

**INTERNATIONAL LABOUR OFFICE
ILO/JAPAN ASIAN REGIONAL PROGRAMME ON EXPANSION OF
EMPLOYMENT OPPORTUNITIES FOR WOMEN (EEOW)
CAMBODIA CHAPTER**

**Report of Independent Final Evaluation
of EEOW Cambodia Chapter**

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EXECUTIVE SUMMARY

In order to contribute to national efforts in the promotion of women's employment opportunities and poverty alleviation, the ILO/ROAP and the Royal Government of Cambodia have agreed to conduct EEOW (Expanding Employment Opportunities for Women) in Cambodia as a technical co-operation project supported by the Government of Japan. A landmark Memorandum of Understanding (MOU) was signed between ILO/ROAP and two national ministries, the Ministry of Social Affairs, Labour, Vocational Training and Youth (MOSALVY) (renamed as the Ministry of Labour and Vocational Training - MOLVT in 2003) and the Ministry of Women's and Veterans' Affairs (MOWVA) (renamed as the Ministry of Women's Affairs – MOWA in 2003) in October 2001 in view of MOWVA's interest to advocate for women's development and MOSALVY's interest to integrate gender concerns into its responsibilities.

The overarching objective of the ILO/Japan EEOW project in Cambodia was to contribute to national efforts in enhancing the socio-economic status of women and promotion of gender equality and social justice in poverty alleviation and employment promotion policies and programmes. In late 2006, the project was informed that a 20-month extension from January 2007-August 2008 had been approved by the Japanese Government.

Following the completion of the original project term in 2006, an independent evaluation took place from 5 – 11 January 2007 in four project pilot sites: Phnom Penh municipality and in the provinces of Siem Reap, Takeo and Kandal. A draft final evaluation report was developed after the field visits. An evaluation workshop was organized with the project stakeholders in early 2007 to review the findings of the evaluation team. The workshop's outcome was included in this Report.

The main objectives of the evaluation were to:

- Assess the Project's progress towards achieving its objectives;
- Identify and document Project's good practices which brought positive impacts on lives of women and other key stakeholders;
- Identify lessons learned and key strategies on women's economic and social empowerment for future use by the Project's partner organizations and possible other actors.

This report presents principally an evaluation on impact, and secondarily, an evaluation on the implementation of the project. The impact evaluation in this report focuses on two themes: (a) the socio-economic and (b) the gender-related impact of the project. Having determined the nature and extent of these impacts, the evaluation team felt that there was also a need to ascertain whether the project was responsive to the overall needs of low income rural and urban women in Cambodia. Additionally, the team assessed whether the impacts are sustainable and whether project actors were able to create and solidify a policy network to further address the needs of low income rural and urban women in Cambodia. The implementation evaluation in this report is centered on two particular issues: (a) the selection process on project beneficiaries in community pilot sites, and (b) effective monitoring of progress at the community pilot sites by the IPs.

The evaluation team used both qualitative and quantitative methods of data gathering and analysis. The qualitative method was the type principally used, with quantitative methods being employed only on the particular subject of socio-economic impact to supplement the qualitative techniques. By order of significance the methods used were the following: (1) Focus group interviews; (2) Individual unstructured interviews; (3) Records review and, (4) Non-probability sample survey.

Overall, respondents experienced increased incomes from new and expanded livelihoods, organized themselves into groups to manage credit and savings, and achieved a better quality of life as women.

Apart from a few exceptions among market micro vendors in Phnom Penh Municipality, the majority of the beneficiaries in all project pilot sites had higher incomes as a result of enterprises supported by the project's microfinance scheme and capacity building efforts. Findings strongly suggest that typical income increases are of major significance in all project pilot sites.

As a result of the good practice of combining microfinance intervention and capacity building, beneficiaries had new and increased knowledge and skills on livelihoods such as handicraft production, livestock raising and vegetable growing, as well as some cases of small-scale aquaculture. However, there is no evidence of a strong pattern of livelihood diversification. Diversification refers to people engaging in new livelihoods apart from their formerly existing ones usually - but not exclusively - to augment their incomes. Only a relatively small number of beneficiaries were able to diversify their livelihoods while most of them retained existing livelihoods. Findings revealed that those who diversified livelihoods were the biggest income gainers while those who retained single-portfolio livelihoods were income losers.

