <u>Approved updated WEE Guideline.</u></li> <li>4. <u>Sector plans/annual plans/action plans of partner line ministries and for NCDD Gender Policy.</u></li> </ol>
<p>Reasons: Adding appropriate means of verification according to the amended indicators.</p>	

#### 4. Output 1

##### 4.1 Narrative Summary

<p><b>Before:</b></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><b>Amended version:</b></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><b>Reasons:</b></p> <p>Specifying the type of capacity to be strengthened by the project</p>	

##### 4.2 Output 1 (Indicators)

<p><b>Before:</b></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><b>Amended version:</b></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>
--	---

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><b>Before:</b></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><b>Attended version:</b></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><b>Reasons:</b></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><b>Before:</b></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><b>Attended version:</b></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 on 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><b>Reasons:</b></p> <p>Setting outcome-oriented indicators rather than activity-oriented</p>	

### 5.3 Means of Verification (Output 2)

<p><b>Before:</b></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><b>Amended version:</b></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><b>Reasons:</b></p> <p>Adding appropriate means of verification according to the amended indicators</p>	

## 6. Output 3

### 6.1 Narrative Summary

<p><b>Before:</b></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><b>Amended version:</b></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><b>Reasons:</b></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><b>Before:</b></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><b>Amended version:</b></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>
--	--

<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"> <li>1. <u>Minutes of meetings and reports of TWG-G WEE/GMAG/NCTD gender team</u></li> <li>2. <u>Minutes of meetings and reports of WCCC</u></li> </ol>
<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>
--	---



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><b>[ Planning, implementation and monitoring of the activities for promoting WEE (pilot activities) at sub-national level ]</b></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><b>[ Integration of gender perspectives in the existing programs and projects at the sub-national level ]</b></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>
---	---

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 learning 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 learning 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. <u>In coordination and collaboration with MOWA, project activities are integrated in the action plan for Neary Romantik V and NCDD Gender Policy.</u></p> <p>3-2. <u>Through the TWG-G WEE/GMAG meetings, MOWA shared 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>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. <u>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.</u></p> <p>3-7. <u>A regional seminar is held for sharing the achievements, outcomes, best practices and lessons learned from the project activities as well as</u></p>
--	---



<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>
--	--

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.





## The 3<sup>rd</sup> Year (Jan-Dec 2020) Activity Plan

Activities	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Output 2												
6	2-5. Follow-up activity (KPC and KCH)											
7	2-6. Pilot project activity in tourism sectors (SRP)											
8	2-7. WEE guideline preparation											
Output 3												
9	3-1. Integrating project activities in the action plan for Neary Rattanak V and NCDD's gender equality policy											
10	3-2. TWG-G WEE and other meetings to share progress and findings of the project											
11	3-5. Active discussion and coordination with partner line ministries and NCDD gender team											

**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 (MDWA) 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 (MDP), Ministry of Agriculture, Forestry and Fisheries (MAFF), Ministry of Industry and Handicraft (MHI), 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

	<b>Narrative Summary</b>	<b>Indicators</b>	<b>Means of Verification</b>	<b>Important Assumption</b>
<b>Overall Goal</b>	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 MDWA/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. WCC 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><b>Project Purpose</b></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. JACW/PDWA facilitates and coordinates with law ministries and partner provincial departments for planning and implementation of gender-responsive programs 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 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 WCCC</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>
-------------------------------	--	---	--	---

<b>Output</b>	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 NCOD gender team through the active discussions with MQWA/PDWA.	3. Recommendations (tips and lessons learned) are acknowledged by the partner line ministries, NCOD gender team and partner provincial departments.	1. Minutes of meetings and reports of TWG-G, WEE/GMAG/NCOD gender team 2. Minutes of meetings and reports of WCCC	

<b>Activity</b>	<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 MDWA/PDWA'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>	
	<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 MDWA/PDWA through pilot activities at sub-national level.</p> <p>1-9. Trainings on gender mainstreaming and WEE are conducted in target.</p> <p>1-10. Terminal gender capacity assessment is conducted.</p>	
	<p><b>【Planning, implementation and monitoring of the activities for promoting WEE (pilot activities) at sub-national level】</b></p> <p>2-1. In NPC, 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 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>	

<p><b>Activity</b></p>	<p><b><u>[Integration of gender perspectives in the existing programs and projects at the sub-national level]</u></b></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><b><u>[Consideration on effective measures for promoting WEE and active women's participation in economic activities]</u></b></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>	
------------------------	---	--

<sup>1</sup> PDW drafted Guidelines for gender-responsive sector policy formulation published in October 2007 and revised in August 2015 by MDWA and ICA.

<sup>2</sup> "Institutional mechanism" is defined as the following three elements: (1) strategic strategy and supervision capacity of the staff 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.

<sup>3</sup> 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 committee on the ground level.

**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 30<sup>th</sup> November 2016 and its amendment overwritten by Minutes of Meetings signed on 16<sup>th</sup> 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

	<b>Narrative Summary</b>	<b>Indicators</b>	<b>Means of Verification</b>	<b>Important Assumption</b>
<b>Overall Goal</b>	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	
<b>Project Purpose</b>	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.

<b>Output</b>	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. <sup>3</sup>	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	
<b>Activity</b>	<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><b>[Planning, implementation and monitoring of the activities for promoting WEE (pilot activities) at sub-national level]</b></p> <p>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>			
<b>Activity</b>	<b>[Integration of gender perspectives in the existing programs and projects at the sub-national level]</b>			

*Handwritten signature/initials*

	<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><b>[Consideration on effective measures for promoting WEE and active women's participation in economic activities]</b></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.

*AN*

**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	
<b>Output 1: The capacity of MOWA/PDWA in terms of advocacy and coordination is strengthened to promote WEE at the sub-national level.</b>																		
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"> <li>- Pilot activity (until July 2022)</li> <li>- Follow-up activity (including institutionalizing WEE-WG) (until October 2022)</li> </ul>	<ul style="list-style-type: none"> <li>· Gender perspectives and lessons learnt to be integrated into the income generating activities for women are extracted from the pilot activities</li> <li>· It is discussed how to institutionalize the function of WEE-WG in the existing provincial system and confirm necessary actions to be taken</li> <li>· Gender perspectives and lessons learnt from the pilot activities are applied into the activities and programs implemented by PDs</li> </ul>		<ul style="list-style-type: none"> <li>- To limit the number of MOWA FPs and PDs to visit communities</li> <li>- To re-examine the contents of technical trainings</li> <li>- To take rapid PCR test before visiting communities (TBK)</li> <li>- To conduct face-to-face training for PDs as much as possible (online if necessary)</li> </ul>
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"> <li>· It is discussed how to institutionalize the function of WEE-WG in the existing provincial system and confirm necessary actions to be taken</li> <li>· Gender perspectives and lessons learnt from the pilot activities are applied into the activities and programs implemented by PDs</li> </ul>		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"> <li>- Pilot activity (until July 2022)</li> <li>- Follow-up activity (including institutionalizing WEE-WG) (until October 2022)</li> </ul>	<ul style="list-style-type: none"> <li>· Outputs and lessons learnt on tourism promotion with women's perspectives are extracted from the pilot activities</li> <li>· It is discussed how to institutionalize the function of WEE-WG in the existing provincial system and confirm necessary actions to be taken</li> <li>· Gender perspectives and lessons learnt from the pilot activities are applied into the activities and programs implemented by PDs</li> </ul>		<ul style="list-style-type: none"> <li>- Difficult to conduct the activities in the target CBTs by the end of 2021</li> <li>- To provide tablets and support women to collect information and pictures to be used for promotion materials virtually</li> <li>- To conduct face-to-face activities after January 2022 with the limitation of MOWA FPs and PDs</li> <li>- To conduct face-to-face training for PDs as much as possible (online if necessary)</li> </ul>
[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"> <li>To review the pilot activities with 5 target provinces</li> <li>To share the experiences with all the provinces</li> </ul>	<ul style="list-style-type: none"> <li>Learnings from the pilot activities and idea on how to apply them are shared among 5 target provinces.</li> <li>The contents of WEE guideline are understood by PDWAs of all the provinces.</li> </ul>								
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 5<sup>th</sup> 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).

