



Strengthening a participatory, evidence-based formulation of a comprehensive action plan to end violence against women and girls in Cambodia

**First Progress Report
To the
Australian Government, Department of Foreign Affairs and Trade
June 2012 to December 2013**

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MDG:	3. Promote gender equality and the empowerment of women

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Acronyms and Abbreviations

CSOs	Civil society organisations
CDHS	Cambodia Demographic and Health Survey
DFAT	Department of Foreign Affairs and Trade
EVAW/G	Ending violence against women and girls
GIZ	German International Cooperation in Cambodia
MOWA	Ministry of Women's Affairs
NAPVAW	National Action Plan to End Violence against Women
NIS	National Institute of Statistics
NGOs	Non-governmental organisations
RGC	Royal Government of Cambodia
TWGG-GBV	Technical Working Group on Gender – Gender Based Violence
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
VAW/G	Violence against women and girls
WHO	World Health Organisation

Executive Summary

Globally UN Women is at the forefront of setting standards of best practice and developing innovative approaches that prevent and respond to violence against women (VAW¹). Over the last three years, UN Women has linked global and local processes to transform the environment in which VAW/G is understood and addressed in Cambodia. In June 2012, with generous financial support from the Australian Government's Department of Foreign Affairs and Trade (DFAT), UN Women launched the project, "Strengthening a participatory, evidence-based formulation of a comprehensive action plan to end violence against women and girls in Cambodia". The results achieved through this project have contributed considerably to this change.

The project approach aimed from the outset to establish new expectations for duty bearers and rights holders, in particular in relation to accountability and transparency. By showcasing options for increasing inclusion and participation, this project is strengthening democratic processes and increasing voice, choice and options available to women and girls. The project has two intended **outcomes**:

- **Outcome 1. Strengthened Policy Formulation Processes.** Adequately budgeted multi-sectoral policies to prevent and respond to violence against women and girls (VAW/G) are formulated and adopted in line with international standards.
- **Outcome 2. Knowledge Generation.** Access to knowledge on VAW/G in Cambodia has been strengthened.

With the term of the 1st National Action Plan to Prevent Violence Against Women (NAPVAW) ending in February 2012, the process of developing a subsequent plan represented a key opportunity to shape the policy formulation process in line with international standards. With this in mind, the drafting of the 2nd NAPVAW has been undertaken through the most inclusive and participatory process seen to date in Cambodia. UN Women led efforts to ensure civil society representation in the process, with particular emphasis on including the voices of women who have experienced violence and women from other marginalised groups. This has not only ensured that a wide range of stakeholders are aware of the content of the policy, but that the 2nd NAPVAW responds to their needs and concerns. Bringing government and non-government stakeholders together to discuss and design national priorities on VAW/G has led to the establishment of relationships and mechanisms that will continue to strengthen future VAW/G prevention and response. By building in learning through the formulation process, the agenda of ending violence against women and girls (EVAW/G) in Cambodia has been advanced, in particular in the areas of VAW costing and prevention, but also in the area of results based management.

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To complement and feed policy processes, UN Women is generating reliable evidence on VAW/G. Specifically, a prevalence study that employs globally recognised methodology to interview women on their experiences of violence and coping strategies has been initiated. Through this process, knowledge of the study methodology and buy in for the research among national stakeholders has been built and the selection of implementing partners has been completed.

Further research has also been initiated that is informing our understanding of how violence is portrayed in the media. While delays have been experienced in setting up both pieces of research, the plan is for these studies to be completed within the period of the project agreement. This project initially covered a period until July 2013, but was extended until 31 December 2014.

I. Purpose and New Developments

Purpose

The ending violence against women and girls (EVAW/G) environment has changed significantly in Cambodia over the past three years. In early 2011 there was little coordination or trust between stakeholders working on EVAW/G, a national action plan existed but progress towards results was unclear and reliable evidence on the nature and scope of the problem did not exist. The completion of the period covered by the 1st National Action Plan to Prevent Violence Against Women (NAPVAW), which ended in February 2012, presented a key opportunity to strengthen future national policies on EVAW/G and to shift the EVAW/G environment. Following reviews of the 1st NAPVAW in 2011 supported by UN Women, and with generous financial support from the Department of Foreign Affairs and Trade (DFAT), the project “Strengthening a participatory, evidence-based formulation of a comprehensive action plan to end violence against women and girls in Cambodia” (project 38187, hereafter referred to as the NAPVAW Project) was launched to build on the recommendations from these evaluations.

The project approach focuses on strengthening the process through which the 2nd NAPVAW is developed, as an opportunity to build partnerships and establish structures that support ongoing work in the area of EVAW/G. This approach is supporting the establishment of a common multi-sectoral vision for preventing and responding to violence against women and girls (VAW/G) in Cambodia, which reflects and responds to the needs of victim/survivors. The project has two intended **outcomes**:

- **Outcome 1. Strengthened Policy Formulation Processes.** Adequately budgeted multi-sectoral policies to prevent and respond to VAW/G are formulated and adopted in line with international standards.

This project is taking a three-pronged approach to achieving this outcome. Firstly by enhancing the capacity of the Royal Government of Cambodia (RGC) and CSOs to design and develop national strategies to prevent and respond to VAW/G. Secondly, by improving coordination among stakeholders working on ERAW/G and finally, by increasing the participation of CSOs and other relevant stakeholders and rights holders in the policy formulation process.

- **Outcome 2. Knowledge Generation.** Access to knowledge on VAW/G in Cambodia has been strengthened.

UN Women advocates for action orientated research. Responding to gaps in the availability of credible evidence to inform policy, UN Women is undertaking two pieces of research. The first is research on women's experience of violence and the strategies women use to cope with these experiences. The second is a study on how VAW/G is portrayed in the media.

New Developments

While a formal evaluation of the project is not due until the last quarter of 2014, UN Women conducted an informal self-evaluation of the 2nd NAPVAW formulation process in the last quarter of 2013. This enabled us to evaluate the effectiveness of the approach taken and establish recommendations for UN Women's support going forward. Key findings from this assessment are presented in this report, with full findings of the self-evaluation provided in *Annex 1: Self-evaluation of the Outcome 1: Formulation of the 2nd NAPVAW*.

A number of external developments have impacted on project implementation. The most significant of these has been the national election which took place in July 2013. While this election was planned prior to the project start date, the subsequent political impasse was not anticipated. Although the government has begun working again at a technical level, it is not yet fully operational. As a result, while it was originally anticipated that the 2nd NAPVAW would be presented to the Council of Ministers for approval in early September 2013, this has been delayed to early 2014.

One final development that is relevant to Outcome 2 of the NAPVAW project is the timing of the Cambodia Demographic and Health Survey (CDHS). The last CDHS was undertaken in 2010, with the next survey originally planned for 2015. However, the RGC has now decided to bring the next study forward to 2014. Given that the National Institute of Statistics (NIS) is responsible for conducting the CDHS and has also been identified as a key national partner for the VAW prevalence study, this may impact the timeline of this study.

II. Key Partnerships

In addition to deepening the partnership with MOWA, UN Women Cambodia's principle government partner on EAW/G, an ongoing partnership with the German International Cooperation in Cambodia (GIZ) has been central to key results achieved through the NAPVAW project to date:

- The establishment of a GBV donor coordination group, which is co-chaired by UN Women and GIZ, represents the first effort to coordinate priorities on EAW/G in Cambodia and has resulted in greater openness and information sharing among funding partners.
- The success of the donor coordination group lead to an invitation from MOWA for UN Women and GIZ to co-facilitate the Technical Working Group on Gender – Gender Based Violence² (TWGG-GBV). In this role UN Women and GIZ collaborate closely to build MOWA's capacity to coordinate the TWGG-GBV and design the 2nd NAPVAW process. Working in partnership has enabled us to harness the technical expertise of both organisations and increased the impact and cost effectiveness of the support provided.
- By dividing labour in a manner that plays to the strengths of our respective partnership arrangements with the RGC, UN Women and GIZ have established greater accountability by increasing dialogues with the community on EAW/G.

UN Women has continued to enhance coordination and collaboration among UN partners on efforts to EAW/G. Additional thematic meetings of the UN Gender Theme Group (UNTGG), which is chaired by UN Women, are being hosted throughout the 2nd NAPVAW formulation process to increase opportunities for UN agencies to provide inputs and recommendations. This is broadening the number of UN partners engaged in EAW/G and has increased linkages with other gender issues.

III. Results

Results to date include:

- The 2nd NAPVAW has been drafted, setting new standards for policy in Cambodia
- VAW/G costing and prevention have been established as government priorities, positioning Cambodia on the cusp of innovation
- National policy on EAW/G includes a results based management framework for the first time
- A participatory mechanism for coordination has been established, setting the ground work for an integrated multi-sectoral approach to EAW/G
- An implementing partner agreement has been signed with WHO to conduct the VAW prevalence study

²The government mechanism established in 2012 to coordinate efforts to prevent and respond to VAW/G

- A Media Monitoring Study on VAW/G has been launched, alongside the finalisation of an implementing partner agreement with the Open Institute

Elaboration of project results is as follows:

Outcome 1. The Royal Government of Cambodia's (RGC's) new NAPVAW is adopted.