Capacity building was also not confined to skills training but to consciousness raising regarding women's rights and gender issues in the world of work among women and men. This increased beneficiaries' awareness of their gendered conditions and unequal relations, sowing therefore the seeds of change towards gender equality in households and communities. The incidence of domestic violence has significantly declined based on almost an overwhelming consensus among beneficiary and local authority respondents across all project sites.

The division of work between women and men has not changed significantly as women have been seen to continue to disproportionately shoulder reproductive and productive work in their households. This also holds true with regards to the nature of productive work in the case of markets: where women remain to be the majority of micro vendors which is seen as a way to maintain their husbands' position in the community and in families. Substantial change in this area usually takes place over a long period of time due to the deeply embedded notions on women and men's work and their assigned gender-specific obligations.

Community-based organizations established at three of the four project pilot sites were largely formed for the purpose of managing the microfinance scheme. There was no clear indication that these groups are clearly evolving into strong platforms for women to negotiate gender issues and forms of discrimination against women. However, it was evident that women's participation in decision making had increased in their families and communities. Women in the rural areas became more visible and vocal in public meetings and started to participate in Village Development Committees. In Phnom Penh, the Women's Market Federation has been set up and women's bargaining power has increased with regards to negotiating for fairer selling place fees on the part of micro vendors with local market authorities. In turn, this abated harassment of micro vendors by these authorities.

Extensive capacity building on gender awareness-raising and mainstreaming, as well as women's economic and social empowerment was carried out with the project's partner organizations. Several partners have institutionalized the project's training materials within their regular programmes and some evidence exists that the institutional capacity building on gender has led to 'engendering' the overall work of many of these organizations.

Networking among all community, provincial and national actors largely occurred during training activities and workshops. Missions were organized by the ILO/Japan EEOW project staff to facilitate interaction and knowledge-sharing between members of the Project Steering Committee and community-based beneficiaries. Other modalities to ensure sustainability of this network need to be explored as being together in a single project may not achieve this.

In order to sustain these foregoing initiatives and good practices that could “*contribute to national efforts in enhancing the socio-economic status of women and promotion of gender equality and social justice in poverty alleviation and employment promotion policies and programmes,*” future steps could include:

1. Scaling up and intensifying efforts to engage provincial, district and national policy making bodies to effectively redress the plight of micro vendors and rural women as central to their agenda of policy-making.
2. Assisting beneficiaries in identifying appropriate and relatively sustainable market outlets for their products.
3. Improving monitoring and promotion of types of livelihood strategies that are demonstrating best results in terms of the highest economic gains and the lowest risks for the poor.
4. Those who will continue the project should sustain providing capacity building for vocational and livelihood skills together with gender awareness and rights.
5. Being mindful that diversity and stratification in target populations exist and thus efforts and inclusionary strategies must be sharpened in order to reach the most vulnerable among the poor, such as the landless and possibly, migrant populations. Additionally, new strategies need to evolve to address the increasing mobility of micro vendors and rural populations.