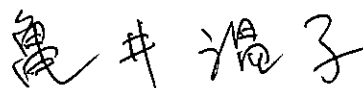
As a result of the discussions, Ministry of Women's Affairs (MOWA) and the Japan International Cooperation Agency (JICA) agreed upon the matters referred to in the documents attached hereto.

Phnom Penh, 5<sup>th</sup> 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 3<sup>rd</sup> 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 3<sup>rd</sup> 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)

**3<sup>rd</sup> 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"> <li>▪ JICA</li> <li>▪ H.E. Dr. Ing Kantha Phavi</li> </ul>	JICA MOWA
09:00-09:05	Photo shooting	
09:05-10:00	Presentation <ul style="list-style-type: none"> <li>▪ Overview of the achievements and progress of the PGM-WEE</li> <li>▪ Results of Mid-term Review</li> </ul>	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)
  - 1<sup>st</sup> batch : Feb. 2017 - Jun. 2018
  - 2<sup>nd</sup> 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 1<sup>st</sup> 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 2<sup>nd</sup> 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 2<sup>nd</sup> 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 1<sup>st</sup> 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

	<b>Narrative Summary</b>	<b>Indicators</b>	<b>Means of Verification</b>	<b>Important Assumption</b>
<b>Overall Goal</b>	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>	

<b>Project Purpose</b>	<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>
------------------------	--	---	---	--

<b>Output</b>	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.<sup>3</sup></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>	

<b>Activity</b>	<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> <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. <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> <hr/> <p><b>[Planning, implementation and monitoring of the activities for promoting WEE (pilot activities) at sub-national level]</b></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>	
-----------------	---	--



<b>Activity</b>	<p><b><u>[Integration of gender perspectives in the existing programs and projects at the sub-national level]</u></b></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><b><u>[Consideration on effective measures for promoting WEE and active women's participation in economic activities]</u></b></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>	
-----------------	---	--

<sup>1</sup> 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.

<sup>2</sup> "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.

<sup>3</sup> 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><b>Before:</b></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><b>Amended Version:</b></p> <p>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> <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><b>Reason:</b></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><b>Before:</b></p>	<p><b>Amended Version:</b></p> <p>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></p> <p>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>
<p><b>Reason:</b></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"> <li>1. The “WEE Guidelines through Gender Mainstreaming at the sub-national levels” are authorized and distributed.</li> <li>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</li> </ol>	<p>Amended version:</p> <ol style="list-style-type: none"> <li>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></li> <li>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></li> <li>3. <u>The updated WEE Guideline is approved by MOWA.</u></li> <li>4. <u>Partner line ministries integrate at least 1 implementation tool or recommendation for promoting WEE into their projects and activities.</u></li> </ol>
<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"> <li>1. Published “WEE Guidelines through Gender Mainstreaming at the sub-national levels”</li> <li>2. Annual plans and 5<sup>th</sup> Neary Rattanak of MOWA</li> </ol>	<p>Amended version:</p> <ol style="list-style-type: none"> <li>1. <u>Annual plan and project documents of the partner provincial departments</u></li> <li>2. <u>Minutes of meetings and reports of WCCC</u></li> <li>3. <u>Annual plan and project documents of the partner provincial departments</u></li> <li>4. <u>Sector plans/annual plans/action plans of partner line ministries and for NCDD Gender Policy</u></li> </ol>
<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 is strengthened.</u></p>
---	--

<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>
---	---

<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"> <li>1. <u>Minutes of meetings and reports of TWG-G WEE/GMAG/NCDD gender team</u></li> <li>2. <u>Minutes of meetings and reports of WCCC</u></li> </ol>
<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>
---	---

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>
--	--

<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>
--	---

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><b>Before:</b></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><b>Amended version:</b></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>
--	--

<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 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 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 survey.</p>	<p>exchanging the experiences among the ASEAN countries.</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>	
<p>Reasons: Activities were consolidated according to the amended Output 3.</p>	



# The 3<sup>rd</sup> Year Plan

5 Dec. 2019  
MOWA/PGM-WEE

## The 3<sup>rd</sup> Year (Jan-Dec 2020) Activity Plan

Activities	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
<b>Output 1</b>												
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											
<b>Output 2</b>												
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 29<sup>th</sup> 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.

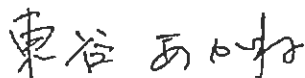
Phnom Penh, September 2021



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 4<sup>th</sup> 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)

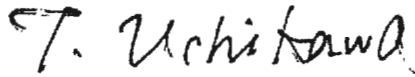
The fifth Joint Coordinating Committee (JCC) of the Project on Gender Mainstreaming for Women's Economic Empowerment (PGM-WEE) was held on 29<sup>th</sup> August 2022 in order to 1) approve the results of terminal evaluation which aims to analyze the results of the project implementation to date, identify 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.

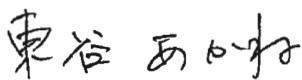
Phnom Penh, 29<sup>th</sup> August 2022



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 5<sup>th</sup> 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 5<sup>th</sup> JCC and the terminal evaluation especially the issue of institutionalization of WEE-WG at the sub-national level with the Provincial Governor,
- (5) The 6<sup>th</sup> 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 5<sup>th</sup> JCC Meeting

Appendix 3: Results of the Terminal Evaluation (Presentation)

Appendix 4: Way forward (Presentation)

**5<sup>th</sup> 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"><li>▪ Ms. Haruko Kamei, JICA Representative</li><li>▪ H.E. Dr. Ing Kantha Phavi</li></ul>	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



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%
<b>Total activities</b>	<b>23</b>	<b>100%</b>

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	<b>[Planning, implementation and monitoring of the activities for promoting WEE (pilot activities) at sub-national level]</b> 2-1. In KPC, chicken raising activities supported by PGMZ are monitored and followed up.	Completed		
	<b>[Planning, implementation and monitoring of the activities for promoting WEE (pilot activities) at sub-national level]</b> 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%	
	<b>[Planning, implementation and monitoring of the activities for promoting WEE (pilot activities) at sub-national level]</b> 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	
	<b>[Integration of gender perspectives in the existing programs and projects at the sub-national level]</b> 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	
	<b>[Consideration on effective measures for promoting WEE and active women's participation in economic activities]</b> 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	
Outputs' 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 evaluated**

*(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)

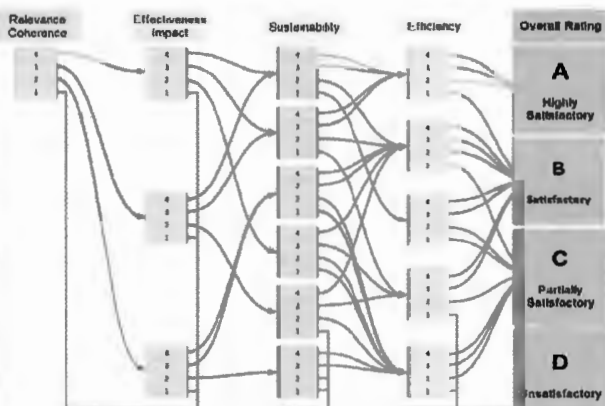
- **Immediate Impacts:** Capacity, mindsets, and participation of MOWA and partner line ministries, PDWA and partner provincial line departments, WCCC and NCDD Team; Positive effects on the target group is confirmed widely via the field interviews; spillover effects to other development issues and sectors
- **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

