

NGO Report Progress Report

Progress Reports are a requirement for NGO Projects longer than six months and should be submitted within 30 days of the end of the first six months of the project.

Reports should be brief (6-10 pages excluding Annexes). Photographs may be included. Reports should include the following information:

Narrative report

1. Summary statement – Name of Organisation, project title, project manager's name and position, location/s, total funding, implementing partners (if relevant), start and finish date.
2. Summary of stated objective/s, activities undertaken, results achieved to date and progress of the project as compared with the final version of the workplan submitted as part of the agreement proposal accepted by DFAT. (You can estimate the percentage of the project completed if that is helpful).
3. Reasons for any lack of progress, changes to the workplan, activities or expenditure in the final proposal used in the agreement with DFAT (variation in line items greater than 10% requires DFAT agreement as soon as anticipated).
4. Disaggregation of data; identify people with disability and women's involvement at all levels. This includes number of women and people with disability who are participants in decision-making about the project and number of women and people with disabilities who are beneficiaries.
5. Any difficulties or challenges encountered, or unexpected developments affecting progress and/or activities and proposed strategies that are being used or will be used to deal with these. (This is sometimes referred to as lessons learned).
6. Strategies used to promote Australian Government funding e.g. signage, communication, media...

Financial acquittal (Annex A) (refer to file in MS Excel format)

7. Table matching actual expenditure-to-date to budget line items as listed in the final version of the project proposal that formed part of the agreement with DFAT.
8. Contributions/income received from other sources or generated by the project.
9. Conclusion
10. Dated signature of the authorised representatives of the organisation with their position, official seal or thumb print including the statement *"I declare that I have read the information supplied in this report and it is true and correct and all activities and expenditure were as agreed and reported"*.

ACTED
Annual Progress Report [from March, 2015 – March, 2016]
Reducing the Risk of SGBV against Entertainment Workers in Phnom Penh

1. Summary data

Grant Agreement #	66160
Name of organisation	ACTED-PSF
Project title	Reducing the Risk of SGBV against Entertainment Workers in Phnom Penh
Project manager's name (& position)	Sophal Kaing
Location/s	Phnom Penh, Cambodia
Total funding	225,000 AUD
Implementing partner/s	Social Services of Cambodia (SSC) and Legal Aid of Cambodia (LAC)
Start date	8 th March 2013
Finish date	31 st March, 2016
Reporting period	<i>1st of March 2015 - 5th February 2016</i>

2. Summary of progress

2.1. Project overall objectives

Reducing the risk of SGBV against EWs in Phnom Penh through higher reporting rates of the cases and strengthening referral system for victims.

2.2. Activities

To achieve this objective the following activities were undertaken in accordance with the work plan:

Linked to Result 1 - EWs have increased awareness of SGBV, their rights and the assistance available to victims:

1.1 Trainings of peer educators: During the course of the reporting period, 34 peer educators (PEs) were involved in the project with at least 415 PEs working on the project at any one time. The high turnover of peer educators led the project consortium to place a higher emphasis on the continuous capacity building of the peer educator team than originally anticipated (see section 3). As a result, during the course of the reporting period 30 refreshment trainings were conducted. 10 training sessions were led by the Social Services of Cambodia (SSC) focusing on communication skills and safety issues, whilst the remaining 20 trainings were led by ACTED and focused on basic PE skills (Annex 5). In addition a PE manual, SOPs and referral pathway guidelines were also developed and share with all PEs to support their work (Annex 8 and Annex B).

1.2 Providing counselling group sessions to 1,500 EWs beneficiaries in 100 establishments: During the reported period 2,643 group and individual counselling sessions took place across 128 Entertainments Establishments (EEs) reaching 2,251 direct beneficiaries and 3,263 indirect beneficiaries. This represents an average of 12.3 sessions per EE which is still below the average proposed in the proposal of 36 sessions per year however the number of EWs participating in the sessions is higher than anticipated resulting in a significantly higher direct and indirect beneficiary numbers. The main reason for the reduced number of

sessions per establishment each month is due to the challenge of negotiating a suitable time with the owner/manager which does not impact on their business. In order to increase cooperation with EE owners/managers quarterly meetings were started and during the course of the reporting period 42 quarterly meetings were held. Furthermore, to more clearly define the roles of responsibilities of the partner businesses and the project consortium, Memorandums of Understanding (MoUs) were signed with 92 businesses and 99 appreciation certificates were handed out to owners to thank them for their active participation in the project (Annex 5).