- **The 2nd NAPVAW has been drafted**, setting new standards for policy in Cambodia (contributing to Outputs 1.1, 1.2 and 1.3 of the NAPVAW project document)

The draft 2nd NAPVAW outlines five strategic priorities for preventing and responding to VAW/G. The first centres on preventing VAW/G before it occurs through coordinated interventions that emphasise work with specific target groups. The second concentrates on increasing access to and quality of legal protection and multi-sectoral services. The assessment and revision of VAW/G related laws and policies is the focus of the third. The fourth addresses the capacity development required to support strengthened VAW/G prevention and response. Finally, the fifth outlines the monitoring and evaluation resources required to support the implementation and assessment of the plan. In line with international standards of best practice, the draft 2nd NAPVAW frames VAW/G as a human rights issue, recognises it as a manifestation of unequal power relations between men and women and draws on international definitions of VAW/G. Since the draft 2nd NAPVAW was completed, work has continued on refining the language of the Khmer document, as well as to revising the terms of reference for relevant coordination mechanisms. The completion of the formulation process is anticipated in early 2014, with the submission of the 2nd NAPVAW to the Council of Ministers for approval. In the meantime, laying groundwork towards its implementation is ongoing, details of which are provided in Section V on next steps.

The priorities and goals set out in the 2nd NAPVAW were drafted through a series of participatory consultations for the first time in Cambodia, and adhere to international standards of best practice. This not only represents a significant change in the approach taken by government to policy formulation on EVAW/G but also set a high precedent for how national policy should be drafted. This process has showcased a model for effective government and non-government collaboration and cooperation, which has been limited to date. Building on recommendations from an evaluation of the 1st NAPVAW, this approach provided opportunities for a wide range of duty bearers and rights holders to make recommendations for inclusion and to review drafts of the document. Significantly, it was the first time that representatives at the sub-national level were consulted, which is particularly important given their role in implementing national plans, as well as the first opportunity for victim/survivors and women from other marginalised groups to contribute to the development of national priorities on EVAW. Drawing on the self-evaluation completed by UN Women (detailed in Section I of this report), all participants interviewed stated that the development of the 2nd NAPVAW was significantly more inclusive than the

first plan. Among the non-governmental stakeholders interviewed, the development of the 2nd NAPVAW is considered one of the most consultative and inclusive policy processes that have taken place in Cambodia.

In addition to contributing to the drafting of the 2nd NAPVAW itself, the consultations established processes and partnerships that are supporting action to address violence against women beyond the approval of the 2nd NAPVAW. This is evident in the number of joint recommendations that were submitted for inclusion throughout the formulation process. A total of six joint submissions from a range of civil society organisations were presented, including those representing women most at risk of violence such as women living with disabilities, women with HIV/AIDS and women migrant workers. This was also illustrated by a MOWA representative during the self-evaluation, who noted that “the 2nd NAPVAW involved other ministries, it is now much easier for us to speak with them”. Interviewees participating in the self-evaluation described the consultation process as including an exceptionally wide range of stakeholders, and creating a platform for dialogue between government ministries, development partners, NGOs to grassroots community representatives – the latter of whom are often siloed in the social-political hierarchy. The inclusiveness and openness of the process has built relationships of trust between stakeholders and contributed to a shift in the EVAW/G environment towards greater cooperation and collaboration.

UN Women’s focused attention on the process through which the national action plan was drafted has built national capacities among duty bearers and rights holders to formulate and influence policy making processes. Indeed, 85 percent of the respondents interviewed through the self-evaluation reported an increase in their own capacity (45 percent ‘significantly increased’ and 41 percent ‘slightly increased’). Given this was the first time that MOWA had led a participatory approach to policy formulation, particular emphasis was placed on building the capacity of MOWA technical staff. Through in-depth interaction and collaboration with MOWA, UN Women was able to identify key needs and tailor the capacity development provided. One example is an initial training provided to MOWA on designing and conducting participatory dialogues, which formed part of the technical guidance provided to MOWA to plan a process and timeline for the 2nd NAPVAW development.

- **VAW costing and prevention** have been established as government priorities, positioning Cambodia on the cusp of EVAW/G innovation (contributing to Output 1.1 of the NAPVAW project document)

Following the agreement to cost all five strategies of the 2nd NAPVAW, MOWA has demonstrated a commitment to VAW costing. Given that knowledge on VAW costing is highly specialised and was little understood at the beginning of the project, this represents a considerable change in the national EVAW/G agenda. At a broader level it also represents a

step towards more transparent government budgeting processes as well as progress towards earmarking government budgets for EVAW/G. Indeed, building national capacities in the area of costing has already contributed to broader budgeting processes, with commitments also being made by the RGC to cost other strategic plans including Neary Ratanak IV (the government's gender strategy) and the National Strategic Development Plan which are currently being drafted. This shift in priority was achieved through a series of regional and national learning opportunities. These built on the significant amount of expertise that exists in the Asia Pacific Region, including research undertaken in Cambodia, to which Australian Aid Programme has contributed considerably.

A further area in which there has been a significant change in agenda is the area of VAW/G prevention. This is demonstrated by the inclusion of prevention as a standalone priority in the 2nd NAPVAW for the first time. A shift in the prioritisation of preventing VAW/G is also evident in the fact that one of the mechanisms (a sub-committee to the TWGG-GBV) established to support the formulation and implementation of the 2nd NAPVAW focuses exclusively on prevention. The existence of recently completed research that interviewed men on their use of violence, which was supported by the Australian Aid Programme at the regional level through Partners for Prevention³, has enabled UN Women to build capacities to transform evidence into policy. In addition to positioning prevention at the forefront, this capacity development has ensured that the priorities identified in the 2nd NAPVAW are grounded in credible evidence, and thus respond to the national context at a depth that has not previously been possible. There is growing recognition world wide of the need to expand the body of knowledge on what works to prevent violence against women and, given the recent prioritisation of prevention, Cambodia is pushing boundaries and innovation in this area.

- National policy on EVAW includes a **results based management framework** for the first time (contributing to Output 1.1 of the NAPVAW project document)

As a cornerstone of effective monitoring and evaluation towards results, the existence of a logical framework in the 2nd NAPVAW represents a key change in the EVAW/G policy environment and is contributing to greater transparency and accountability. Furthermore, the inclusion of a logical framework in the 2nd NAPVAW has strengthened VAW/G prevention and response in Cambodia by establishing milestones for change. Taking into consideration lessons learnt from reviews of the 1st NAPVAW, the development of the NAPVAW logical framework was prioritised from early on in the formulation process and capacity development to support its development provided.

³A UNDP, UNFPA, UN Women and UNV regional joint programme for gender-based violence prevention in Asia and the Pacific. The joint programme brings together the combined strengths of the four UN agencies, along with governments and civil society, to promote and implement more effective violence prevention programmes and policies.

- **A participatory mechanism for coordination has been established**, setting the ground work for an integrated multi-sectoral approach to EAW (contributing to Outputs 1.2 and 1.3 of the NAPVAW project document)

The TWGG-GBV was established in 2012, with the development of the 2nd NAPVAW assigned as the first task for the newly established mechanism to undertake. While formal membership of the TWGG-GBV is restricted, consisting primarily of government representatives and a smaller number of UN and NGO representatives, UN Women successfully advocated for observers to attend and to be permitted to participate in discussions and make presentations to the group. This has widened the space for open dialogue and discussion to take place, including on drafts of the 2nd NAPVAW. As a result of the in-depth attention paid to preparing TWGG-GBV meetings, designed collaboratively by UN Women, GIZ and MOWA, this mechanism has become the primary place for stakeholders to share and obtain information on EAW/G in Cambodia. The composition and attendance of a wide range of stakeholders at meetings has led to the creation of a functioning mechanism, which has greatly increased access to information on EAW/G as well as contributed to building relationships between a large group of stakeholders.

Over the past three years, in partnership with GIZ, UN Women has played a pivotal role in transforming coordination and collaboration among partners working in the area of EAW. Following the successful establishment in late 2010 of a donor coordination group⁴, MOWA recognised the need to establish a government mechanism for coordinating EAW/G, and in particular to build towards a more integrated approach that engages relevant line ministries beyond MOWA. Prior to the first TWGG-GBV meeting, a series of preparatory planning sessions were held between MOWA, GIZ and UN Women to establish a strategic approach for the TWGG-GBV and its oversight of the 2nd NAPVAW process. These preparatory meetings continue to date, with MOWA taking on increasing leadership to prepare and conduct them.

Under the framework of UNiTE⁵ coordination among NGOs and development partners for the purpose of advocacy has increased significantly, increasing the reach and impact of interventions. This has been the result of joint initiatives coordinated by UN Women for the 16 Days of Activism Against Gender Violence Campaign⁶, building on UN Women's ability to bridge gaps between stakeholders. In 2012 this advocacy was closely linked to the

⁴Established and co-chaired by UN Women and GIZ

⁵Launched in 2008, the United Nations Secretary-General's [UNiTE to End Violence against Women](#) campaign calls for joint action to raise public awareness and increase political will and resources for preventing and ending all forms of violence against women and girls in all parts of the world.