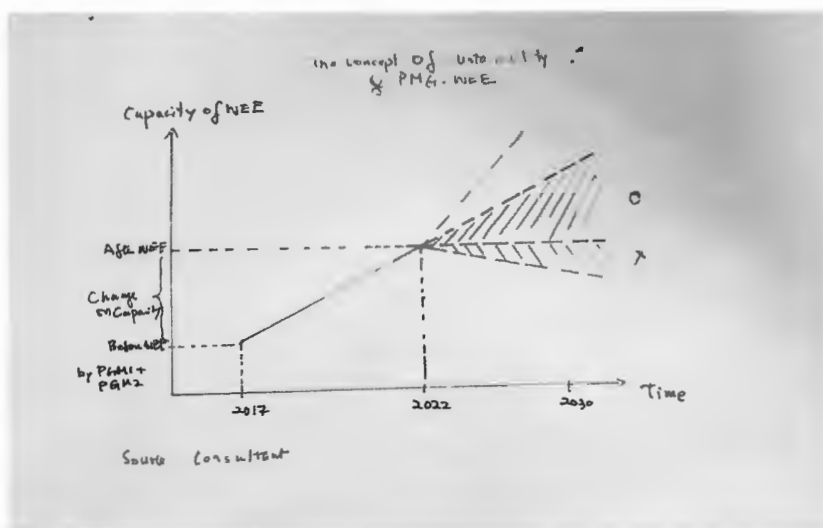
## Lessons learned

- 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 6<sup>th</sup> 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 16<sup>th</sup> 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.

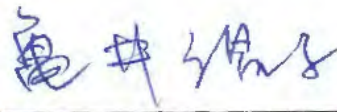
As a result of the discussion, Ministry of Women's Affairs (MOWA), Japan International Cooperation Agency (JICA) and PGM-WEE agreed upon the matters referred to in the documents attached hereto.

Phnom Penh, 16<sup>th</sup> 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 1<sup>st</sup> 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 Chanthya (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 6<sup>th</sup> 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)

**6<sup>th</sup> 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"> <li>• Ms. Haruko Kamei, JICA Representative</li> <li>• H.E. Chan Sorey, Secretary of State</li> </ul>	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.)

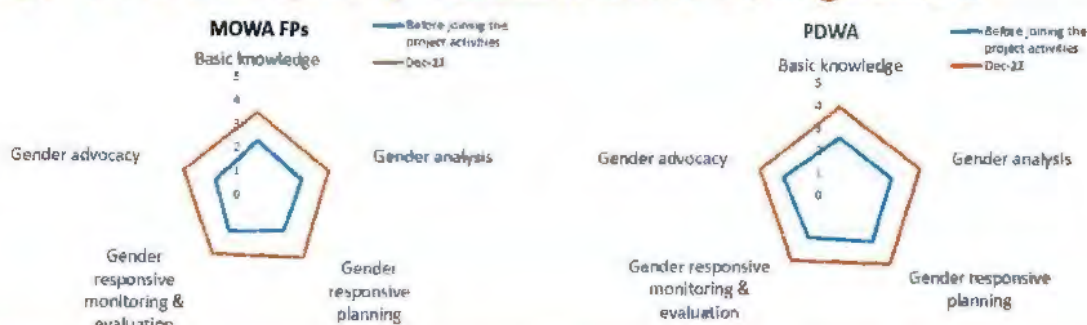
---

### **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 experts<sup>1</sup> 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 equipment<sup>2</sup> 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 MOWA<sup>3</sup> 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.<sup>4</sup>
- While some of the members of the Women's Economic Empowerment Working Group (WEE-WG) in Kampong Chhnang Province<sup>5</sup> were replaced from the second batch of the Project, there is no change in the WEE-WG members in Siem Reap Province.<sup>6</sup> In addition, WEE-WG members in both Kampong Thom<sup>7</sup> and Tboung Khmum<sup>8</sup> Provinces were newly assigned as of January 2019 and December 2018 respectively.

<sup>1</sup> See Attachment 1 List of Japanese Experts.

<sup>2</sup> See Attachment 8 List of Equipment.

<sup>3</sup> See Attachment 2 List of Counterparts (Ministry of Women's Affairs: MOWA).

<sup>4</sup> See Attachment 3 List of Focal Points of MOWA in charge of project activities at provincial level.

<sup>5</sup> See Attachment 4 List of WEE Working Group Members in Kampong Chhnang Province.

<sup>6</sup> See Attachment 5 List of WEE Working Group Members in Siem Reap Province.

<sup>7</sup> See Attachment 6 List of WEE Working Group Members in Kampong Thom Province.

<sup>8</sup> 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.<sup>9</sup>
- The WEE-WG of Tbong Khmum province was officially established based on the Decision of the Provincial Governor dated 19 December 2018.<sup>10</sup>

**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.

---

<sup>9</sup> See Attachment 6. WEE Working Group of Kampong Thom Province.

<sup>10</sup> 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:
  - 1<sup>st</sup> 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
  - 2<sup>nd</sup> day (PDAFF):  
gender-friendly chicken-raising techniques (division of labour, successful cases)
  - 3<sup>rd</sup> 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 1<sup>st</sup> technical training on chicken raising (building a shelter) and market information. On 12–13 February 2019, PDRD and PDLVT conducted the 2<sup>nd</sup> technical training on business planning and business capital.

<1<sup>st</sup> 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

<2<sup>nd</sup> 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)

Version: 4

Project Site: Phnom Penh and 4 selected provinces (Kampong Chhnang, Kampong Thom, Tbong Khmum and Siem Reap)

Model Site: Kampong Cham

Date: 29 March 2019

Narrative Summary	Objectively Verifiable Indicators	Means of Verification	Important Assumption	Achievement	Remarks
<p><b>Overall Goal</b></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><b>Project Purpose</b></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><b>Outputs 1</b></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><b>Outputs 2</b></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><b>Outputs 3</b></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
<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 <b>WEE-WGworking groups on WEE</b>) 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. <b>The MOWA provides technical support to update and implement the GMAPs of partner line ministries as necessary.</b></p> <p>1-10. <b>The Project hold workshops on gender budgeting to the stakeholders of the partner line ministries.</b></p> <p>1-11. <b>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.</b></p> <p>(Development of the scaling-up plans)</p> <p>1-12. The MOWA develops <b>the scaling-up plans of the gender mainstreaming mechanisms for WEE at the sub-national levels</b> 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. <b>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.</b></p>	The Japanese Side	The Cambodian Side	
	<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 <b>'WEE-WGworking group on WEE'</b>) is established <b>in collaboration with Women Children Consultative Committee (WCCC)</b>. The Project encourages stakeholders in the private sectors (i.e. entrepreneurs networks, universities, research institutions) to participate in the <b>WEE-WGworking group on WEE</b>.</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 <b>WEE-WGworking group on WEE</b>.</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 <b>WEE-WGworking groups on WEE</b> 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 <b>under WCCC</b>. The Project encourages stakeholders in the private sectors (i.e. entrepreneurs networks, universities, research institution) to participate in the <b>WEE-WGworking group on WEE</b> as members. The action plans of <b>WEE-WGworking groups on WEE</b> are developed and integrated into <b>the WCCC annual plans</b> and provincial development plans.</p>	<p>1. JICA Experts</p> <ul style="list-style-type: none"> <li>- Chief Advisor</li> <li>- Deputy Chief Advisor</li> <li>- Institutional Development/Governance</li> <li>- Women's Economic Empowerment</li> <li>- Market and Business Development</li> <li>- Coordinator/Training Management</li> </ul> <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>