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ABBREVIATIONS

ABI	Association Business Initiatives
ACILS	American Center for International Labour and Solidarity
ADB	Asian Development Bank
AFD	Association Farmers Development
AP	Action Programme
APDO	Angkor Participatory Development Organisation
AS	Aphivat Srey
CAID	Cambodia Association for Informal Economy Development
CEDAC	Cambodian Center for Study and Development in Agriculture
CLO	Cambodian Labour Organization
CTA	Chief Technical Adviser
EASMAT	East Asia Multidisciplinary Team
EEOW	Expansion of Employment Opportunities for Women
EIC	Economic Institute of Cambodia
GAD/C	Gender and Development in Cambodia
GRET	Groupe de Recherche et d'échanges technologiques
IEPE	Informal Economy and Employment Project
ILO	International Labour Organization
IPs	Implementing Partners
ISED	Integrated Support on Enterprise Development Project
IUWC	Inter-Union Women Committee
MA	Meakea Aphivat
MOC	Ministry of Commerce
MOEYS	Ministry of Education, Youth, and Sports
MOLVT	Ministry of Labour and Vocational Training
MORD	Ministry of Rural Development
MOSALVY	Ministry of Social Affairs, Labour, Vocational Training, and Youth Rehabilitation
MOU	Memorandum of Understanding
MOWA	Ministry of Women's Affairs
MOWVA	Ministry of Women's and Veterans' Affairs
NGOs	Non Government Organizations
NPC	National Project Coordinator
OSH	Occupational Safety and Health
PAD	People Association Development
PSC	Project Steering Committee
ROAP	Regional Office for Asia Pacific
SRO-BKK	Sub-regional Office for East Asia in Bangkok
TORs	Terms of Reference
TOT	Training of Trainers
USG	Urban Sector Group
WAC	Women Action for Change
WDCs	Women Development Centres
WEP	Workers Education Project
WIND	Work Improvement in Neighborhood Development

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1. Introduction

1.1 Background

The ILO/Japan Asian Regional Programme for Expansion of Employment Opportunities for Women (EEOW) was initiated by ILO with financial support from the Government of Japan as a follow-up to the Beijing World Conference on Women and the Copenhagen World Summit for Social Development in 1995. The overall objective of EEOW is to assist selected governments in Asia in poverty alleviation and socio-economic empowerment of women. EEOW had implemented country chapters in Indonesia, Nepal, and Thailand during 1997-2002. During 2001-2006, EEOW implemented chapters in Cambodia and Vietnam.

The ILO/Japan EEOW project envisaged direct assistance in local communities as a means towards addressing the goals of poverty alleviation and socio-economic empowerment of women. The combined strategies of community-based assistance and capacity building of institutions were adopted by the project.

Within the Royal Cambodian Government, several ministries are involved in gender and development. They include the Ministries of Women Affairs (MOWA), Social Affairs, Labour, Vocational Training, and Youth Rehabilitation (MOSALVY), Education, Youth, and Sports (MOEYS), and Rural Development (MORD). Since July 2001, MOWA has taken initiatives to strengthen gender mainstreaming within the government. The Cambodia National Council of Women has the mandate to oversee the integration of gender concerns in the work of different line ministries. For its part, MOWA is strengthening its role in coordinating, facilitating, and advocating women's development at the policy and technical levels but still needs to strengthen its capacity in responding to women workers' concerns and issues. Meanwhile, MOSALVY is increasingly interested in integrating gender concerns into its line responsibilities thus necessitating further capacity in gender mainstreaming. Both key ministries will work closely with other ministries, trade unions, employers' association, academic institutions, and NGOs in the implementation of a national policy to integrate gender concerns in poverty alleviation policy.

In order to assist national efforts in the promotion of women's employment opportunities, the ILO/ROAP and the Royal Government of Cambodia have agreed to conduct EEOW in Cambodia as a technical co-operation project. A landmark Memorandum of Understanding (MOU) was signed between ILO Bangkok and two ministries MOSALVY (renamed as MOLVT in 2003) and MOWVA (renamed as MOWA in 2003) in 2001 in view of MOWVA's interest to advocate women's development and MOSALVY's interest to integrate gender concerns into its line responsibilities.

1.2 Project Objectives

Development Objective:

To contribute to national efforts in enhancing the socio-economic status of women and promotion of gender equality and social justice in poverty alleviation and employment promotion policies and programmes.

The immediate objectives are:

- A To strengthen the institutional capacity of relevant governmental and non-governmental organizations in designing, implementing and coordinating policies and programmes to promote gender equality in the world of work;

- B To develop gender-sensitive policy to alleviate poverty and to enhance women's access to quality employment and earning capacity by integrating good practices and lessons learned from EEOW pilot activities;
- C To strengthen networks of central and provincial governments, NGOs, and community-based women's groups capable of implementing strategies towards social and economic empowerment of women.