⁶The campaign runs annually between November 25th, International Day for the Elimination of Violence Against Women (VAW), and December 10th, International Human Rights Day. This symbolic link is designed to emphasize that any form of violence against women is a human rights violation.

formulation of the 2nd NAPVAW through a grant which facilitated consultations with community groups. Following on from this, in 2013 over 45 partners came together to design a common advocacy message for a joint initiative. This is only the second time such a large number of partners have worked together towards a common advocacy goal.

Outcome 2. Knowledge is generated to strengthen VAW/G prevention and services in Cambodia.

- **An implementing partner agreement has been signed** with WHO (contributing to Outputs 2.1 of the NAPVAW project document)

In the last quarter of 2012 the World Health Organisation (WHO) was identified as the implementing partner who would lead the VAW prevalence study. Following on from this, an inter-agency agreement was completed in quarter four of 2013. The delay in its completion was the result of changes within the WHO team in Cambodia. However, now complete, this represents an important step for the study in that it enables the data collection process to begin. Given that WHO developed the methodology globally, their lead role is particularly beneficial for Cambodia and is providing implementing partners with direct access to senior technical advisors who have extensive experience of managing of the study. The selection of WHO as an implementing followed a series of workshops designed to increase awareness of and buy in for the VAW prevalence study among national partners.

Strengthening knowledge of the WHO prevalence study methodology in country also facilitated discussions with MOWA and NIS on arrangements to support the implementation of the research. As a result, MOWA has agreed to coordinate a technical working group for the study, with NIS leading the collection and analysis of data. The development of these partnerships is building national ownership for the study.

- **A Media Monitoring Study on VAW/G has been launched**, alongside the finalisation of an implementing partner agreement with the Open Institute (contributing to Outputs 2.2 of the NAPVAW project document)

Progress towards the implementation of the media monitoring study has included the selection of Open Institute as an implementing partner. In addition, since the project agreement was signed, the research methodology has been finalised with technical inputs from UN Women. This technical support is expected to continue throughout the research period and is contributing to a secondary aim of this output, building national capacities to develop evidence based advocacy resources.

While it was originally anticipated the Women's Media Centre would conduct this study, UN Women was unable to reach a final agreement with Women's Media Centre on their proposed budget. As a result the selection process was reopened for a second time without

any proposals received, and finally during the third Call for Proposals Open Institute was selected to undertake this piece of research. UN Women takes seriously its responsibility to undertake due diligence to ensure that implementing partners provide value for money and have the financial capacity to deliver results effectively. With this in mind, while the partner finally selected to conduct the media monitoring differs from the implementing partner presented in the project proposal, UN Women is confident that a partnership with Open Institute is in line with the original intention for this output.

IV. Challenges and Lessons Learned

- Securing commitment from relevant line ministries remains a challenge

While on the whole the TWGG-GBV has been established as a functioning mechanism for coordination on ERAW/G, one key challenge has been securing commitment from relevant ministries. One example of this can be seen through ministry representation at meetings. While ministry representatives are routinely present, it is frequently a junior representative rather than a representative at a decision making level who attends. Furthermore, ministry representatives change frequently from meeting to meeting, and it is unclear whether meetings results are fed back to the ministry focal point formally assigned to the TWGG-GBV. This has created challenges for the formulation process as new representatives frequently raise questions that would not be raised if ministry representation had been consistent throughout the formulation process. This indicates that while MOWA's ability to lead and coordinate the TWGG-GBV has increased over the project period, capacities in this area are still needed. Commitment from other ministries is essential if efforts to strengthen coordination are to be successfully extended to the sub-national level.

- Securing political commitment for VAW costing required a longer process of capacity development than anticipated.

It was originally anticipated that budgeting the 2nd NAPVAW would take place alongside the development of the draft policy. However in practice obtaining buy in from MOWA to ensure the 2nd NAPVAW would be fully costed took considerably longer than anticipated. As a result, despite the capacity development that has taken place throughout the reporting period, agreement with MOWA to cost the 2nd NAPVAW was only reached towards the end of the formulation process and once the Minister for Women's Affairs had endorsed this approach. This highlights the importance of securing high level political commitment for innovative approaches to take place alongside the development of technical capacities for their implementation.

- The identification of capacity development needs should be systematic and closely measured for effectiveness

The process of identifying capacity development needs across the TWGG-GBV was led by MOWA. While the areas selected through this process were very relevant to the formulation process, their selection was not made through process of pre and post evaluations. On reflection, future capacity development should be conducted through a more systematic process more closely guided by technical expertise. In addition, while progress has been made towards capacity development, an ongoing process of learning is required throughout the process of implementing the 2nd NAPVAW for capacity transformation to be sustainable. This is not surprising, given that UN Women's approach of modelling good practice takes time to achieve results as the standards modelled are high.

V. Next Steps

With the draft of the 2nd NAPVAW finalised, a key next step the development of an operational plan, which will be approached with a continued focus on inclusion and participation. This will include translating the logical framework into tools that support systematic monitoring and evaluation, including a mechanism for civil society to independently monitoring the implementation of the 2nd NAPVAW. Alongside this, UN Women will continue to establish processes that contribute to the 2nd NAPVAW but are not reliant on its approval. This includes creating a community of practice among service providers through which minimum standards for services will be established and research into women's experiences of mediation. Both of which are anticipated to significantly contribute to improving the quality of services available to women in Cambodia. This work will continue to be coordinated through the TWGG-GBV and to this end UN Women's technical support to this mechanism will also continue.

Under a separate agreement with DFAT, research will be undertaken with service providers to identify the costs of services for women who experienced violence. A new approach to costing services is being developed through this research. Once finalised, this will feed into the process of calculating the 2nd NAPVAW costing.

UN Women will continue to innovate in the area of VAW prevention. In particular, initial groundwork has been undertaken to adapt models that have been shown to be effective in other settings to the Cambodia context. Going forward these will be piloted in an innovative approach where multiple interventions are implemented simultaneously within a given area. This approach aims to infuse a finite number of stakeholders with reinforcing messages for greater impact and change.

Now that an agreement has been signed between UN Women and WHO on the VAW prevalence study⁷, it is anticipated that research implementation will speed up significantly. Key next steps include the creation of a Study Steering Committee, the adaptation and

⁷ USD 851,025 has been allocated for the VAW Prevalence Study; the study is being implemented by WHO through a UN Women-WHO inter-agency partnership agreement.

finalisation of the questionnaire and the hiring and training of enumerators who will conduct the interviews of women selected to participate.

Towards the completion of the Media Monitoring Project, Open Institute has already begun to select project staff and begin the process of developing the monitoring tool. Ongoing technical support will be provided to Open Institute throughout the media monitoring study for media analysis. Progress towards the next steps identified here will be presented during the final project report, which is due in early 2015.

ANNEX 1:



SELF-EVALUATION OF OUTCOME 1: FORMULATION OF THE 2ND NAPVAW

Summary Presentation of Evaluation Results

(DRAFT – PLEASE DO NOT DISTRIBUTE)

UN Women Cambodia Country Office
Phnom Penh, March 2014

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Project Background



Following on from the expiration of the 1st National Action Plan to Prevention Violence Against Women (NAPVAW) 2009 - 2012, the development of the 2nd NAPVAW was a prime opportunity to reframe relations between rights holders and duty bearers in Cambodia.

In June 2012, UN Women began a new project titled “Strengthening a participatory, evidence-based formulation of a comprehensive action plan to end violence against women and girls in Cambodia” (referred to as ‘2nd NAPVAW Formulation project’ from hereon). Underpinned by a human rights based approach, the project aimed to model a new mechanism for participatory, inclusive policy dialogues between rights holders and duty bearers in Cambodia. Specifically, UN Women’s role was to develop the capacity of duty bearers (i.e. the Royal Government of Cambodia) to meet their obligation to eliminate all forms of violence against women and girls, and provide an effective mechanism for rights holders to inject their perspectives into national policies.

Between June 2012 and May 2013, 23 2nd NAPVAW consultations took place across Cambodia, involving over 300 representatives grassroots women’s groups, women’s rights advocates, non-governmental service providers, the Royal Government of Cambodia (RGC) and other UN Agencies. The 2nd NAPVAW was finalized and approved by the MOWA and its Technical Working Group on Gender – Gender Based Violence (TWGG-GBV) in May 2013.

Evaluation Objectives

This self-evaluation is part of UN Women Cambodia Country Office's (CCO) Development Results Framework 2014 - 2015, and is also stipulated by the donor agreement with the Australian Department of Foreign Affairs and Trade (DFAT).

This self-evaluation assesses the contribution of the 2nd NAPVAW Formation project towards the effectiveness, relevance and sustainability of the three project outputs, which are:

- Output 1.1: Increased capacities of stakeholders from government and civil society to formulate the new NAPVAW in line with international standards.
- Output 1.2: Improved coordination of main stakeholders for the development of the NAPVAW.
- Output 1.3: Increased participation of civil society organisations and other relevant stakeholders and rights holders in the development of the new NAPVAW.