<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 <a href="#">WEE-WGworking groups on WEE</a>. The results of the meetings of <a href="#">WEE-WGthe working groups on WEE</a> are also shared in the <a href="#">monthly meetings of WCCC</a>.</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. <a href="#">The MOWA/PDWA provide them with necessary information about resource mobilization and gender budgeting.</a></p>			
<p>(Prepare the setup to implement the pilot projects in tourism industries)</p> <p>3-1. The <a href="#">WEE-WGworking group on WEE</a> 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 <a href="#">WEE-WGworking group on WEE</a> as members. The action plans of <a href="#">WEE-WGworking groups on WEE</a> are developed and integrated into the <a href="#">WCCC annual plans</a> 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 <a href="#">WEE-WGworking group on WEE</a>. The results of the meetings of the <a href="#">WEE-WGworking groups on WEE</a> are also shared in the <a href="#">monthly meetings of WCCC</a>.</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. <a href="#">The MOWA/PDWA provide them with necessary information about resource mobilization and gender budgeting.</a></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	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV		Issue	Solution					
<b>Inputs</b>																																		
<b>Expert</b>																																		
[Akane Totani (Chief Advisor/Gender Mainstreaming)																																		
Plan																																		
Actual																																		
[Michiko Tsurumine (Deputy Chief Advisor/Gender Mainstreaming)																																		
Plan																																		
Actual																																		
[Rie Fusamae (Institutional Development/Governance)																																		
Plan																																		
Actual																																		
[Yasuko Yagi (Women's Economic Empowerment)																																		
Plan																																		
Actual																																		
[Naoko Ogawa (Market and Business Development)																																		
Plan																																		
Actual																																		
[Mirei Sakamoto (Coordinator/Training Management)																																		
Plan																																		
Actual																																		
<b>Equipment</b>																																		
Office equipment																																		
Plan																																		
Actual																																		
Laptop computers																																		
Plan																																		
Actual																																		
<b>Training in Japan</b>																																		
Plan																																		
Actual																																		
<b>In-country/Third country Training</b>																																		
Plan																																		
Actual																																		
<b>Outputs</b>																																		
<b>Activities</b>			2017				2018				2019				2020				2021				2022				Responsible Organization		Monitoring					
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.			I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV	Japan	Cambodia	Progress & Achievements	Issue & Countermeasures
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.																															JICA	MOWA	It was confirmed and agreed between MoWA and PGM-WEE that there is no necessity to establish an advisory board, as existing TWG-G WEE is well-operated.	
Plan																																		
Revised																																		
Actual																																		
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.																															JICA	MOWA/ PDWA	Outputs and lessons learned from the project activities will be shared once they are identified and compiled through the monitoring and evaluation activities.	
Plan																																		
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.																															JICA	MOWA/ PDWA	MAFF's counterpart participated in the introduction workshop in KPT and TBK.	
Plan																																		
Actual																																		
1.4 The MOWA updates 'Gender Terminology Booklet'.																															JICA	MOWA	105 words were selected through the consultation meetings and started to be defined in English.	
Plan																																		
Actual																																		
1.5 The MOWA updates 'Gender Statistics Leaflet'.																															JICA	MOWA	New census and several surveys are done in 2019. It is recommended to update "Gender Statistics Leaflet" based on the new data-set.	
Plan																																		
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.																															JICA	PDWA	It was agreed with MoWA to support provincial governments in KPT & TBK to develop gender statistics before the planning workshop as a basis of the planning process.	
Plan																																		
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.																															JICA	MOWA		
Plan																																		
Actual																																		
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.																															JICA	MOWA/ PDWA	Information to be compiled in the WEE Guidelines have been collected through the project activities.	
Plan																																		
Actual																																		
1.9 The MOWA provides technical support to update and implement the GMAPs of partner line ministries as necessary.																															JICA	MOWA	The contents of the supports to be provided should be re-examined and discussed with MoWA and partner line ministries.	
Plan																																		
Actual																																		
1.10 The Project hold workshops on gender budgeting to the stakeholders of the partner line ministries.																															JICA	MOWA	The contents of the supports on gender budgeting should be re-examined based on the actual implementation and progress of gender budgeting by the Cambodian government.	
Plan																																		
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.																															JICA	MOWA/ PDWA	The needs of partner line ministries for the supports from MoWA should be examined through the discussion with them.	
Plan																																		
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.																															JICA	Cambodia	It should be carefully examined what kind of elements of the project outputs/activities would be scaled up after the project completion.	
Plan																																		
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.																															JICA	MOWA		
Plan																																		
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.																															JICA	MOWA		
Plan																																		
Actual																																		



Output 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.																						
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.	Plan	Initial	[Gantt chart: Work begins in Q1 2018, ends in Q2 2020]																JICA	MOWA/ PDWA		
	Revised	Actual	[Gantt chart: Actual progress from Q1 2018 to Q2 2020]																JICA	MOWA/ PDWA		
	Actual	[Gantt chart: Final actual progress from Q1 2018 to Q2 2020]																JICA	MOWA/ PDWA			
3.2 The PDWA and partner provincial departments conduct policy analysis and gender analysis based on the steps of PGM Methods (from step 1 to step4) through PGM Method workshops facilitated by MOWA/PDWA.	Plan	Initial	[Gantt chart: Work begins in Q2 2018, ends in Q3 2020]																JICA	MOWA/ PDWA		
	Revised	Actual	[Gantt chart: Actual progress from Q2 2018 to Q3 2020]																JICA	MOWA/ PDWA		
	Actual	[Gantt chart: Final actual progress from Q2 2018 to Q3 2020]																JICA	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.	Plan	Initial	[Gantt chart: Work begins in Q3 2018, ends in Q4 2020]																JICA	MOWA/ PDWA		
	Revised	Actual	[Gantt chart: Actual progress from Q3 2018 to Q4 2020]																JICA	MOWA/ PDWA		
	Actual	[Gantt chart: Final actual progress from Q3 2018 to Q4 2020]																JICA	MOWA/ PDWA			
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.	Plan	Initial	[Gantt chart: Work begins in Q4 2018, ends in Q1 2021]																JICA	MOWA/ PDWA		
	Revised	Actual	[Gantt chart: Actual progress from Q4 2018 to Q1 2021]																JICA	MOWA/ PDWA		
	Actual	[Gantt chart: Final actual progress from Q4 2018 to Q1 2021]																JICA	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.	Plan	Actual	[Gantt chart: Work from Q1 2019 to Q2 2019]																JICA	MOWA/ PDWA	Site selection including gathering necessary information was done and two sites (CBTs) were selected and approved by WEE-WG.	
	Actual	[Gantt chart: Final actual progress from Q1 2019 to Q2 2019]																JICA	MOWA/ PDWA			
	Actual	[Gantt chart: Final actual progress from Q1 2019 to Q2 2019]																JICA	MOWA/ PDWA			
3.6 The PDWA and partner provincial departments implement activities in respective sector based on the plans developed in 3-4.	Plan	Actual	[Gantt chart: Work from Q3 2019 to Q4 2020]																JICA	MOWA/ PDWA		
	Actual	[Gantt chart: Final actual progress from Q3 2019 to Q4 2020]																JICA	MOWA/ PDWA			
	Actual	[Gantt chart: Final actual progress from Q3 2019 to Q4 2020]																JICA	MOWA/ PDWA			
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. The third sentence (in red) should be re-examined how it works in gender mainstreaming mechanism at the provincial level.	Plan	Actual	[Gantt chart: Work from Q1 2020 to Q4 2020]																JICA	MOWA/ PDWA		
	Actual	[Gantt chart: Final actual progress from Q1 2020 to Q4 2020]																JICA	MOWA/ PDWA			
	Actual	[Gantt chart: Final actual progress from Q1 2020 to Q4 2020]																JICA	MOWA/ PDWA			
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.	Plan	Actual	[Gantt chart: Work from Q1 2020 to Q4 2020]																JICA	MOWA/ PDWA		
	Actual	[Gantt chart: Final actual progress from Q1 2020 to Q4 2020]																JICA	MOWA/ PDWA			
	Actual	[Gantt chart: Final actual progress from Q1 2020 to Q4 2020]																JICA	MOWA/ PDWA			
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.	Plan	Actual	[Gantt chart: Work from Q3 2020 to Q4 2020]																JICA	MOWA/ PDWA		
	Actual	[Gantt chart: Final actual progress from Q3 2020 to Q4 2020]																JICA	MOWA/ PDWA			
	Actual	[Gantt chart: Final actual progress from Q3 2020 to Q4 2020]																JICA	MOWA/ PDWA			
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.	Plan	Actual	[Gantt chart: Work from Q4 2020 to Q1 2021]																JICA	MOWA/ PDWA		
	Actual	[Gantt chart: Final actual progress from Q4 2020 to Q1 2021]																JICA	MOWA/ PDWA			
	Actual	[Gantt chart: Final actual progress from Q4 2020 to Q1 2021]																JICA	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.	Plan	Actual	[Gantt chart: Work from Q1 2021 to Q2 2021]																JICA	MOWA/ PDWA		
	Actual	[Gantt chart: Final actual progress from Q1 2021 to Q2 2021]																JICA	MOWA/ PDWA			
	Actual	[Gantt chart: Final actual progress from Q1 2021 to Q2 2021]																JICA	MOWA/ PDWA			