1.3 Producing a short video on SGBV among EWs, with participation of EWs representatives: Thanks to the support of the Womens Media Center the project produced a DVD showing situations that entertainment workers (EWs) are likely to encounter at work and tackling sensitive topics such as how to handle an aggressive client. The short video clips has designed to create discussions amongst viewers on how best to handle a situation and are now is often screened at the beginning of outreach sessions. The video was screened for the first time in July 2015. Since then it has been shown in 52 out of 100 entertainment establishments (Annex 5). ACTED is currently negotiating with the owners/managers of the remaining establishments to allow the film to be screened in these places also. Feedback from the EWs to the film screenings has been very positive as the film stimulates discussions and allows for more interactive outreach sessions.

1.4 Developing two radio broadcasts on SGBV: This activity was completed in 2014.

1.5 Disseminating IECs on SGBV to the beneficiaries and stakeholders: 1,000 business cards intended for EWs and listing both the Ministry of Interior's 1288 number for emergency cases as well as the project's hotline for survivors of SGBV were printed in May 2015 and distributed to 981 EWs. Following feedback on the business cards it became clear that beneficiaries required more information in order to successfully access the hotlines. Therefore, it was decided instead of continuing with the business cards to design small flyers which could be fitted into the purse or bag of an EW (Annex 3). 500 Flyers were printed in September 2015 and then distributed with a further 500 batch printed in December 2015 for distribution

Linked to Result 2 - EWs SGBV victims have improved access to assistance services:

2.1 Establishing a referral system with the cooperation of partnering NGOs: The project's Standard Operating Procedures (SOP)s were revised following the findings of the mid-term evaluation. The revised SOPs were put into effect in July 2015 to reinforce each part of the referral system and lines of communication including providing a step by step guide for each stage of the referral process, the various ways to enter the referral process and the roles of each stakeholder (Annex 1). During the reporting period 10 cases of SGBV were identified and referred to SSC and two legal cases were referred this year to Legal Aid of Cambodia (LAC) for legal support in court and communal council which both closed in December 2015. In addition LAC has provided legal advice during this reporting period to 687 EWs, ACTED has also conducted specific referral sessions of which 212 took place during the reporting period involving 771 entertainment workers.

2.2 Promoting and supporting the INTHANOU telephone hotline: Over the course of the reporting period, the project continued to support the Ministry of Interior's telephone hotline for GBV survivors in cooperation with Winrock. During the reporting period, 100 cases were handled by the hotline. In addition, the project continued to advertise the Ministry of Interior hotline through the project's IEC materials and advertisements on tuck-tucks working across Phnom Penh.

2.3 Incorporating referral procedures into National Police training curricula: During the course of the reporting period the project consortium continued to use the training of communal and district police to introduce the referral system procedures and to facilitate its integration into the Police training curricula. The reporting period saw the project submit an

incorporation letter to the Ministry of Women's Affairs in January 2016 formally requesting the incorporation of the referral procedures into training curricula.

2.4 Conducting trainings for the communal and district Police in targeted areas: Two communal and district police trainings were conducted since the last progress report. One took place on the 21st of December 2015 and another training one the 11th and 12th of January 2016 both sessions were led by SSC with 43 officers from the 4 districts area attending the two sessions.

2.5 Organizing an annual workshop with participation of all relevant stakeholders: The project's annual workshop took place on 3rd February 2016 involving 35 participants from the Ministry of Women's Affairs, project partners, local police, peer educators, entertainment workers and managers of entertainment businesses. The annual meeting centred on the Asia Foundation's Safe Agent 008 mobile phone application designed to allow women to feel safe and secure in public places, which is particularly useful for EWs who often have to make their way home late at night or during the early hours of the morning.

Linked to Result 1 and 2 - Cross-cutting activities:

3.1 A mid-term review and evaluation: Following the midterm review conducted in January 2015, the project consortium developed a response plan based on the findings of the evaluation and during the reporting period has been executing this response plan. In addition, the project reinforced its internal monitoring and evaluation through the conducting of quarterly focus group discussions with EWs in order to systematically and regularly obtain their feedback and adjust programming accordingly.

To assess the change in knowledge, attitude and practices of the entertainment workers at the three year mark, the project consortium is conducting a KAP survey in February 2016. The findings of the KAP survey will **be shared in March 2016**.

3.2 Conducting 2 in-depth case studies: Two case studies were conducted during the reporting period (Annex 6, Annex 7). One case study took place between 17th and 21st of August 2015 and focused on a young hostess from an EE. The second case study was conducted between 7th and 15th of December 2015 and centred on a peer educator who is a waitress at one of the project's EEs. Following the finalisation of the case studies, they were published on ACTED's website.