1.3 Project Strategies

Cambodia has a high women's labour force participation rate and also a high percentage of women-headed households. The 2001 national socio-economic survey indicates that 19.6 % of Cambodian households are female headed. Many women workers are unpaid or underpaid workers in domestic enterprises. Due to the country's political difficulties in the past, the majority of women in rural areas do not have adequate skills to obtain quality work. Those with a few years of education or none at all, with little or no access to land, often with huge families to care for, and with little kin and community support are highly vulnerable to extreme forms of poverty as they have to shoulder multiple burdens of care and employment. A large number of women workers in urban areas are rural migrant workers. They are facing poor working conditions and face unstable employment and incomes. In view of increasing poverty and vulnerability experienced by urban and rural women workers, the ILO/Japan EEOW project intends to strengthen the capacity of central and provincial governments, NGOs and trade unions to assist disadvantaged women workers socially and economically by strengthening women workers' access to skills training, business management, employment information in order to secure quality work. In order to address these needs, the ILO/Japan EEOW- Cambodia Chapter has three components:

Component A: Strengthening institutional competency in (1) the development of policy relating to gender equality at work and (2) human resources development on gender analysis and planning by supporting organizations including the central government and provincial governments; national non-governmental organizations; selected women's groups; workers' unions, employers' associations, and academic institutions.

Component B: Community-based pilot activities to promote employment opportunities for women in urban and rural areas by NGOs, central and provincial government offices, and employers' and workers' associations and dissemination of the outcomes of pilot activities to concerned organizations.

Component C: Networking among central and provincial governments, NGOs and grassroots women workers for the purpose of income generation, skills development, and policy participation.

1.4 Objectives of the Evaluation

The main objectives of this final evaluation of the first phase of the project are:

- To assess the project's progress towards achieving its objectives;
- To identify and document project's good practices which brought positive impacts on lives of women and other key stakeholders;
- To identify lessons learned and key strategies on women's economic and social empowerment for future use by the project's partner organizations and possible other actors.

The project will be extended for another twenty months from January 2007. Therefore, this final evaluation report will inform and improve the conduct and concerns of the project's extension.

1.5 Methodology of Evaluation

At the beginning of 2005, the project carried out a mid-term evaluation to assess the project's progress and achievements. The mid-term evaluation identified the strengthened capacity of the IPs in project management and in gender equality promotion and improving living conditions of the intended beneficiaries through increased knowledge, skills and income. Areas for improvement included the need to increase involvement of men in raising gender awareness in communities, involvement of local authorities in project activities for ownership and sustainability, information sharing between the project office and the Project Steering Committee (PSC) members to contribute to policy development. Thus, the project's mid-term evaluation in 2005 focused on design and delivery factors.

The final evaluation focused on the effects of the project's results over the past four years, principally on the impacts of the EEW interventions on Implementing Partners (IPs) and target beneficiaries, as well as the project's responsiveness, sustainability, unintended outcomes and lessons learned. Thus the impact evaluation in this report focuses on two themes: (a) the socio-economic and (b) the gender-related impact of the project. Having determined the nature and extent of these impacts, the evaluation team felt that there was also a need to ascertain whether the project was responsive to the overall needs of low income rural and urban women in Cambodia (Objectives 1 and 2). Additionally, the team assessed whether the impacts are sustainable and whether project actors were able to create and solidify a policy network to further address the needs of low income rural and urban women in Cambodia (Objective 3). The implementation evaluation in this report is centered on two particular issues: (a) the selection process on project beneficiaries in community pilot sites, and (b) effective monitoring of progress at the community pilot sites by the IPs.

The evaluation mission took place from 5 to 11 January 2007 in four project pilot sites: Phnom Penh municipality, and in the provinces of Siem Reap, Takeo and Kandal. The Terms of Reference (TORs) of the evaluation team and the evaluation mission schedule are found in the Annexure (Annexes A and B).