Monitoring Plan		2017																2018				2019				2020				2021				2022				Remarks		Issue	Solution																															
		I		II		III		IV		I		II		III		IV		I		II		III		IV		I		II		III		IV																																								
Monitoring																																																																								
Joint Coordination Committee		Plan		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		It is planned to hold the 3rd JCC in September 2019.																																
Set-up the Detailed Plan of Operation		Plan		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		PO will be revised in the 3rd JCC in September 2019.																																
Submission of Monitoring Sheet		Plan		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual																																		
Monitoring Mission from Japan		Plan		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual																																		
Joint Monitoring		Plan		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual																																		
Post Monitoring		Plan		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual																																		
Reports/Documents																																																																								
Work Plan (1st Batch)		Plan		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual																																
Project Completion Report (1st Phase)		Plan		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual																																
Work Plan (2nd Batch)		Plan		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual																																
Project Completion Report (2nd Batch)		Plan		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual																																
Baseline Survey Report		Plan		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Conducted Only in KCH & SRP																														
Endline Survey Report		Plan		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Conducted Only in KCH & SRP																														
Pilot Project Monitoring Guideline		Plan		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		It is decided to revise monitoring manual again in the second batch.																														
Marketing Manual for Chicken Raising		Plan		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual																																		
PGM Method Guideline (Revised Version)		Plan		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual																																
Gender Mainstreaming Guideline for Women's Economic Empowerment at Sub-National Level		Plan		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual																																
Gender Terminology Booklet		Plan		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual																																
Gender Statistics Leaflet		Plan		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual																																
Gender Statistics Booklet (Target and Pilot Provinces)		Plan		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual																																
GMAP of Partner Line Ministries (Revised Version)		Plan		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual																																
Public Relations																																																																								
Newsletter		Plan		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Newsletter will be uploaded on JICA's homepage from 2nd batch)																												
Homepage		Plan		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual																																
Brochure		Plan		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual		Actual																																



## 1. List of Japanese Experts

Title	Name	Assignment (MM/total MM in 2 <sup>nd</sup> 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 28<sup>th</sup> 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 experts<sup>1</sup> 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 equipment<sup>2</sup> 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 MOWA<sup>3</sup> 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.<sup>4</sup>
- The members of the Women's Economic Empowerment Working Group (WEE-WG) have not been changed so far in four provinces (Kampong Chhnang Province,<sup>5</sup> Siem Reap Province,<sup>6</sup> Kampong Thom Province<sup>7</sup> and Tboung Khmum Province<sup>8</sup>).

<sup>1</sup> See Attachment 1 List of Japanese Experts.

<sup>2</sup> See Attachment 8 List of Equipment.

<sup>3</sup> See Attachment 2 List of Counterparts (Ministry of Women's Affairs: MOWA).

<sup>4</sup> See Attachment 3 List of Focal Points of MOWA in charge of project activities at provincial level.

<sup>5</sup> See Attachment 4 List of WEE Working Group Members in Kampong Chhnang Province.

<sup>6</sup> See Attachment 5 List of WEE Working Group Members in Siem Reap Province.

<sup>7</sup> See Attachment 6 List of WEE Working Group Members in Kampong Thom Province.

<sup>8</sup> 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 (1<sup>st</sup> workshop on 25-26 (Kampong Thom province) and 28-29 March (Tbong Khmum province), 2<sup>nd</sup> 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)

**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><b>Overall Goal</b> 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><b>Project Purpose</b> 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><b>Outputs 1</b> 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><b>Outputs 2</b></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 scaleing-up.</p>	<p>2-1. The tools for the scaleing-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. Scaleing-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. Scaleing-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 scaleing-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><b>Outputs 3</b></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 <del>working groups on WEE</del>) 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>	<div style="text-align: center;">  </div> <p>&lt;Issues and countermeasures&gt;</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 <del>working group on WEE</del>') 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 <del>working group on WEE</del>.</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 <del>working group on WEE</del>.</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 <del>working groups on WEE</del> 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 <del>working group on WEE</del> as members. The action plans of WEE-WG <del>working groups on WEE</del> 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.





Output 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.

Table with 11 rows of activity descriptions (3.1-3.11) and columns for Plan, Revised, Actual, JICA, and MOWA/PDWA. Includes a red vertical line and various colored cells (yellow, blue, brown) indicating progress.

Monitoring Plan table with columns for years 2017-2022 (I-IV), Remarks, Issue, and Solution. Includes sections for Monitoring, Reports/Documents, and Public Relations.



## 1. List of Japanese Experts

Title	Name	Assignment (MM/total MM in 2 <sup>nd</sup> 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 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	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 experts<sup>1</sup> 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 equipment<sup>2</sup> 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 MOWA<sup>3</sup> 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.<sup>4</sup>
- The members of the Women's Economic Empowerment Working Group (WEE-WG) have not been changed in four provinces (Kampong Chhnang Province,<sup>5</sup> Siem Reap Province,<sup>6</sup> Kampong Thom Province<sup>7</sup> and Tboung Khmum Province<sup>8</sup>). According to the agreement in the 3<sup>rd</sup> 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.

<sup>1</sup> See Attachment 1 List of Japanese Experts.

<sup>2</sup> See Attachment 8 List of Equipment.

<sup>3</sup> See Attachment 2 List of Counterparts (Ministry of Women's Affairs: MOWA).

<sup>4</sup> See Attachment 3 List of Focal Points of MOWA in charge of project activities at provincial level.

<sup>5</sup> See Attachment 4 List of WEE Working Group Members in Kampong Chhnang Province.

<sup>6</sup> See Attachment 5 List of WEE Working Group Members in Siem Reap Province.

<sup>7</sup> See Attachment 6 List of WEE Working Group Members in Kampong Thom Province.