2.3. Results achieved to date

Result 1 - EWs have increased awareness of SGBV, their rights and the assistance available to victims

As noted above, the project consortium is currently conducting a third KAP survey to assess the change in knowledge, attitude and practices of entertainment workers with the findings being available in March 2016. Instead for the purposes of this report, the results to date can be ascertained from focus group discussions conducted with EWs during the second half of reporting period. The findings show that so far EWs have further improved their knowledge regarding what constitute SGBV. For example 85% of the participants understood the definition of SGBV compared to 70.4% of respondents from the last KAP survey.

Result 2 – EWs-SGBV victims have improved access to assistance services:

Regarding EWs-SGBV survivors access to assistance services, the FGD results showed that 90% of EWs knew about the referral system. 90% of them always keep the business card with the hotline information details with them at all times. However, 10% of the last FGD respondents knew none of the provided hotlines by the project. One of the main reasons for this lack of knowledge from EWs is either due to having to host the clients or having recently started working in the targeted business. During the focus group

discussions 10% of participants said they had difficulty contacting the police hotline as it was necessary to call several times before someone answered. In response to this challenge ACTED has been keeping a record of such reported instances and has met with the Deputy Chief of the Anti-Human Trafficking and Juvenile Protection to raise this issue and lobby for improved service delivery from the hotline.

Progress

Linked to the Result 1 - EWs have increased awareness of SGBV, their rights and the assistance available to victims:

All the initial training for the peer educators and social workers were 100% completed during the previous reporting periods. As for this reporting period all refreshment trainings provided by SSC and LAC have been 100% completed by September 2015. All training to new PE provided by ACTED have been conducted during this reporting year with the last one occurring in January 2016. . Concerning PE turnover rate the last period of the report had a PE turnover rate of 85.71%, however during the current reporting period it was reduced to 58.82%, a reduction of 31%.

Since the start of the project 7183 direct beneficiaries (478.87% of the initial target) and 5756 indirect beneficiaries (383.73% of the initial target) have been reached.

The dissemination of IEC materials has been continuous throughout the reporting period as 1000 business cards and 1000 flyers have been distributed until January 2016. The projection of the short video on SGBV is in-progress with the film having been screened in 52 out of 100 EEs to date.

Linked to Result 2 - EWs SGBV victims have improved access to assistance services:

During the reporting period 10 cases of SGBV on EWs were referred to SSC for social and psychological support. SSC has then provided support services to 11 EWs to date (12.1 % of the originally anticipated number of cases). 2 SGBV survivors have for this reporting period showed willingness to exploit their legal options through LAC leading to a total of 7 legal cases throughout the life time of the project (17.25 % of the originally anticipated number of cases). In addition, LAC has provided since the beginning of the project legal advice to 727 EWs. ACTED by the end of this report has covered 100% of the training to district and commune police from the 4 targeted communes reaching a total of 111 police officers (241% of the originally targeted number of police officers).

3. Changes and reasons for changes

The last midterm report found that they were a high turnover rate of peer educators affecting the session consistency and trust from EWs toward new PE. To address this issue a new pilot system was put in place which encourages entertainment workers to become peer educators. Following a successful pilot period of 3 months the new system has been introduced across the project and now all PEs are former or active EWs. This has mainly enabled them to develop worthy relationship with EWs and make them understand the large scope of issues that EWs face each days regarding SGBV. This change has greatly benefit the program as it has reduced PE turnover by creating a constant focal point and ease the path for sensitive topics discussion during EW counselling sessions.

4. Disaggregation of data by women and people with disabilities

EWs targeted by this project are 100% female. Police training during the reported period included 1 woman and 13 men (7.69%).

5. Lessons learned (challenges/difficulties and strategies for management)

One key challenge of the project is the high turnover of EWs and entertainment establishments. EWs frequently move between EEs and as a result repeated counselling sessions are required to ensure key messages are shared with EWs. As for EEs during this period progress report many of them have closed permanently or temporarily due to a lack of clients (20% of establishments targeted by the project). This has led to a constant pressure for the project team to look for new EEs and target new EWs for the outreach sessions. However this turnover ratio has foremost enabled ACTED so far to reach a large number of direct and indirect beneficiaries that potentially can have a larger impact on the sustainability of the project. Despite this turnover ACTED in 2015 has worked increasingly closer with the owners and managers of EEs in order to develop their cooperation with the project by having quarterly meetings with the project team, signing Memorandums of Understanding (MoUs) and issuing appreciation certificates.