The objectives of this self evaluation are:

1. Identify the extent to which three project outputs have been achieved, the level of contribution that UN Women has made towards these achievements and the sustainability of these results.
2. Recognise areas for improvement and draw out lessons learnt to help improve future joint projects between the RGC, especially the Ministry of Women's Affairs (MOWA), and UN Women. Findings from this self-evaluation will also help to inform other development efforts between development partners, civil society organisations (CSOs) and the RGC.
3. Develop and pilot a human rights based approach for evaluating UN Women's work in policy formulation, and to adapt the methodology for similar projects in the future.

Evaluation Framework

Outcome 1. The Royal Government of Cambodia's (RGC's) new NAPVAW is adopted.

Output 1.1. Increased capacities of stakeholders from government and civil society to formulate the new NAPVAW in line with international standards.

Indicators as per ProDoc

A budgeted multi-sectoral National Action Plan to End Violence Against Women has been drafted.

Output 1.2. Improved coordination of main stakeholders for the development of the NAPVAW.

Number of joint submissions that present inputs for inclusion in the NAPVAW.

Output 1.3. Increased participation of civil society organizations (CSOs) and other relevant stakeholders and rights holders in the development of the new NAPVAW.

Number of implementing organisations included in the new NAPVAW, in relation to the number of organisations included in the 2009-12 NAPVAW.

Additional Indicators Included in This Self-evaluation

Effectiveness

% of government and civil society participants reporting improved capacity to formulate or influence national policies in line with international standards.

Relevance

% of MOWA participants attributing their improved capacity to UNW's support.

Sustainability

% of MOWA participants who feel confident in independently leading future gender-focused policy consultations.

% of government and civil society participants reporting improved stakeholder coordination in development of the NAPVAW.

% of MOWA participants attributing improved coordination to UNW's support.

Rating from participants on inclusiveness of NAPVAW development process.

% of RGC representatives who believe that future policy development should involve a wider or similar range of stakeholders

% of non-governmental representatives who believe that they will be able to meaningfully engage with MOWA on future iterations of the NAPVAW or other similar policies

Evaluation Methodology

1

Interviewee Selection

In total, 36 potential interviewees were identified, and of these 30 responded to the CCO's interview request. This represents a response rate of 83%.

Interviewees were made up of:

- 9 Cambodian non-governmental organisations (NGOs) (30%)
- 8 international NGOs (27%)
- 7 ministry representatives (23%)
- 4 Development Partners (13%)
- 2 community representatives (individuals) (7%)

2

Interview Design

Two separate but comparable interview scripts were prepared for:

- Non-MOWA participants, with 9 quantitative and qualitative questions
- MOWA staff, with 11 quantitative and qualitative questions

The MOWA questionnaire included 2 additional question relating to the direct support from UN Women, which were not application for non-MOWA respondents.

The interview questions were tested on seven interviewees. and modified for greater clarity and flow of discussion. The final set of questions used is include in the Appendix.

3

Data Collection

30 interviews were conducted between 21st October and 20th November 2013. The CCO Monitoring & Evaluation Officer conducted 30-45-minute one-on-one, semi-structured interviews in English or, through the support of a translator, in Khmer. The interviewees were sent the discussion topics in advance but not the exact interview questions.

All questions were first asked as open questions and then participants were then asked to pick an categorical answer. Immediately before and after the interview, respondents were reminded of the confidentiality of their responses.

28 interviews were conducted in person and two via Skype or Phone. All interviews responses were recorded by hand, in English.

4

Analysis & Reporting

Results analysed as per the evaluation criteria, which aligns with the three project outputs, which are:

- 1.1 Increased capacity
- 1.2 Improved coordination
- 1.3 Increased participation

All reported data have been presented anonymously, that is, untraceable to the identity of the respondent. Only two people, the CCO Monitoring & Evaluation Officer and Regional Evaluation Specialist have access to the raw interview data.

Qualitative data was reviewed manually to draw out common themes and identify representative quotes . Quantitative data was analysed in Microsoft Excel and included cross-tabulation of responses.

5

Dissemination

This evaluation report will be shared with three primary audience groups:

1. Written report and presentation to project stakeholders (DFAT, MOWA management and technical staff involved in 2nd NAPVAW formulation)
2. Presentation/discussion to other policy advisors, supporters and funders in Cambodia (Gender Coordination Group, United Nations Theme Group on Gender (UNTGG), other Development Partners (e.g. GIZ), TWGG-GBV
3. Presentation/discussion with other UN Women offices (regional and global) that are looking to support and measure participatory policy formulation processes.

Limitations

Four primary limitations to this study have been outlined below, however their collective effect was marginal and did not materially affect the representativeness or validity of the results.

- Selection bias** The sampling of interviewees was purposive and the majority of interviews were with individuals suggested by UN Women and MOWA staff. This was necessary to target individuals who had participated a meaningful number of consultation meetings to get a more holistic view of the entire consultation process. However, this approach means the sample may be subject to positive bias. To mitigate this, seven interviewees were also independently selected from consultation attendance lists in order to compare their feedback against people nominated by UN Women and MOWA. There was no significant difference between the opinions of these groups and therefore potential selection bias is deemed to be minimal.
- Difficulty in securing all interviews** The initial list of potential interviewees contained a more diverse range of representatives from other ministries, sub-national authorities and individual grassroots representatives. However, six of them (three at the sub-national level) did not respond to or declined UN Women's interview requests. As such, the proportion of interviewees from these groups ended up being less representative than planned.
- Partiality of feedback** This was a self-evaluation conducted by the CCO and carried out primarily by the Monitoring & Evaluation Officer. Although the evaluator did not participate in any part of the NAPVAW development process, assured respondents of the confidentiality of their comments, and explained her impartial role as an evaluator, the fact that she is part of the UN Women team may have biased what participants said in the interviews. This was particularly noticeable among MOWA respondents who provided overwhelmingly positive feedback on their relationship with UN Women and stressed, several times, the importance of UN Women's financial support.
- Recall bias** Study participants were asked to comment retrospectively on a series of events that took place five months to a year before the interview and as such their reflections may be inaccurate or misleading. To mitigate this, results are only profiled in this report where they are views shared by multiple respondents. Furthermore, draft evaluation results were shared with the CCO Ending Violence Against Women (EVAW) project team to give them a chance to identify and address inaccurate comments, in order to prevent misleading findings in this final report.
- Translation inconsistencies** Of the 30 interviews, 11 were conducted with the assistance of Khmer translators. There was difficulty in securing a single translator for all the interviews as the schedule coincided with a period of many international conferences in Phnom Penh.
- As a result, there were a total of three different translators used for the interviews which is likely to have led to different terms being communicated in Khmer and translated into English. The Monitoring and Evaluation Officer also noted that the style of the translator also affected the flow of the interview to differing degrees and conversations were noticeably more seamless in some meetings than others.

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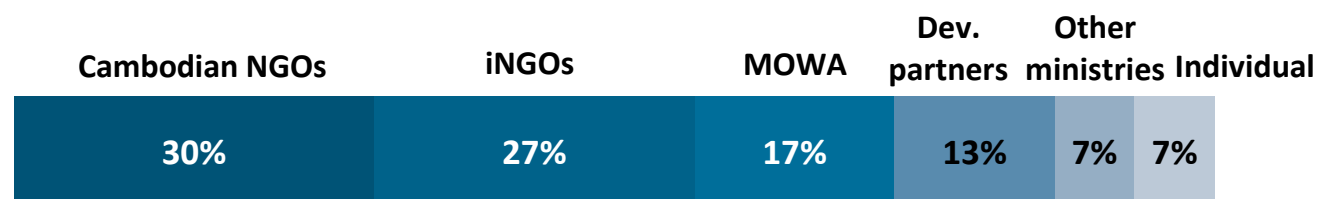
Evaluation Findings

Profile of Respondents

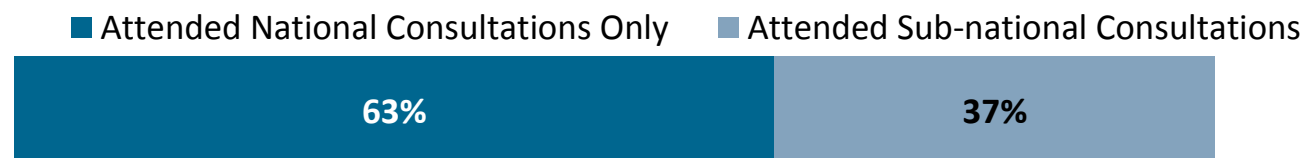
The evaluation participants are broadly representative of the people who took part in the 2nd NAPVAW formulation process.

Total of 30 interviewees, made up of:

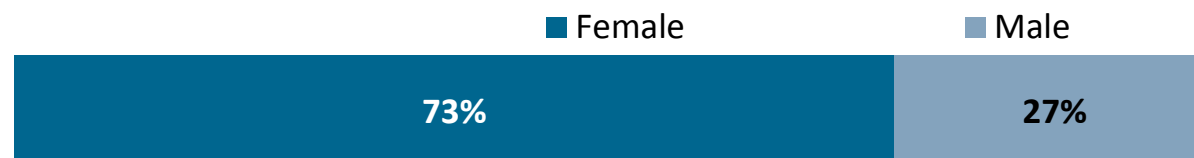
Participants representing both government and non-government organisations, as well as UN agencies and individual representatives.