<sup>8</sup> 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 3<sup>rd</sup> 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 3<sup>rd</sup> 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 3<sup>rd</sup> 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 3<sup>rd</sup> 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 3<sup>rd</sup> 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 3<sup>rd</sup> 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 3<sup>rd</sup> 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 3<sup>rd</sup> 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><b>Overall Goal</b></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><b>Project Purpose</b></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><b>Outputs 1</b></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 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>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><b>Outputs 2</b> 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><b>Outputs 3</b> 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 <del>working groups on WEE</del>) 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>	<p style="text-align: center;"></p> <p>&lt;Issues and countermeasures&gt;</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 <del>working group on WEE</del>') 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 <del>working group on WEE</del>.</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 <del>working group on WEE</del>.</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 <del>working groups on WEE</del> 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 <del>working group on WEE</del> as members. The action plans of WEE-WG <del>working groups on WEE</del> 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-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 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-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>			



**Output 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.**

Activity Description	Plan	Initial	Revised	Actual	Q1	Q2	Q3	Q4	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Y13	Y14	Y15	Y16	Y17	Y18	Y19	Y20	Y21	Y22	Y23	Y24	Y25	Y26	Y27	Y28	Y29	Y30	Y31	Y32	Y33	Y34	Y35	Y36	Y37	Y38	Y39	Y40	Y41	Y42	Y43	Y44	Y45	Y46	Y47	Y48	Y49	Y50	Y51	Y52	Y53	Y54	Y55	Y56	Y57	Y58	Y59	Y60	Y61	Y62	Y63	Y64	Y65	Y66	Y67	Y68	Y69	Y70	Y71	Y72	Y73	Y74	Y75	Y76	Y77	Y78	Y79	Y80	Y81	Y82	Y83	Y84	Y85	Y86	Y87	Y88	Y89	Y90	Y91	Y92	Y93	Y94	Y95	Y96	Y97	Y98	Y99	Y100	Y101	Y102	Y103	Y104	Y105	Y106	Y107	Y108	Y109	Y110	Y111	Y112	Y113	Y114	Y115	Y116	Y117	Y118	Y119	Y120	Y121	Y122	Y123	Y124	Y125	Y126	Y127	Y128	Y129	Y130	Y131	Y132	Y133	Y134	Y135	Y136	Y137	Y138	Y139	Y140	Y141	Y142	Y143	Y144	Y145	Y146	Y147	Y148	Y149	Y150	Y151	Y152	Y153	Y154	Y155	Y156	Y157	Y158	Y159	Y160	Y161	Y162	Y163	Y164	Y165	Y166	Y167	Y168	Y169	Y170	Y171	Y172	Y173	Y174	Y175	Y176	Y177	Y178	Y179	Y180	Y181	Y182	Y183	Y184	Y185	Y186	Y187	Y188	Y189	Y190	Y191	Y192	Y193	Y194	Y195	Y196	Y197	Y198	Y199	Y200	Y201	Y202	Y203	Y204	Y205	Y206	Y207	Y208	Y209	Y210	Y211	Y212	Y213	Y214	Y215	Y216	Y217	Y218	Y219	Y220	Y221	Y222	Y223	Y224	Y225	Y226	Y227	Y228	Y229	Y230	Y231	Y232	Y233	Y234	Y235	Y236	Y237	Y238	Y239	Y240	Y241	Y242	Y243	Y244	Y245	Y246	Y247	Y248	Y249	Y250	Y251	Y252	Y253	Y254	Y255	Y256	Y257	Y258	Y259	Y260	Y261	Y262	Y263	Y264	Y265	Y266	Y267	Y268	Y269	Y270	Y271	Y272	Y273	Y274	Y275	Y276	Y277	Y278	Y279	Y280	Y281	Y282	Y283	Y284	Y285	Y286	Y287	Y288	Y289	Y290	Y291	Y292	Y293	Y294	Y295	Y296	Y297	Y298	Y299	Y300	Y301	Y302	Y303	Y304	Y305	Y306	Y307	Y308	Y309	Y310	Y311	Y312	Y313	Y314	Y315	Y316	Y317	Y318	Y319	Y320	Y321	Y322	Y323	Y324	Y325	Y326	Y327	Y328	Y329	Y330	Y331	Y332	Y333	Y334	Y335	Y336	Y337	Y338	Y339	Y340	Y341	Y342	Y343	Y344	Y345	Y346	Y347	Y348	Y349	Y350	Y351	Y352	Y353	Y354	Y355	Y356	Y357	Y358	Y359	Y360	Y361	Y362	Y363	Y364	Y365	Y366	Y367	Y368	Y369	Y370	Y371	Y372	Y373	Y374	Y375	Y376	Y377	Y378	Y379	Y380	Y381	Y382	Y383	Y384	Y385	Y386	Y387	Y388	Y389	Y390	Y391	Y392	Y393	Y394	Y395	Y396	Y397	Y398	Y399	Y400	Y401	Y402	Y403	Y404	Y405	Y406	Y407	Y408	Y409	Y410	Y411	Y412	Y413	Y414	Y415	Y416	Y417	Y418	Y419	Y420	Y421	Y422	Y423	Y424	Y425	Y426	Y427	Y428	Y429	Y430	Y431	Y432	Y433	Y434	Y435	Y436	Y437	Y438	Y439	Y440	Y441	Y442	Y443	Y444	Y445	Y446	Y447	Y448	Y449	Y450	Y451	Y452	Y453	Y454	Y455	Y456	Y457	Y458	Y459	Y460	Y461	Y462	Y463	Y464	Y465	Y466	Y467	Y468	Y469	Y470	Y471	Y472	Y473	Y474	Y475	Y476	Y477	Y478	Y479	Y480	Y481	Y482	Y483	Y484	Y485	Y486	Y487	Y488	Y489	Y490	Y491	Y492	Y493	Y494	Y495	Y496	Y497	Y498	Y499	Y500	Y501	Y502	Y503	Y504	Y505	Y506	Y507	Y508	Y509	Y510	Y511	Y512	Y513	Y514	Y515	Y516	Y517	Y518	Y519	Y520	Y521	Y522	Y523	Y524	Y525	Y526	Y527	Y528	Y529	Y530	Y531	Y532	Y533	Y534	Y535	Y536	Y537	Y538	Y539	Y540	Y541	Y542	Y543	Y544	Y545	Y546	Y547	Y548	Y549	Y550	Y551	Y552	Y553	Y554	Y555	Y556	Y557	Y558	Y559	Y560	Y561	Y562	Y563	Y564	Y565	Y566	Y567	Y568	Y569	Y570	Y571	Y572	Y573	Y574	Y575	Y576	Y577	Y578	Y579	Y580	Y581	Y582	Y583	Y584	Y585	Y586	Y587	Y588	Y589	Y590	Y591	Y592	Y593	Y594	Y595	Y596	Y597	Y598	Y599	Y600	Y601	Y602	Y603	Y604	Y605	Y606	Y607	Y608	Y609	Y610	Y611	Y612	Y613	Y614	Y615	Y616	Y617	Y618	Y619	Y620	Y621	Y622	Y623	Y624	Y625	Y626	Y627	Y628	Y629	Y630	Y631	Y632	Y633	Y634	Y635	Y636	Y637	Y638	Y639	Y640	Y641	Y642	Y643	Y644	Y645	Y646	Y647	Y648	Y649	Y650	Y651	Y652	Y653	Y654	Y655	Y656	Y657	Y658	Y659	Y660	Y661	Y662	Y663	Y664	Y665	Y666	Y667	Y668	Y669	Y670	Y671	Y672	Y673	Y674	Y675	Y676	Y677	Y678	Y679	Y680	Y681	Y682	Y683	Y684	Y685	Y686	Y687	Y688	Y689	Y690	Y691	Y692	Y693	Y694	Y695	Y696	Y697	Y698	Y699	Y700	Y701	Y702	Y703	Y704	Y705	Y706	Y707	Y708	Y709	Y710	Y711	Y712	Y713	Y714	Y715	Y716	Y717	Y718	Y719	Y720	Y721	Y722	Y723	Y724	Y725	Y726	Y727	Y728	Y729	Y730	Y731	Y732	Y733	Y734	Y735	Y736	Y737	Y738	Y739	Y740	Y741	Y742	Y743	Y744	Y745	Y746	Y747	Y748	Y749	Y750	Y751	Y752	Y753	Y754	Y755	Y756	Y757	Y758	Y759	Y760	Y761	Y762	Y763	Y764	Y765	Y766	Y767	Y768	Y769	Y770	Y771	Y772	Y773	Y774	Y775	Y776	Y777	Y778	Y779	Y780	Y781	Y782	Y783	Y784	Y785	Y786	Y787	Y788	Y789	Y790	Y791	Y792	Y793	Y794	Y795	Y796	Y797	Y798	Y799	Y800	Y801	Y802	Y803	Y804	Y805	Y806	Y807	Y808	Y809	Y810	Y811	Y812	Y813	Y814	Y815	Y816	Y817	Y818	Y819	Y820	Y821	Y822	Y823	Y824	Y825	Y826	Y827	Y828	Y829	Y830	Y831	Y832	Y833	Y834	Y835	Y836	Y837	Y838	Y839	Y840	Y841	Y842	Y843	Y844	Y845	Y846	Y847	Y848	Y849	Y850	Y851	Y852	Y853	Y854	Y855	Y856	Y857	Y858	Y859	Y860	Y861	Y862	Y863	Y864	Y865	Y866	Y867	Y868	Y869	Y870	Y871	Y872	Y873	Y874	Y875	Y876	Y877	Y878	Y879	Y880	Y881	Y882	Y883	Y884	Y885	Y886	Y887	Y888	Y889	Y890	Y891	Y892	Y893	Y894	Y895	Y896	Y897	Y898	Y899	Y900	Y901	Y902	Y903	Y904	Y905	Y906	Y907	Y908	Y909	Y910	Y911	Y912	Y913	Y914	Y915	Y916	Y917	Y918	Y919	Y920	Y921	Y922	Y923	Y924	Y925	Y926	Y927	Y928	Y929	Y930	Y931	Y932	Y933	Y934	Y935	Y936	Y937	Y938	Y939	Y940
----------------------	------	---------	---------	--------	----	----	----	----	----	----	----	----	----	----	----	----	----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------	------