The revised SOPs have improved the lines of communication between partners and increased EWs trust toward the project and its effectiveness (Annex 1). The new IEC materials (business cards, flyers) designed in May, September and December 2015 to ensure the entry points into the referral system are consistent and meaningful to beneficiaries in terms of the services available to survivors of SGBV and their comprehension of the referral process (Annex 1).

Although ACTED team has produced a short video it has only been shown to half of the EEs. ACTED is still currently discussing with some of the managers in order to convince them that the project video promotes EWs good behaviours in their workplace. Finally an exit strategy has been developed by ACTED in 2015 highlighting all the project activities exits (Annex 4).

6. Australian government promotion:

ACTED and its partners have worked actively to ensure the visibility of the donor in all project activities. This included wearing visibility t-shirts by ACTED, SSC and LAC staff, the use of activity banners for meetings, workshops and trainings as well as the use of the donor logo on all printed materials such as leaflets and booklets. In addition, the reporting period saw several news articles about the project published on ACTED's website and Facebook page.

News articles published on ACTED's website during the reporting period are as follows:

- <http://www.acted.org/en/new-tool-fight-sexual-and-gender-based-violence-cambodia>
- <http://www.acted.org/en/helping-cambodian-women-feel-safe-and-secure>
- <http://www.acted.org/en/fostering-behavioural-change-towards-entertainment-workers-phnom-penh>
- Flash news, <http://www.acted.org/en/behind-scenes-meet-people-who-help-fight-sexual-gender-based-violence-cambodia>

Facebook posts published during the reporting period were:

- <https://www.facebook.com/ngoACTED/posts/10153879190539929>
- 2016 <https://www.facebook.com/ngoACTED/posts/10153840889524929>
- <https://www.facebook.com/ngoACTED/posts/10153768866534929>

The role of DFAT has also been highlighted during all programme activities as well as meetings with government officials.

Quality at Implementation (Annex B)

Summary

Project Title	Reducing the Risk of SGBV against Entertainment Workers in Phnom Penh		
Grant #	66160		
Start date	8 th March 2013	End date	31 st March 2016
Report period	from 1 st of March 2015 to 5 th February 2016	# of month	12 months
Total Grant Value	\$ AUD 225,000	Expenditure to date	To be provided in April 2016
Report drafted by	Ginny Haythornthwaite, ACTED Country Director	Date of draft	09.04.15
Approved by		Date approved	

Description (no more than 600 words per cell)

Description	<p>What are we doing?</p> <p><i>Provide a brief (one-two paragraph) description of the initiative, assuming the reader has no prior knowledge.</i></p> <p>ACTED designed this project in response to widespread violence against women in Cambodia. National statistics show that one out of four women who have been in a relationship has experienced violence¹. One of the most vulnerable groups of women are entertainment workers. In a survey conducted by ACTED of 284 EWs in July 2011, 53% reported having suffered abuse since they began working in the entertainment industry. Yet, such levels of violence is rarely acknowledged or addressed.</p> <p>The project is implemented in partnership with Legal Aid of Cambodia (LAC) and Social Services of Cambodia (SSC) who provide a wide range of assistance services to survivors of SGBV including legal, psycho-social and medical assistance. The expected beneficiaries at the end of the intervention are 3000 women Entertainment Workers (EWs) from 100 establishments in Phnom Penh. Among them 1500 are to benefit from trainings on SGBV and direct assistance and referrals. The trainings are delivered directly by peer educators trained by ACTED, SSC and LAC. The knowledge received through the training sessions is expected to further spread among members of the target group. Information campaign (including IEC materials, radio broadcasts and dissemination of short video) on specific subjects aimed at different target groups (EWs, EE owners/managers, police, public) will achieve greater awareness on SGBV among the clients, owners and the public. Moreover 47 Police Officers (from communal and district police) will benefit from the trainings delivered to them, with a specific focus on the referral system and changing their attitude towards EWs.</p>
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¹ Ministry of Women's Affairs, Royal Government of Cambodia (2012) Review report on the National Action Plan to Prevent Violence Against Women.