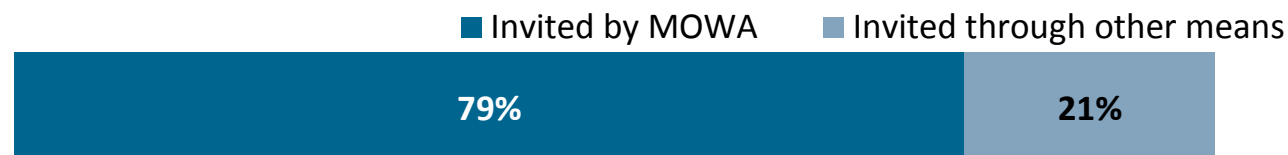
Of the Cambodian CSOs and iNGOs that were interviewed, nearly one-third of them have attended sub-national consultations.



Nearly three-quarter of respondents are female.



Near four-fifth of interviewees became involved in the consultations through formal invitations from MOWA, the remaining one-fifth were invited through other channels, often word of mouth.



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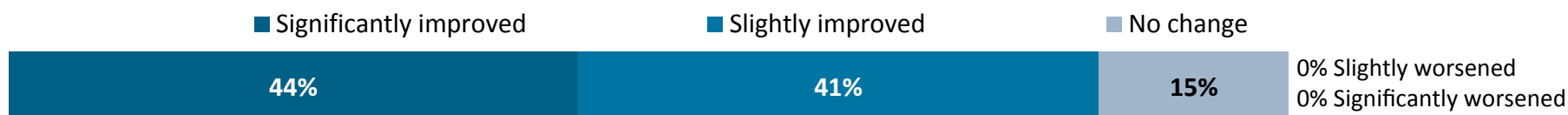
Findings:

Output 1.1 Increase Capacities

85% of respondents reported improved capacities to formulate or influence government policies, however half of this group also identified room for improvement.

Output 1.1. Increased capacities of stakeholders from government and civil society to formulate the new NAPVAW in line with international standards.

Effectiveness: *% of government and civil society participants reporting improved capacity to formulate or influence national policies in line with international standards*



Representative quotes:

“It has been a good learning experience of mechanisms and methodology to involve a very wide pool of stakeholders, it has been very effective.”

“I learnt that it’s very much about timing, engaging at the right stage. Research is important so that we’re not just bringing anecdotes from the field.”

“The NAPVAW involved five other ministries (e.g. MoH, MoT, MoLVT) and it is now much easier for us to speak with them.”

“Good for us to collaborate our work with others, to provide input, information and feedback on policy but policy making is a long process, can spend too much time discussing/repeating and make people lose interest.”

“It was a useful process, but it would have been more useful if we had gotten feedback on why some comments were accepted and others weren’t.”

“Advocacy is a core part of our work, we do this already.”

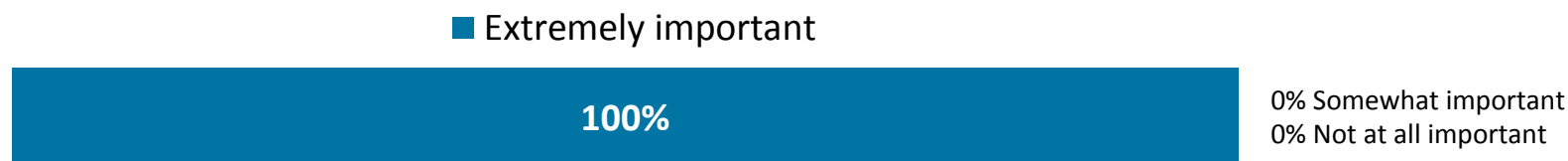
Findings:

Output 1.1 Increase Capacities

All MOWA participants rated UN Women’s support as ‘extremely important’ to their increased capacity in policy formulation, primarily by introducing global best practice and technical expertise on running consultations.

Output 1.1. Increased capacities of stakeholders from government and civil society to formulate the new NAPVAW in line with international standards.

Relevance: *Participants’ rating on the importance of UN Women’s work to their improved capacity*



Representative quotes:

“UN Women really helped developed the [MOWA] team to prepare the 2nd NAPVAW in a consultative way.”

“UN Women was so important, they offered budget, external knowledge and experience. The experience we have is only within our ministry.”

“It’s not only about the money, I learnt a lot from UNW, especially the ‘style’ that they took in the workshops.”

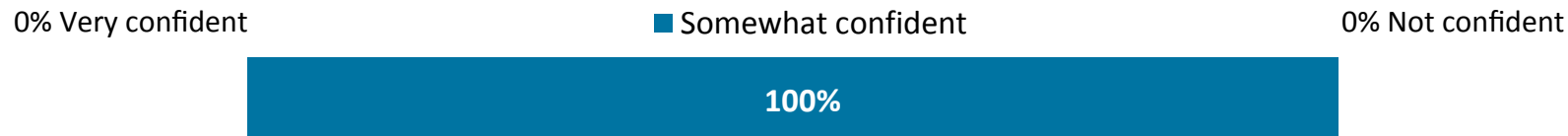
Findings:

Output 1.1 Increase Capacities

All MOWA participants felt ‘somewhat confident’ with independently leading future gender-focused policy consultations, but still require support from development partners in the short term.

Output 1.1. Increased capacities of stakeholders from government and civil society to formulate the new NAPVAW in line with international standards.

Sustainability: % of MOWA participants who feel confident in independently leading future gender-focused policy consultations, level of confidence



Representative quotes:

“At the end of the day, we only have MOWA to develop these policies. The next NAPVAW is in 5 years’ time, I hope that we will be able to lead the next one.”

“Capacity of the team is still low and there is difficulty with institutional memory, there is quite high turnover within the [MOWA] team.”

“Government budget is limited, there is not enough money to fund consultations so we need UN Women’s ongoing support.”

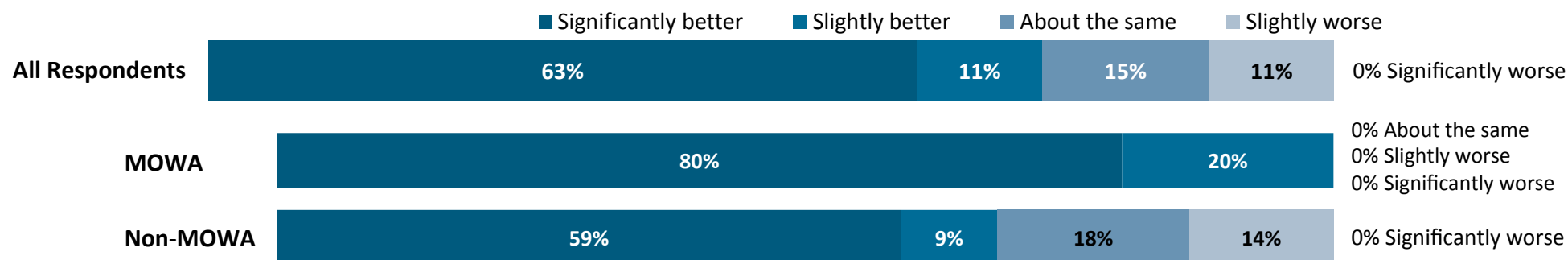
Findings:

Output 1.2 Improved Coordination

Nearly three-quarters of respondents thought the 2nd NAPVAW process was better than other policy processes that they've participated in but more directive facilitation of large discussions would help boost productivity of consultation meetings.

Output 1.2. Improved coordination of main stakeholders for the development of the NAPVAW.

Effectiveness: % of government and civil society participants reporting improved stakeholder coordination in development of the new NAPVAW



Representative quotes:

“It is not an easy job to coordinate between so many stakeholders and MOWA did it very professionally.”

“The 2nd NAPVAW was more representative than other policies that I’ve been involved in, it provided more time for representatives to raise their voice and concerns.”

“Compared to our work with the MoLVT, MOWA seems a bit slower and less well resourced.”

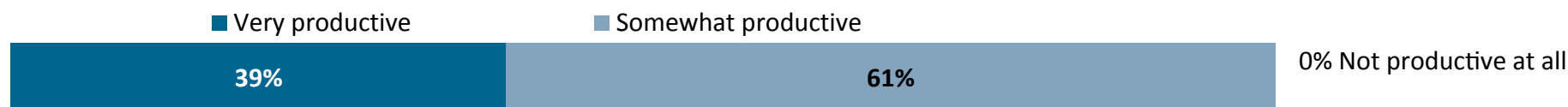
Findings:

Output 1.2 Improved Coordination

All participants thought the consultation meetings were productive, but over 60% of participants identified room for improvement.

Output 1.2. Improved coordination of main stakeholders for the development of the NAPVAW.

Effectiveness: % of non-MOWA respondents reflecting on the productiveness of consultation meetings



Representative quotes:

Strengths

“The sub-working group meetings were most productive, with the right people included we can quickly make decisions. The plenaries are much harder, reflects power relations in Cambodia, people feel hesitant to make decisions on the fly.”