During the evaluation mission, IP staff and the ILO/Japan EEW Cambodia staff were present all throughout data collection and provided coordination and backstopping to the evaluation team. The IPs selected and mobilized the respondents for the data collection.

The evaluation team used both qualitative and quantitative methods of data gathering and analysis. Qualitative method was the type principally used, with quantitative method being employed only on the particular subject of socio-economic impact and has been used to supplement the qualitative techniques. By order of significance methods used were the following: (1) Focus group interviews; (2) Individual unstructured interviews; (3) Records review and, (4) Non-probability sample survey.

Due to time limitation, the use of qualitative and quantitative methods in evaluation design strategy was non-sequential or simultaneous. This means that guides for the focus group interviews, individual unstructured interviews and the short survey sheet were all prepared prior to the evaluation mission with only minor changes as the mission progressed. Both types of interviews were done separately but simultaneously by the evaluation team members in their one- and two-day visits to each pilot area. While simultaneity of interviews indeed economized on field data-gathering time, this traded off the opportunity to process results of focus group interviews to further inform and sharpen the specific themes of unstructured individual interviews as well as the question items of the short survey.

A sequential procedure of a mixed-methods approach or an overall iterative approach, was deemed impractical for the time available. Moreover, at the outset, participatory techniques, such as the participant-oriented construction of evaluative criteria were also considered not feasible due to time constraint. The choice of research methods and techniques of the evaluation team, therefore, was based on two considerations: meeting the standard of basic adequacy of validity and reliability of data and interpretation, and practicability within the given time and logistical limitations.

Impact evaluation

The design strategy used for impact evaluation was basically a *reflexive evaluation*, a type of quasi-experimental evaluation design that enables participants to assess their situation *before* and *after* the intervention (Morse and Struyk 2006).

However, due to the absence and/or lack of match between existing baseline data and the parameters of impacts defined by the evaluation team, retro-baseline data had to be derived using recollections by respondents of qualitative descriptors and numeric indicators of their situation immediately prior to intervention. The limitation here is that the reliability of recollections may be less than present-time accounts. This particular problem was minimized by arriving at group consensus during the focus group interviews and by validating consensus reached on the recall data and information between groups (e.g, validating the report of declining incidence of domestic violence with Commune officials or village chiefs). On the other hand, the *before* parameters in short survey questions were also confined to two highly empirical – and therefore easily recalled – items (i.e., average income estimates and principal livelihood sources).

The team conducted a total of 12 focus group interviews among grassroots women beneficiaries covering villages and communes in four pilot sites, Phnom Penh Municipality, Kandal, Takeo and Siem Reap Provinces. The average size of group interviews ranged from 8 to 20 participants. Total participants in these group interviews were 149 women beneficiaries. Each meeting lasted between 1 ½ hours and 2 hours.

In three of four pilot areas, the team conducted three focus group interviews and two individual unstructured interviews with non-beneficiaries¹. These focus group interviews involved a total of 9 participants and lasted between 1 ½ to 2 hours while the unstructured individual interview lasted for an hour. These interviews provided perspectives of individuals from outside the project, further validating the beneficiary group and inter-group consensus at the same time, lessening the risk of possible distortions in behavior and discourse of beneficiaries who are conscious that they and the project are being evaluated. Further, interviews of non-beneficiaries provided a reliable source of data pertaining to the issue of selection of project beneficiaries. Additionally, 2 separate focus group interviews of husbands involving a total of 13 male interviewees were also conducted to discuss gender issues related to the project.

A total of 15 unstructured individual interviews of women beneficiaries were conducted. Individual interviewees came from three of the four pilot areas². These individual interviews provided a richer and more robust description of conditions of beneficiaries *before* and *after* the project compared with the accounts from focus group interviews. These included less tangible, more subjective dimensions of impact such as enhancement of skills, self-confidence, self-worth and sense of security in facing current and future livelihood challenges

¹ Due to short notice, individual and focus group interviews of non-beneficiaries were not organized in Phnom Penh municipality.