Objectives Summary	<p>What are our objectives?</p> <p><i>Summarise the objectives against which progress and achievements are assessed (at criterion 2).</i></p> <p>Goal: To contribute to the implementation of the National Action Plan to Prevent Violence On Women (NAPW) by fighting Sexual Gender Based Violence (SGBV) against Entertainment Workers in Phnom Penh.</p> <p>Overall Objective: Reducing the risk of SGBV against EWs in Phnom Penh through higher reporting rates of the cases and strengthening referral system for victims.</p> <p>Performance indicators: At least <u>20% decrease</u> of EWs who have experienced any forms of SGBV in the past 2 years by the end of the project, as compared to the baseline at the beginning of the project.</p> <p>Result 1. EWs have increased awareness of SGBV, their rights and the assistance available to victims.</p> <p>Result 2. Improved access of EWs to services available from NGOs and the government.</p> <p><i>In partnership agreements where the objectives are not primarily determined by DFAT, identify the overall objectives of the initiative, and DFAT's specific objectives.</i></p> <p><i>If objectives are not clear, initiative managers should seek assistance from supervisors and/or performance and quality managers. Senior management approval should be sought when an indicated management response involves substantive change to initiative objectives.</i></p>
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Australian Aid – Rated Quality Criteria

Criteria	Assessment Remember to reference the source of information. (no more than 600 words per cell)	Rating (1-6)	Management Response Be as precise as possible: what? how? who? when? (no more than 600 words per cell)
1. Relevance	<p>Is this still the right thing to do?</p> <p><i>Is this initiative the most appropriate contribution for Australia to be making in the particular context at this point of time?</i></p> <p>ACTED's mid-term KAP survey confirms that high rates of sexual gender-based violence among entertainment workers remains to be a key issue. SGBV is combined with low levels of awareness among general population of what is SGBV, cultural acceptance of lower role of women in Cambodian society and poverty that often represents one of the triggers of SGBV/domestic violence. All these issues have been acknowledged in an existing National Action Plan to Prevent the Domestic Violence on Women executed by Ministry of Women's Affairs. However, the Ministry resources are limited,</p>	6	<p><i>Describe related actions NGO will take to maintain or improve the relevance of this initiative in the current financial year and the next financial year. (The period of 24 months is used so that responses can be reflected in planning documents such as the APPRs and DBP).</i></p> <p>It is clear from the mid-term KAP survey that the cases of SGBV are not decreasing and that the project is still very relevant to the context. Whilst EWs continue to increase their knowledge of SGBV and awareness of prevention methods survivors of SGBV they still need constant counselling session due to the high EWs turnover rate. In order to improve participation rates, entertainment workers</p>

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	<p>and entertainment workers are still not a priority for this action plan. They are not mentioned as a specific category, although level of SGBV they experience is extremely high. At the same time the incidents are underreported, because of widespread prejudices and fear of EWs of possible repercussions if they were to report. Many NGOs work with EWs often around health issues, such as reproductive health and HIV/AIDS. At the same time wider Violence Against Women initiatives rarely cover EWs, especially inside their workplace and also fail to address the stigma surrounding the work of EWs with key front line service providers such as district and communal police. The importance of keeping and supporting a referral system for victims of SGBV remains very high, as no such system existed prior to this project (as ACTED assessment conducted in 2011 demonstrated; moreover, 50% reported that there was no warning system in place inside the establishments they worked in).</p> <p><i>Discussion should assess if the initiative is still relevant to the specific development conditions and social and economic context in which it is being implemented.</i></p>		<p>joining the sessions should be given small gifts such as a shampoo sachet. Secondly, the ratio of social worker to peer educator needs to be reduced in order to allow for one individual coaching and support to peer educators. Awareness and ability to access the referral system remains challenging and therefore the focus needs to continue on access to support services for survivors of SGBV. Currently a third KAP survey is on-going to assess the impact of the project to date with the findings being available in early March 2016.</p>
2. Effectiveness	<p><i>Are we making the difference that we expected at this point in time?</i></p> <p><i>Are we achieving the outcomes (changes in learning, behaviour or conditions) that we said we would achieve? (Where possible, draw on performance measures incorporated in the initiative's M&E system, or agreed annual or immediate milestones).</i></p> <p>The outreach activities have exceeded firstly the expected number of EWs reached by 367.33%. Secondly since the project started over 128% of the initial target of 100 EEs in Phnom Penh has been reached. All the police training and annual workshops have also been</p>	4	<p><i>Describe related actions NGO will take to maintain or improve the effectiveness of this initiative in the current financial year and the next financial year.</i></p> <p><i>** Including proposed formal steps to amend objectives if determined necessary by senior program managers.</i></p> <p>To ensure the high quality of the project ACTED will address key points during the extension period: Firstly a set of outreach sessions refresher trainings to all peer educators covering basic topics such as how to run outreach</p>