“Large meetings never work the way you plan, it’s not only the NAPVAW. It’s a challenge that we all face.”

Weaknesses

“Parts of the discussions were great, other times it’s just long rambling speeches.”

“The discussions seem to go over the same territories quite a lot.”

“Summation was not effective, we feel like we gave our opinion and there is no explanation why certain comments were not incorporated into the draft.”

Suggestions

“Sometimes NGOs offered to facilitate and the discussions end up without direction and not achieving the purpose of the meeting. Good facilitation skill is worth paying for.”

“Given that attendance is not consistent, it would be useful to have better documentation about past discussions and decisions to help push the discussion forward.”

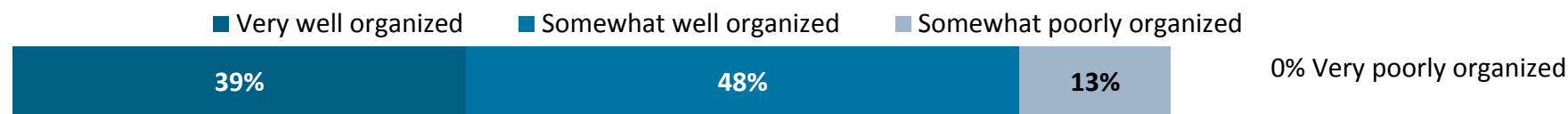
Findings:

Output 1.2 Improved Coordination

The majority of participants thought the consultation meetings were well organised, however over 60% of respondents identified room for improvement.

Output 1.2. Improved coordination of main stakeholders for the development of the NAPVAW.

Effectiveness: % of non-MOWA respondents reflecting on the organization of consultation meetings



Representative quotes:

Strengths

"There was a clear structure with the sub-committees."

"The meetings were well organized, no complains about that, things happened as planned."

"Organizers listened carefully and recorded properly. Time for discussion was sufficient."

Weaknesses

"Sometimes the organisers only give 2 - 3 days notice for a meeting... We have our core work to do and sometimes we cannot go to the consultation meetings even though it is important."

"A lot of draft papers sent through email, I counted 33 of them, I cannot read them all as I still have a full-time job to do."

"Less use of five-star hotels. It's not financially sustainable considering local budgets."

Suggestions

"A lot of support was received from UNW & GIZ, I would like to see MOWA take the lead more, including sending invitations and minutes."

"Sometimes the Khmer documents were not prepared well or other times it'd only be in English."

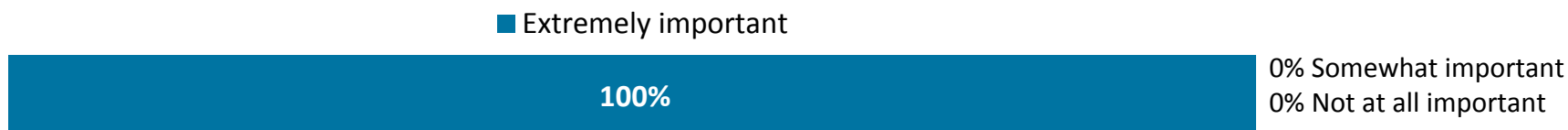
Findings:

Output 1.2 Improved Coordination

All MOWA participants rated UN Women's support as 'extremely important' to improved coordination of the 2nd NAPVAW process, not only with the practicalities of planning and documenting the consultations but also promoting a format that is truly collaborative and meaningful.

Output 1.2. Improved coordination of main stakeholders for the development of the 2nd NAPVAW.

Relevance: % of MOWA participants attributing improved coordination to UNW's work, level of importance



Representative quotes:

"We talk with UN Women before meetings, we always sit together to organize ahead of every meeting. We have learnt and we have since used those new approaches."

"UNW was fully involved in every consultation... they really pushed for the process to be collaborative."

"If it wasn't for UN Women... MOWA would have just hired a consultant to draft the policy and that would have been it."

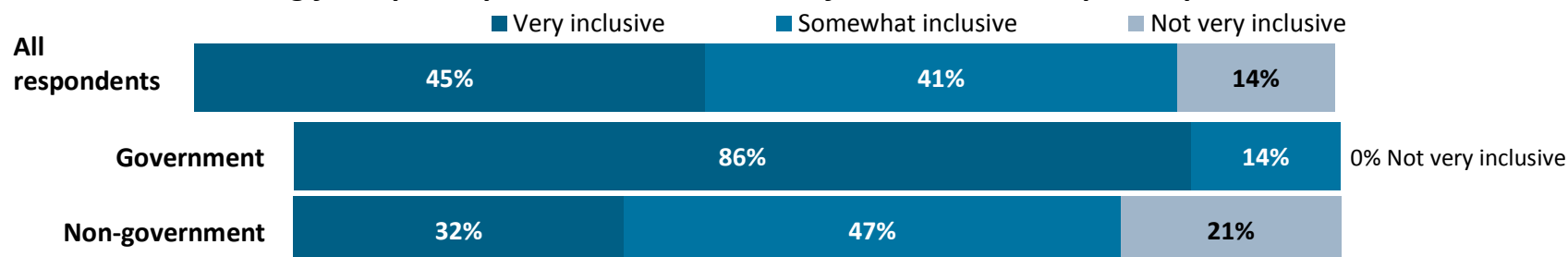
Findings:

Output 1.3 Increased Participation

86% of respondents viewed the 2nd NAPVAW consultation as inclusive, but expectations are high and many of the stakeholders are keen to see further inclusion of politically sensitive groups.

Output 1.3. Increased participation of civil society organizations (CSOs) and other relevant stakeholders and rights holders in the development of the new NAPVAW.

Effectiveness: Rating from participants on inclusiveness of NAPVAW development process



Representative quotes:

“Compared to the last NAPVAW, the 2nd NAPVAW is quite a big step. It’s has a much stronger linkage with civil society. Still, I would have liked to see more local NGOs involved.”

“It was not excellent, but you need to consider the balance between being inclusive and being able to manage a large group of stakeholders. Need to think about what’s feasible in the current context.”

“There is a distinction between who was invited versus who made comments. Foreign language is a barrier, even with translators, some local NGOs were not actively taking part.”

“The number of ministries involved needs to be broader and they need to be more willing to share. For example, I know some ministries are running related project but they did not share any information on that.”

“There were a number of at-risk groups that were missing (e.g. indigenous women, and communities at risk of eviction) but perhaps they are too politically sensitive?”

“It would be good to get the community more embedded into the process, perhaps have separate meeting between CSOs and the government so that they can form consensus beforehand. There should also be funding for community members to participate in the process.”

Notable groups missing from consultation (in descending order of mentions):

Migrant workers, especially domestic workers and factory workers, women at risk of forced-eviction, sex workers, drug users, prisoners, ethnic & religious minorities, men, youth and the private sector, particularly high-risk venues.

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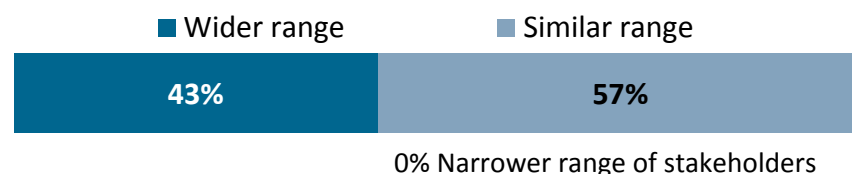
Findings:

Output 1.3 Increased Participation

MOWA staff expressed the desire to continue working with a similar or wider range of stakeholders. NGOs and CSOs feel that MOWA has the intention, but are also sceptical about whether the ministry has the human and financial resources to support similar consultations in the future.

Output 1.3. Increased participation of civil society organizations (CSOs) and other relevant stakeholders and rights holders in the development of the new NAPVAW.

Sustainability: % of RGC representatives who believe that future policy development should involve a wider or similar range of stakeholders



Representative quotes:

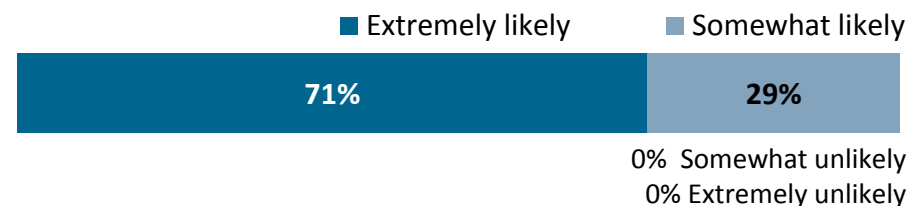
“The group must be bigger.”

“It is not about having more stakeholders, but having the right stakeholders in the consultations.”

“MOWA isn’t afraid of talking to people and including their opinion, I believe this process has strengthened that.”

“I believe the process needs to be democratic, but if you have too many ideas it can become an anarchy not a democracy.”

Sustainability: % of non-RGC representatives who believe that they will be able to meaningfully engage with MOWA on future iterations of the NAPVAW or other similar policies



Representative quotes:

“I can see that people from MOWA were really engaged, they were not just going through the motion of doing a consultation.”