² Individual unstructured interviews could not be arranged in one pilot area (Phnom Penh Municipality) due to the extremely busy schedule of market women.

and uncertainties. More importantly, through these qualitative individual interviews the team was able to understand the factors determining successful and less successful project-assisted enterprises. These interviews also helped identify endogenous and confounding conditions related to impact.

Despite the given time constraint in the evaluation mission, the team attempted to quantify socio-economic impact. To achieve this, a simple, short survey sheet was used involving two question items on income and livelihood sources *before* and *after* intervention. This was done through a non-probability sampling, involving a total of 149 respondents. The table below shows the types of interviews and respondents during the evaluation mission:

Table 1: Types of Interviews and Respondents in the Evaluation Mission, 5-11 January 2007

Type of Interview	Number	Type of Interviewees / Respondents	Total No. (F/M)	F	M
1. Focused Group Interviews	12	Beneficiaries	149	149	-
	3	Non-beneficiaries	9	9	-
	6	Leaders of Village Banks, Self-Help Groups, Market Committee	52	50	2
	2	Husbands of beneficiaries	13	-	13
	4	IP Staff	13	5	8
	2	Village leaders/chiefs	9	-	9
2. Individual Community Informants, Unstructured Interviews		Beneficiaries	15	15	-
		Non beneficiaries	2	2	-
3. Individual Local Key Informant Interviews		Local authorities	3	1	2
4. Individual National Key Informant Interviews		National authorities	9	8	1
5. Individual Officers of Relevant Projects and Trade Union Interviews		Individual Officers	3	2	1
Total			277	241	36

The impact evaluation of institutional and organizational groups was done mainly by conducting focus group interviews with IP staff, leaders of market- and village-based groups (village banks and SHGs) and village chiefs, reaching a total of 74 individuals. Nine members of the Project Steering Committee were also interviewed in Phnom Penh on the last day of the evaluation mission (see Annexure for a complete list of interviewees and the evaluation mission schedule).

Implementation Evaluation

Apart from impact evaluation being the main focus of this study, two particular issues on implementation were also examined. These pertained to (a) selection of individual project beneficiaries and implementing partners for the programme, and (b) monitoring of progress at the grassroots level. The first one is relevant to a basic evaluative query: Is a particular intervention reaching its target population? The second item refers to another important concern: Is the intervention being implemented well?

Data on these two particular issues were drawn mainly from focus group interviews with IP staff, public sector authorities and from a records review.

In evaluating the process of selecting beneficiaries and its merits, the evaluation team not only relied on beneficiaries' and IP staff accounts, but also conducted individual and group interviews with non-beneficiaries.

Evaluation Workshop

In line with the project's emphasis on building institutional capacities on participatory design, monitoring and evaluation, an evaluation workshop was organized with 66 project stakeholders (39 women and 27 men, including PSC members, IP leaders and staff, community leaders and beneficiaries who are women group leaders) on 25 January 2007 to review the findings of the evaluation team and identify priorities for the project's next phase. The workshop's outcome was included in this report.

2. Description of the Project and Its Implementation

2.1 Institutional Arrangements and Project Structure

A The design of activities for the three project components was under the supervision of the Project Steering Committee (PSC), which served as the policy advisory body for the ILO/Japan EEOW in Cambodia.

The PSC was created as a unit in close relationship with the Cambodia National Council of Women. It has the mandate to provide policy advice to EEOW Cambodia and to recommend qualified action programme proposals to the ILO for funding.