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	<p>completed on time.</p> <p>The mid-term KAP survey shows significant improvement in terms of EWs knowledge of SGBV and their awareness of support services available to survivors of SGBV. However, there are still a limited number of EWs having difficulties to access the support services offered by the project. In response to these challenges it was highlighted during counselling session the possibilities for EWs to contact the project team hotline through paging or text. Also a better empathis on police hotline first response was put during this year police trainings. Also the impact is currently being reassessed in the third KAP survey with results being available in March 2016</p> <p><i>Where projected outcomes and/or objectives seem unclear, unrealistic or inappropriate discuss with Senior Managers a process for reviewing the objectives. No need to explain Assess the extent to which identified (or new) risks to progress and outcomes are being managed, and with what impacts/consequence.</i></p> <p>No new significant risks have been identified during the reporting period. The target number of women has already been reached. However, due to the high turnover of women working in the establishments repeated sessions are required to ensure new workers are integrated into the project as and when they start working in the targeted establishments. In addition, establishment often close and then reopen after several months with a new owner or do not reopen at all. This requires ACTED to be constantly negotiating access to establishments. Women still have some difficulties to access easily the two hotlines. However as mentioned before the project has put in place measures to facilitate EWs accessibility to these</p>		<p>sessions, mobilization skills and the referral system. This initial training will take place during the first two months of the extension period and will be followed up each consecutive month by one half day training covering the theme of the monthly outreach sessions to entertainment workers. This will allow for more coaching and capacity building of PEs as well as ensure high quality outreach sessions. Secondly, the referral system established during the current project period will be reinforced during the extension to ensure it is easy and quick for survivors of SGBV to access the support services. Thirdly, the number of outreach/counselling sessions will be reduced to one per month in order to ensure consistent access to targeted EEs. Then one outreach session per month will be conducted for each establishment. Lastly, during 2015 a clear exit strategy for the project has been developed to ensure a responsible exit of the project's activities. – At the same time, ACTED will ensure its continuous Monitoring through its continuing quarterly focus group discussion by the Program Manager and M&E unit to guarantee that there are no informal barriers to access the services available for victims.</p>

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	hotlines.		
3. Efficiency	<p><i>Is the initiative making appropriate use of DFAT's and other partners' time and resources to achieve initiative objectives? Reach or fully achieved</i></p> <p><i>Assess whether:</i></p> <ul style="list-style-type: none"> <i>Outputs are being delivered within the stated timeframes and whether these are providing value for money.</i> <p>As noted above, ACTED has already reached the target number of beneficiaries however the project is slightly behind in terms of the number of counselling sessions to be conducted throughout the lifetime of the project and the number of women accessing the support services. Through the outreach/counselling sessions, the project has highlighted the means for EWs to easily contact the hotlines in order to access support services. To ensure efficiency the project has trained police hotlines on how respond to first response call.</p> <ul style="list-style-type: none"> <i>The budget is being spent as expected.</i> <p>The spending of the budget is on track and the majority of activities have now been completed. The remaining funds will be spent by the end of March 2016.</p> <p><i>The inputs are adequate to achieve the initiative objectives.</i></p> <ul style="list-style-type: none"> <i>The different parts of the management system are working well.</i> <p>Project coordination is conducted through various different mechanisms. On a formal basis the project is continuing to hold quarterly steering committee meetings to discuss the overall strategy of the project and any key challenges or concerns. All partners are also required to report to ACTED on a monthly basis regarding their specific activities. However, in addition, there is regular informal communication</p>	5	<p><i>Describe related actions NGO will take to maintain or improve the efficiency of this initiative in the current financial year and the next financial year.</i></p> <p>Where possible ACTED has clustered targeted entertainment establishments together in order to improve the efficiency of the project by reducing travel times for peer educators and staff. At the same time ACTED is currently changing its counselling session schedule at each EE in order to have this session at the end of each month around the time of each establishment's month staff meeting when EWs are more likely to be available.</p>