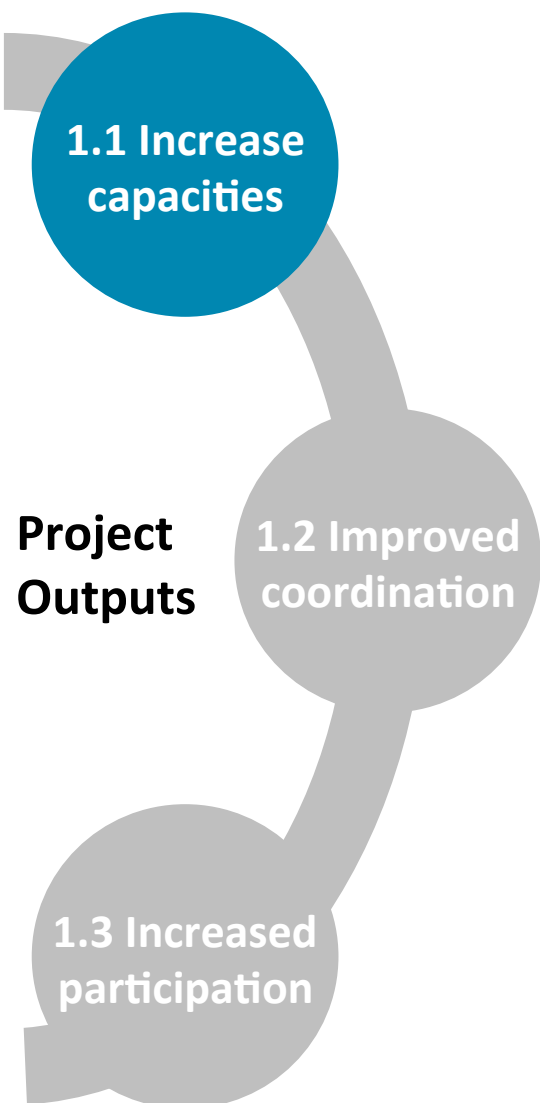
“I feel that MOWA is proud of this process. With the current minister I think she has the vision and appreciates this approach.”

“MOWA has been receptive, but people involved might move on and it’s very dependent on the individuals.”

“There’s only so much money and if there isn’t enough funding then unlikely to get people to participate.”

Conclusion and Recommendations

Conclusion and Recommendations



Conclusion

Key Achievements

- The 2nd NAPVAW is generally regarded as a high-quality, functional policy document and a significant improvement from the 1st NAPVAW. Through the 2nd NAPVAW formulation project, 85% of participants interviewed reported an increased understanding of both the technical and relational nature of policy formulation.
- All MOWA staff felt the 2nd NAPVAW formulation process was a good learning experience, not only in terms of technical policy development skills but in trialling a new mode of engagement with civil society that is respectful of diverse and differing views.
- Among NGOs, the 2nd NAPVAW formulation process was much more useful in terms of improving their relations with MOWA rather than increasing their technical skills in influencing policy.

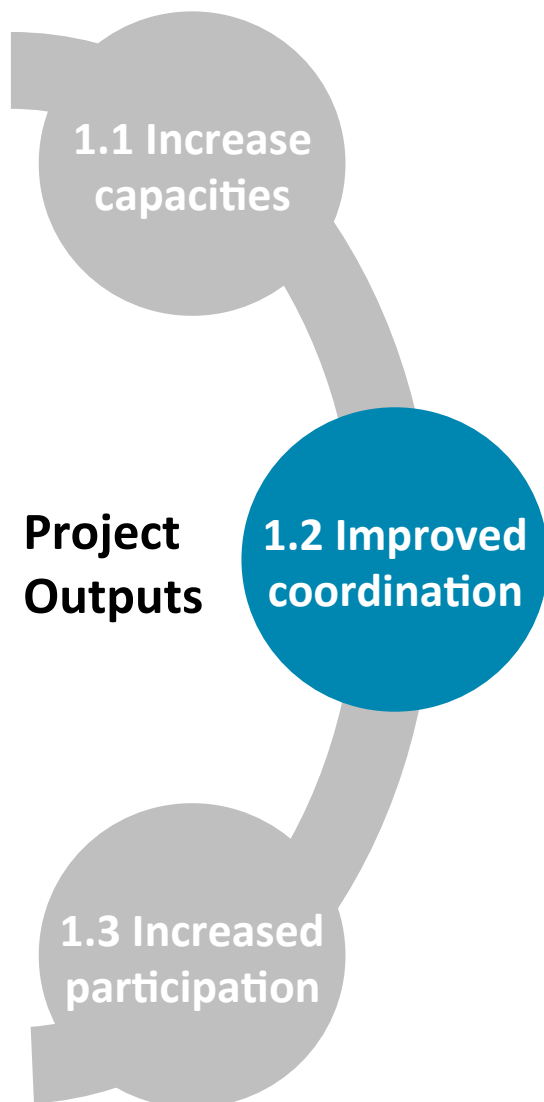
Key Challenges

- While the overall 2nd NAPVAW document is rated as high-quality, many respondents named the M&E section as having large gaps and the absence of a budget. Many NGOs are unaware of the plan for these sections and are concerned about how they can hold the government accountable without these components being developed fully.
- UN Women and GIZ are seen as strong partners, however among some participants it seemed like there were many consultants doing the work for MOWA instead of encouraging MOWA personnel to do it themselves.
- There is legitimate doubt, both from MOWA staff and civil society representatives, about whether MOWA has the human and financial resources to repeat such a participatory, inclusive but expensive process.

Recommendations

1. Focus on building both technical capacities as well as cultivating respectful relationships between government and non-government stakeholders. Both elements are crucial to a constructive, participatory policy dialogue.
2. A clear roadmap should be set and shared with participants at the onset, this will also help to ensure that all essential components (in this instance, M&E and budgeting) are factored into the timeline for consultation.
3. Development Partners should consider more carefully the balance between developing a high-quality policy quickly through the use of consultants, and the need to ensure the work is done and owned by the ministry itself.

Conclusion and Recommendations



Conclusion

Key Achievements

- There is a strong agreement that the 2nd NAPVAW was an exceptionally consultative, participatory process.
- Although difficult to organise, having a wide range of stakeholders in the same meetings was highly beneficial. The majority of interviewees felt that the open atmosphere of these meetings was instrumental in supporting a frank and fruitful dialogue.
- The TWGG-GBV sub-group and its three subcommittees are useful structures for more technical, focused discussions and more pragmatic decision making. These forums also encourage more consistent attendance by members compared to larger group meetings.

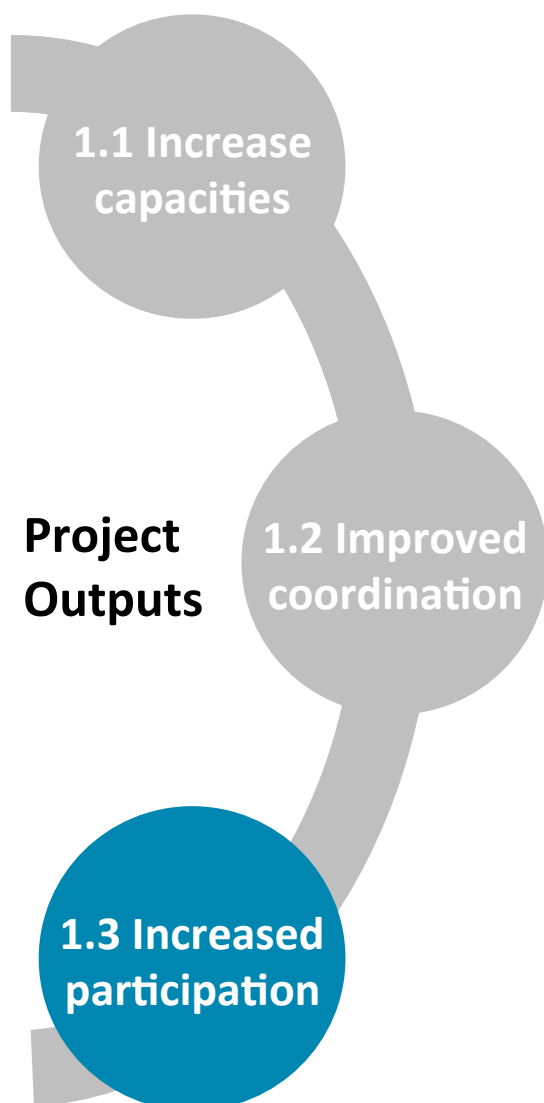
Key Challenges

- Many of the 2nd NAPVAW consultation participants felt unclear how the series of discussions will lead to the final policy document. Some interviewees also felt that MOWA was slow in drafting the policy until the very end when it then became a little rushed.
- The format of the consultation meetings could be made more productive. One of the most common items of feedback was the high number of excessively long or irrelevant speeches, and conversations straying back into topics previously discussed and agreed.
- Some participants, particularly smaller NGOs, felt that the meetings could be better organized, with more time between consultation meetings and invitations sent well in advance (at least 3 weeks).
- A minority of participants were strongly dissatisfied with the way discussions were converted into policy. Many comments were made about the revision process being opaque: there was no clear explanation about why some comments were incorporated into the NAPVAW while others were ignored, who made these decisions, and on what basis.