## 1. List of Japanese Experts

Title	Name	Assignment (MM/total MM in 2 <sup>nd</sup> 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)<sup>1</sup>

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

<sup>1</sup> 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 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	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 experts<sup>1</sup> 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 equipment<sup>2</sup> 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 MOWA<sup>3</sup> were assigned as Focal Points (hereinafter referred to as "F/Ps") in charge of pilot activities in each province.<sup>4</sup>
- The members of the Women's Economic Empowerment Working Group (WEE-WG) in the

<sup>1</sup> See Attachment 1 List of Japanese Experts.

<sup>2</sup> See Attachment 8 List of Equipment.

<sup>3</sup> See Attachment 2 List of Counterparts (Ministry of Women's Affairs: MOWA).

<sup>4</sup> See Attachment 3 List of Focal Points of MOWA in charge of project activities at provincial level.

provinces of Kampong Chhnang,<sup>5</sup> Siem Reap,<sup>6</sup> Kampong Thom,<sup>7</sup> and Tboung Khmum<sup>8</sup> 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

<sup>5</sup> See Attachment 4 List of WEE Working Group Members in Kampong Chhnang Province.

<sup>6</sup> See Attachment 5 List of WEE Working Group Members in Siem Reap Province.

<sup>7</sup> See Attachment 6 List of WEE Working Group Members in Kampong Thom Province.

<sup>8</sup> 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 3<sup>rd</sup> 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

	<b>Narrative Summary</b>	<b>Indicators</b>	<b>Means of Verification</b>	<b>Important Assumption</b>	<b>Achievement</b>	<b>Remarks</b>													
<b>Overall Goal</b>	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 <sup>11</sup> 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																
<b>Project Purpose</b>	Gender mainstreaming mechanisms are strengthened <sup>12</sup> 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.															
<b>Output</b>	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. <sup>13</sup>  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.															
<b>Activity</b>	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"><b>Inputs</b></th> <th><b>Pre-Conditions</b></th> </tr> <tr> <th><b>Japanese Side</b></th> <th><b>Cambodian Side</b></th> <th></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</td> <td></td> <td></td> </tr> <tr> <td>3. Necessary equipment for the project activities</td> <td></td> <td></td> </tr> </tbody> </table>	<b>Inputs</b>		<b>Pre-Conditions</b>	<b>Japanese Side</b>	<b>Cambodian Side</b>		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		
<b>Inputs</b>		<b>Pre-Conditions</b>																	
<b>Japanese Side</b>	<b>Cambodian Side</b>																		
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																			
						<b>&lt;Issues and countermeasures&gt;</b>													

<sup>11</sup> 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.

<sup>12</sup> "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.

<sup>13</sup> 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	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV	I		Issues	Solution	
<b>Expert</b>																										
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																									
<b>Equipment</b>																										
Office Equipment	Plan																									
	Actual																									
Laptop Computers	Plan																									
	Actual																									
Projector	Plan																									
	Actual																									
<b>Training in Japan</b>																										
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	
<b>Output 1: The capacity of MOWA/PDWA in terms of advocacy and coordination is strengthened to promote WEE at the sub-national level</b>																									
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																								
<b>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</b>																									
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											
<b>Monitoring</b>												
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											
<b>Reports/Documents</b>												
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											
<b>Public Relations</b>												
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 <sup>nd</sup> 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 (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. 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 experts<sup>1</sup> 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 equipment<sup>2</sup> 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 MOWA<sup>3</sup> were assigned as Focal Points (hereinafter refer to as F/Ps) in charge of pilot activities in each province.<sup>4</sup>
- The members of the Women's Economic Empowerment Working Group (WEE-WG) in four provinces (Kampong Chhnang Province,<sup>5</sup> Siem Reap Province,<sup>6</sup> Kampong Thom Province<sup>7</sup> and Tboung Khmum Province<sup>8</sup>) have been changed as shown in the attachment.

<sup>1</sup> See Attachment 1 List of Japanese Experts.

<sup>2</sup> See Attachment 8 List of Equipment.

<sup>3</sup> See Attachment 2 List of Counterparts (Ministry of Women's Affairs: MOWA).

<sup>4</sup> See Attachment 3 List of Focal Points of MOWA in charge of project activities at provincial level.

<sup>5</sup> See Attachment 4 List of WEE Working Group Members in Kampong Chhnang Province.

<sup>6</sup> See Attachment 5 List of WEE Working Group Members in Siem Reap Province.

<sup>7</sup> See Attachment 6 List of WEE Working Group Members in Kampong Thom Province.

<sup>8</sup> 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 3<sup>rd</sup> 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)

**Version: 1**  
**Date: February 2020**

**Beneficiary:** Women and men in the target provinces

	Narrative Summary	Indicators	Means of Verification	Important Assumption	Achievement	Remarks									
<b>Overall Goal</b>	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 <sup>1</sup> 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												
<b>Project Purpose</b>	Gender mainstreaming mechanisms are strengthened <sup>2</sup> 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.											
<b>Output</b>	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. <sup>3</sup> 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.											
<b>Activity</b>	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.  <b>[Planning, implementation and monitoring of the activities for promoting WEE (pilot activities) at sub-national level]</b> 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.  <b>[Integration of gender perspectives in the existing programs and projects at the sub-national level]</b> 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.  <b>[Consideration on effective measures for promoting WEE and active women's participation in economic activities]</b> 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>&lt;Issues and countermeasures&gt;</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														
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>													

<sup>1</sup> 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.