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	and meetings between all stakeholders, for example to review the project SOPs, provide feedback on IEC materials amongst other tasks. ACTED's regional and HQ offices also provide regular support to the project. Logistics and procurement unit is operational and follows ACTED and DFAT regulations.		
4. Monitoring and Evaluation	<p><i>Is a robust monitoring and evaluation system being used to effectively measure implementation progress, and progress towards meeting objectives?</i></p> <p><i>Do we have the information required to respond with confidence to all QAI criteria?</i></p> <p><i>Assess the extent to which there is a robust monitoring and evaluation system providing useful information which is being used for management learning and accountability.</i></p> <p><i>Assess the extent to which this information is used.</i></p> <p>The monitoring and evaluation of the project is led by ACTED's dedicated Monitoring and Evaluation Unit (AMEU) based in Phnom Penh. At the start of the project an Indicator Tracking Table for the project was specifically developed. At the same time, a baseline Knowledge, Attitude and Practice (KAP) survey was conducted. In December 2014 an external mid-term evaluation of the project was conducted which was complemented by a mid-term KAP survey in January 2015. In addition in 2015 two FGD were conducted from July to September 2015 and from October to December 2015 to obtain feedback from EWs. Furthermore, during the course of the project three depth case studies have been conducted. . The results of the monitoring are shared with ACTED's Country Director and programme team so that programme implementation can be adjusted</p>	6	<p><i>Describe related actions NGO will take to maintain or improve monitoring and evaluation of this initiative in the current financial year and the next financial year.</i></p> <p>ACTED will continue implementing its monitoring and evaluation system set up during the project. The third KAP survey is currently being conducted with the results available in March 2016.</p>

Criteria	Assessment Remember to reference the source of information. (no more than 600 words per cell)	Rating (1-6)	Management Response Be as precise as possible: what? how? who? when? (no more than 600 words per cell)
	based on the findings of the monitoring.		
5. Sustainability	<p><i>Will the benefits last?</i></p> <p><i>Assess the extent to which the processes are owned by and provide strengthened capacity of local partners.</i></p> <p><i>Assess the extent to which benefits are likely to endure after the Australian contribution has ceased.</i></p> <p><i>Assess the environmental impacts and sustainability of the initiative (does this initiative comply with the Environmental Protection and Biodiversity Conservation Act?)</i></p> <p>A key stakeholder in the project is the Ministry of Interior's SGBV hotline. The hotline staffs act as one entry point into the referral system and have received all the capacity building training as part of the project and is therefore capable of handling efficiently SGBV cases. As this is a government hotline, it will continue to function independently beyond the lifespan of the project as mentioned in the exit strategy developed in 2015. In addition, ACTED's local partners, LAC and SSC, are Cambodia-based NGOs and will be able to continue with their interventions after the end of the project. At the same time. A key part of the project is the knowledge transfer and capacity building of the peer educators and EWs who are now after completion of all their trainings able to put into practice their new found skills and knowledge well beyond the end of the project.</p>	5	<p><i>Describe related actions NGO will take to maintain or improve the sustainability of this initiative in the current financial year and the next financial year.</i></p> <p>ACTED is now close to the end of the project. As mentioned before an Exit strategy has been put in place in order to maintain a high degree of sustainability for the initiatives taken by the project.</p>
6. Gender Equality	<p><i>How do we approach gender equality and are we doing it well?</i></p> <p><i>Assess the extent to which the initiative integrates gender-sensitive practice to achieve the following outcomes:</i></p> <ul style="list-style-type: none"> <i>improved economic status of women</i> <i>equal participation of</i> 		<p><i>Describe related actions NGO will take to maintain or improve the gender equity of this initiative in the current financial year and the next financial year.</i></p>

Criteria	Assessment Remember to reference the source of information. (no more than 600 words per cell)	Rating (1-6)	Management Response Be as precise as possible: what? how? who? when? (no more than 600 words per cell)
	<p>women in decision – making and leadership</p> <ul style="list-style-type: none"> improved and equitable health and educational outcomes gender equality advanced in regional cooperation efforts <p>The project focuses on women in the entertainment industry. Their work makes them particularly vulnerable to sexual gender based violence. The project builds the capacity of women in the entertainment industry to understand up for their rights, defend themselves and their colleagues against SGBV whilst at the same time as increasing their knowledge of the support services available to survivors of SGBV. The support services include access to medical care and psycho-social support as and where required. The support services also provide support survivors of SGBV to return to work or help them seek alternative employment.</p>		

Other Key Issues

Criteria	Assessment (no more than 600 words)	Management Response Be as precise as possible: what? How? Who? When? (no more than 600 words)
7. Cross-Cutting Issues and Commitments	<p>What else is at stake? Indicate progress on, or compliance with social inclusion, safeguards and policy commitments.</p> <p>The main issue this project effects is Gender Equality and the empowerment of women, which is done through Gender Equality and the empowerment of women, a particular vulnerable group of women who work in entertainment industry.</p> <p>This project also touches on child protection issues, as in the course of project implementation the staff and PEs may come across girls, who are under the age of 18 involved in entertainment business. If such information ever comes to the attention of</p>	<p>Describe related actions NGO will take to maintain or improve implementation of relevant cross cutting policies and themes through this initiative in the current financial year and the next financial year.</p> <p>ACTED in Cambodia and its partners have existing Child Protection Policies, and its staff are trained to check and learn about any violations of children rights that may occur, such as described in this section (employment in entertainment industry and exposure to potential sexual and other abuse).</p>