Recommendations

4. Large meetings are useful in cultivating direct dialogue between stakeholders, however these meetings need to be much more carefully structured and moderated to ensure productivity.
5. Continue the TWGG-GBV sub-groups and subcommittees to foster more focused technical discussions and consistent attendance by key stakeholders.
6. Discussion and decisions from previous meetings needs to be better documented and publicised. As attendees often do not attend all meetings consistently, a well-documented history helps to inform them of the progress made and prevents repeated discussions.

Conclusion and Recommendations



Conclusion

Key Achievements

- All stakeholders agree that the 2nd NAPVAW is significantly more inclusive than the 1st NAPVAW. Among non-governmental representatives, it is generally considered as one of the most consultative and inclusive policy processes that has taken place recently in Cambodia.
- The consultation included an exceptionally wide range of stakeholders, creating a platform for dialogue between government ministries, development partners, CSOs to grassroots community representatives – who are often siloed in the social-political hierarchy.
- The 2nd NAPVAW process cultivated new and strengthened existing relationships between the government and civil society. Many ‘unlikely alliances’ have since been formed and NGOs generally feel that MOWA is much more open and receptive to them compared to before, although there is still a notable gap.

Key Challenges

- Representation and commitment from other government ministries on the 2nd NAPVAW is perceived as weak. The greatest concern from non-governmental interviewees is whether MOWA really has the political clout to deliver the NAPVAW which requires commitment and cooperation from other ministries.
- Whilst there was a wide range of stakeholders included, there were also groups that were notably missing from the NAPVAW dialogue. Non-RGC interviewees wanted to see UN Women and other development partners exercise their influence to encourage the inclusion of politically sensitive groups into policy consultations.
- Hosting meetings in hotels and in large group format can be intimidating for grassroots NGOs and community representatives. More consideration is needed to select more inviting venues where stakeholders at all levels can feel comfortable in sharing their views without feeling pressured by the meeting environment or the presence of senior officials.

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Recommendations

7. Continue to push the boundaries on the range of stakeholders that the RGC (especially MOWA) interacts with, especially more politically-sensitive groups and female activists.
8. Develop more timely and inviting formats for engaging with grassroots rights holders. While it is logistically difficult to include a high number of rights holders in national-level policy dialogues, there should be a structured way for grassroots opinions to be solicited, distilled and presented back at higher-level policy meetings.
9. Explore both formal avenues and relational links between MOWA and other ministries to secure more consistent representation and explicit commitment from necessary stakeholders.

Target Audiences for Report Dissemination

	GROUP ONE: 2nd NAPVAW Stakeholders	GROUP TWO: Policy Advisors/Supporters / Funders in Cambodia	GROUP THREE: Other UN Women teams in the region
Key audiences	Project stakeholders: a. AAP/DFAT b. MOWA management and technical staff involved in 2nd NAPVAW formulation c. Selected 2nd NAPVAW consultation participants	a. Gender Coordination Group b. UN Theme Group on Gender c. Other Development Partners (e.g. GIZ) d. TWGG-GBV	Other UN Women offices (regional and global) who are looking to support and measure consultative policy formulation processes.
Objective for dissemination	Share findings to reflect on the extent to which project outputs and outcomes have been achieved, and how to improve future consultations.	Share lessons learnt and best practices with other policy advisors, supporters, funders to help inform and shape future policy processes in Cambodia.	Share lessons learnt and best practices with other UN Women teams who are engaged or interested in consultative policy formulation.
Suggested format	Formal written report, presentation and discussion (if necessary)	Presentation and discussion, in- person meeting/s	Presentation and discussion, web conference/s, knowledge products
Likely timeframe	Mar - Apr 2014	May - Jun 2014	Apr - Jun 2014 / as needed

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Appendices

- A. List of Organisations and Community Representatives Interviewed
- B. Interview Questions

A. List of Organisations and Community Representatives Interviewed

Organisation	Classification
ActionAid	iNGO
Banteay Srei, one representative from national level and one at sub-national level	Cambodian NGO
CARE Cambodia	iNGO
Cambodia Community Justice Assistance Partnership (CCJAP)	Cambodian NGO
Gender and Development for Cambodia (GADC)	Cambodian NGO
GIZ	Development partner
HAGAR	iNGO
Handicap International	iNGO
LICADHO	Cambodian NGO
Love146	iNGO
LSCW	Cambodian NGO
Ministry of Education, Youth and Sport (MOEYS)	Other ministries
Ministry of Health (MOH)	Other ministries
Ministry of Women's Affairs (MOWA), 5 representatives	MOWA

Organisation	Classification
Plan International	iNGO
Paz y Desarrollo (PyD)	iNGO
People Health Development (PHD)	Cambodian NGO
Representative from Disability Community	Individual
Representative from LGBT Community	Individual
RoCK	Cambodian NGO
SILAKA	Cambodian NGO
Social Services of Cambodia	Cambodian NGO
The Asia Foundation	iNGO
United Nations Development Programme (UNDP)	Development partner
United Nations Population Fund (UNFPA)	Development partner
United Nations Children's Fund (UNICEF)	Development partner

B. Interview Questions (1 of 2)

Note: questions listed below as per evaluation framework, not in the order that there were asked during the interview.

Indicator	Type	Exact Wording
% of government and civil society participants reporting improved capacity to formulate or influence national policies in line with international standards	Quant	<p>MOWA: Compared to before the 2nd NAPVAW process, how has your ability changed in relation to formulating national policies in line with international standards? [Significantly improved / Slightly improved / No change / Slightly worsened / Significantly worsened]</p> <p>CSOs: Compared to before the 2nd NAPVAW process, how has your ability changed in relation to influencing national policies? [Significantly improved / Slightly improved / No change / Slightly worsened / Significantly worsened]</p>
% of MOWA participants attributing their improved capacity to UNW's support	Quant	<p>MOWA: How important was UN Women in supporting MOWA to formulate the NAPVAW in line with international standards? [Extremely important / Somewhat important / Not at all important]</p>
% of MOWA participants who feel confident in independently leading future gender-focused policy consultations	Quant	<p>MOWA: How confident are you that MOWA will be able to independently lead future policy consultation and formulation? [Very confident / Somewhat confident / Not confident]</p>
% of government and civil society participants reporting improved stakeholder coordination in development of the NAPVAW	Mixed	<p>MOWA: Compared to the development of the first NAPVAW, to what extent has stakeholder coordination changed in the development of the second NAPVAW? [Significantly better / Slightly better / About the same / Slightly worse / Significantly worse]</p> <p>CSOs: Thinking about other national policies that your organisation has worked on or contributed towards, how does coordination of the NAPVAW formulation compare those other experiences? [Significantly better / Slightly better / About the same / Slightly worse / Significantly worse]</p> <p>All: What do you see are the main results of the NAPVAW consultation process? [Open question] Looking back at the experience, was it worth the time and effort? [Open question] What else could have been done to improve coordination of the consultation process? [open question]</p>

B. Interview Questions (2 of 2)

Note: questions listed below as per evaluation framework, not in the order that there were asked during the interview.

Indicator	Type	Exact Wording
Feedback from participants around coordination of NAPVAW development process	Mixed	<p>CSOs:</p> <p>In your opinion, how well coordinated was the NAPVAW consultation process, in terms of:</p> <p>Productiveness of consultations: [Very productive / Somewhat productive / Not productive at all]</p> <p>Organisation of consultations: [Very well organized / Somewhat well organized / Somewhat poorly organized / Very poorly organized]</p> <p>How else could future policy consultation process be improved? [Open question]</p> <p>What do you see is the role of UN Women in helping organisations like yours engage in policy formulation processes? [Open question]</p>
Rating from participants on inclusiveness of NAPVAW development process.	Mixed	<p>MOWA & CSOs:</p> <p>In your opinion, how inclusive was the development of the second NAPVAW? [Very inclusive / Somewhat inclusive / Not very inclusive / Not at all inclusive]</p> <p>In your opinion, what other groups should have been included in the development of the 2nd NAPVAW? [Open question]</p> <p>What else could have been done to make the consultations more inclusive? [Open question]</p>
% of RGC representatives who believe that future policy development should involve a wider or similar range of stakeholders	Quant	<p>MOWA and Other Ministries:</p> <p>Based on your experience in developing the second NAPVAW, what is your view on the range of stakeholder that should be engaged in future policy development? [Should have a wider range of stakeholders / Should have a similar range of stakeholders / Should have a narrower range of stakeholders]</p>
% of non-governmental representatives who believe that they will be able to meaningfully engage with MOWA on future iterations of the NAPVAW or other similar policies	Quant	<p>CSOs:</p> <p>Based on your experience working with MOWA in developing the second NAPVAW, how likely do you think it is that your organisation will be invited to contribute towards future national policy processes? [Extremely likely / Somewhat likely / Somewhat unlikely / Extremely unlikely]</p>