<sup>2</sup> "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.

<sup>3</sup> 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	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV	I		Issues	Solution
<b>Expert</b>																									
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																								
<b>Equipment</b>																									
Office Equipment	Plan																								
	Actual																								
Laptop Computers	Plan																								
	Actual																								
Projector	Plan																						2020/11 Projector was purchased in Cambodia		
	Actual																								
<b>Training in Japan</b>																									
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		
<b>Output 1: The capacity of MOWA/PDWA in terms of advocacy and coordination is strengthened to promote WEE at the sub-national level</b>																										
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																									
<b>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</b>																										
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 MOWA management was done in Dec. 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											
<b>Monitoring</b>												
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											
<b>Reports/Documents</b>												
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											
	Actual											
Provincial Gender Statistics Booklet	Plan									The booklets were distributed in KPT in November 2020.		
	Actual											
<b>Public Relations</b>												
Newsletter	Plan											
	Actual											
Homepage	Plan											
	Actual											
Brochure	Plan											
	Actual											

## 1. List of Japanese Experts

as of the end of February 2021

Title	Name	Assignment (MM/total MM in 2 <sup>nd</sup> 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 experts<sup>1</sup> 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 equipment<sup>2</sup> 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 MOWA<sup>3</sup> were assigned as Focal Points (hereinafter refer to as F/Ps) in charge of pilot activities in each province.<sup>4</sup>
- There were changes in the members of the Women's Economic Empowerment Working Group (WEE-WG) in the target four provinces (Kampong Chhnang Province,<sup>5</sup> Siem Reap Province,<sup>6</sup> Kampong Thom Province<sup>7</sup> and Tboung Khmum Province<sup>8</sup>) as shown in the attachment.

<sup>1</sup> See Attachment 1 List of Japanese Experts.

<sup>2</sup> See Attachment 8 List of Equipment.

<sup>3</sup> See Attachment 2 List of Counterparts (Ministry of Women's Affairs: MOWA).

<sup>4</sup> See Attachment 3 List of Focal Points of MOWA in charge of project activities at provincial level.

<sup>5</sup> See Attachment 4 List of WEE Working Group Members in Kampong Chhnang Province.

<sup>6</sup> See Attachment 5 List of WEE Working Group Members in Siem Reap Province.

<sup>7</sup> See Attachment 6 List of WEE Working Group Members in Kampong Thom Province.

<sup>8</sup> 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 14<sup>th</sup> 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)

**Version: 1**  
**Date: February 2020**

**Beneficiary:** Women and men in the target provinces

	Narrative Summary	Indicators	Means of Verification	Important Assumption	Achievement	Remarks									
<b>Overall Goal</b>	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 <sup>1</sup> 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												
<b>Project Purpose</b>	Gender mainstreaming mechanisms are strengthened <sup>2</sup> 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.											
<b>Output</b>	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. <sup>3</sup> 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.											
<b>Activity</b>	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.  <b>[Planning, implementation and monitoring of the activities for promoting WEE (pilot activities) at sub-national level]</b> 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.  <b>[Integration of gender perspectives in the existing programs and projects at the sub-national level]</b> 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.  <b>[Consideration on effective measures for promoting WEE and active women's participation in economic activities]</b> 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>&lt;Issues and countermeasures&gt;</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														
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>													

<sup>1</sup> 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.

<sup>2</sup> "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.

<sup>3</sup> 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	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV	I		Issues	Solution
<b>Expert</b>																									
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																								
<b>Equipment</b>																									
Office Equipment	Plan																								
	Actual																								
Laptop Computers	Plan																								
	Actual																								
Projector	Plan																								
	Actual																								
<b>Training in Japan</b>																									
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	
<b>Output 1: The capacity of MOWA/PDWA in terms of advocacy and coordination is strengthened to promote WEE at the sub-national level</b>																									
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																								
<b>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</b>																									
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																								
	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 <sup>nd</sup> 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 Sovitheyda	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 (Thbounk 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 experts<sup>1</sup> 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 equipment<sup>2</sup> 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 MOWA<sup>3</sup> were assigned as Focal Points (hereinafter refer to as "F/Ps") in charge of pilot activities to be conducted in each province.<sup>4</sup>
- There were changes in the members of the Women's Economic Empowerment Working Group (WEE-WG) in the two target provinces (Kampong Chhnang Province<sup>5</sup> and Siem Reap Province<sup>6</sup>).

<sup>1</sup> See Attachment 1 List of Japanese Experts.

<sup>2</sup> See Attachment 9 List of Equipment.

<sup>3</sup> See Attachment 2 List of Counterparts (Ministry of Women's Affairs: MOWA).

<sup>4</sup> See Attachment 3 List of Focal Points of MOWA in charge of project activities at provincial level.

<sup>5</sup> See Attachment 4 List of WEE Working Group Members in Kampong Chhnang Province.

<sup>6</sup> 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 4<sup>th</sup> 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 "1<sup>st</sup> 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 "2<sup>nd</sup> gender mainstreaming workshop (implementation)" was conducted in Kampong Cham province. The workshop contents comprised the review of the 1<sup>st</sup> 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									
<b>Overall Goal</b>	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 <sup>1</sup> 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												
<b>Project Purpose</b>	Gender mainstreaming mechanisms are strengthened <sup>2</sup> 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.											
<b>Output</b>	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. <sup>3</sup> 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.											
<b>Activity</b>	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.  <b>[Planning, implementation and monitoring of the activities for promoting WEE (pilot activities) at sub-national level]</b> 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.  <b>[Integration of gender perspectives in the existing programs and projects at the sub-national level]</b> 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.  <b>[Consideration on effective measures for promoting WEE and active women's participation in economic activities]</b> 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>&lt;Issues and countermeasures&gt;</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														
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>													

<sup>1</sup> 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.

<sup>2</sup> "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.

<sup>3</sup> 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				Remarks	Monitoring				
		I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV		Issues	Solutions			
<b>Expert</b>																															
Akane Totani	Plan																														
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																												Resigned in March 2020		
Mayumi Matsui	Plan																														
Market and Business Development/Training Management	Actual																												Assigned in March 2020 Resigned in June 2021		
Tomoko Watanabe	Plan																														
Market and Business Development	Actual																												Assigned in July 2021		
Mirei Sakamoto	Plan																														
Coordinator/Gender Output Analysis	Actual																												Resigned in April 2021		
Sakura Kunimura	Plan																														
Coordinator/Gender Output Analysis	Actual																												Assigned in May 2021		
<b>Equipment</b>																															
Office Equipment	Plan																														
	Actual																														
Laptop Computers	Plan																														
	Actual																														
Projector	Plan																														
	Actual																														
<b>Training in Japan</b>																															
Training in Japan	Plan																														
	Actual																														
																													Owing to the COVID-19 pandemic, it is not possible to foresee conducting any training in Japan until the end of the project.	It was decided to change the planned training in Japan to a retreat program in Cambodia.	

1st  
Batch

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		
<b>Output 1: The capacity of MOWA/PDWA in terms of advocacy and coordination is strengthened to promote WEE at the sub-national level</b>																									
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"> <li>Not all the partner line ministries can provide the updated GMAP.</li> <li>Owing to the limited budget and the COVID-19 pandemic, not many activities are implemented, monitored, or evaluated.</li> </ul>	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																								
<b>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</b>																									
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 in the WEE-WG.	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										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											
<b>Monitoring</b>												
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											
<b>Reports/Documents</b>												
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											
<b>Public Relations</b>												
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 <sup>nd</sup> 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
<b>WEE Working Group</b>			
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
<b>Technical Working Group</b>			
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 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	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)