Criteria	Assessment (no more than 600 words)	Management Response Be as precise as possible: what? How? Who? When? (no more than 600 words)
	<p>ACTED and partners staff, these incidents will be reported, and everything possible will be done to extract the girls from the environment they are in, and from the employment. However, to date no such incidents have been reported.</p>	
8. Risk Management	<p>How is risk being managed?</p> <p>Assess the current risk management approach for this initiative by answering the following:</p> <p>How is risk being managed?</p> <p>Are risk management processes adequate? Assess the risk management approach for this investment by answering the following for the previous 12 months:</p> <ul style="list-style-type: none"> Does the investment have a risk register that is updated at least quarterly? <ul style="list-style-type: none"> Yes No, but at least annually ✓ No Are risks discussed with partners at least monthly? <ul style="list-style-type: none"> ✓ Yes No, but at least annually No Does the partner submit risk documentation at least quarterly? <ul style="list-style-type: none"> Yes No, but at least annually ✓ No 	<p>Red / Amber / Green</p> <p>Describe controls currently in place to mitigate these risks. Are controls considered strong or weak? Describe additional treatments (if any) that are currently being implemented and if so, when are they due to be finalised. Is there anything else that should be considered to ensure the risks are reduced to an acceptable level in the current financial year and the next financial year?</p> <p>The project itself is designed to mitigate the risks of gender based violence against vulnerable women. Once a entertainment establishment has been identified either ACTED Project Manager or Social Worker meets with the owner or manager of the establishment to explain the project and its activities in order to ensure the owner/managers' cooperation and support of the programme thereby reducing the risk to the project's staff and peer educators. To formalize the partnership between ACTED and the EEs, MoUs have been signed with each EE.</p> <p>Have any of these risks been escalated to management for their consideration? If so, what advice was provided by management? Are management also actively monitoring these risks?</p> <p>Throughout the lifetime of the project no incidents have been reported either of abuse of staff, or violation of children rights (cases of girls under 18 being involved in the entertainment business). As the project focuses on SGBV, cases such as forced drinking, assault of EWs etc have been reported to the project staff and the cases have entered the project's referral system in order for the survivors to access the project's support services.</p>

Key Messages (no more than 600 words)

9. Key Messages	<p><i>What is the most significant information that we can communicate?</i> <i>What is the most significant information that we can communicate about the performance of the initiative? This is what you want to tell or have the Minister/High Commissioner/Ambassador say or know about. This could be used for high-level briefing. This may also include initiative results that are not covered by the 'Headline Results'.</i></p> <p>The entertainment industry in Cambodia is growing year on year, particularly as the country becomes an increasingly popular tourist destination. Entertainment workers such as hostesses and waiters, chefs and kitchen attendants and cashiers amongst others, are the back bone to the industry. However, in Cambodia entertainment workers are a particularly vulnerable group of women, and are especially prone to experiencing sexual violence due to their working environment, and social stigma related to their work. Whilst the Ministry of Women's Affairs has a strategy to tackle violence against women, the strategy does not specifically target female entertainment workers. At the same time, due to the stigma attached to the entertainment industry many female entertainment workers feel inhibited to report sexual violence or access available support services.</p> <p>Since 2013 ACTED has been working in partnership with SSC and LAC to reduce the risk of SGBV against entertainment workers in Phnom Penh. Over the last two years the project has made significant gains in terms of EWs knowledge of what constitutes SGBV and their rights under the law whilst also increasing awareness of assistance services available to survivors of SGBV.</p>
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Management Responses (no more than 600 words) Note: information contained in this box will be used to prepare Program Management Plans.

10. Management Responses	<ul style="list-style-type: none"> <i>Follow up any outstanding responses and add new proposed responses based on this in the relevant criterion above.</i> <p><i>The section should capture all major quality improvement recommendations, not just those taken to remedy unsatisfactory performance.</i></p>
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Scale for ratings against Quality Criteria

Performance against quality criteria is rated using a six point scale, shown below.

Satisfactory		Less than satisfactory	
6	Very high quality; needs ongoing management and monitoring only	3	Less than adequate quality; needs work to improve in core areas
5	Good quality; needs minor work to improve in some areas	2	Poor quality; needs major work to improve
4	Adequate quality; needs some work to improve	1	Very poor quality; needs major overhaul