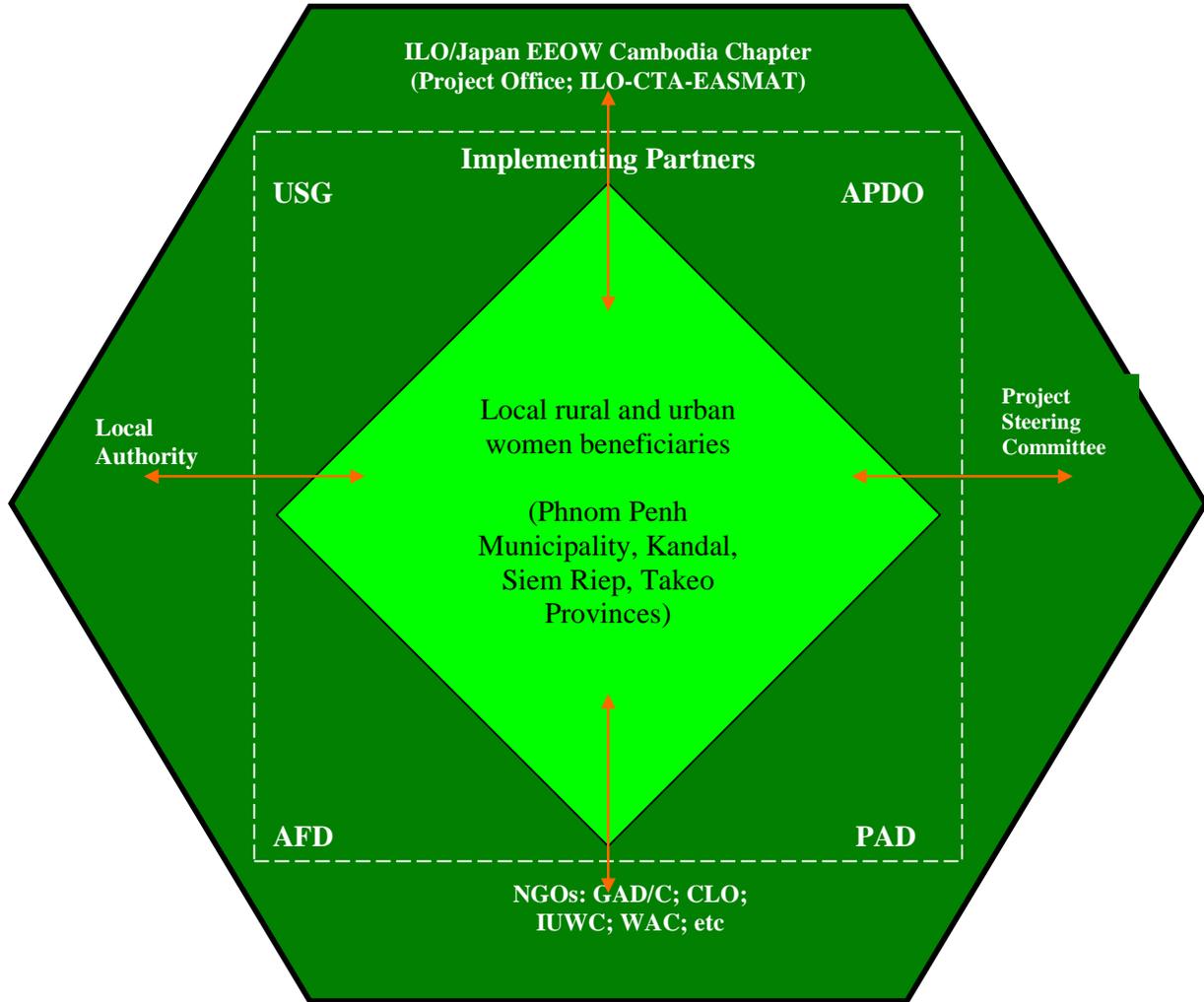
B MOWA and MOLVT nominated responsible personnel in their respective ministries to coordinate with the ILO, local government agencies, NGOs and other concerned organizations with regards to project implementation.

C The ILO established a Project Office in Phnom Penh. A National Project Coordinator (NPC) and a Project Secretary were hired as ILO staff to manage the day-to-day operations of the project and to liaise with the PSC, national organizations, and implementing agencies.

D The project was executed by the ILO under the overall guidance and supervision of the Regional Director for Asia and the Pacific. Overall co-ordination and implementation was provided by the Chief Technical Adviser (CTA) and Overall Coordinator of the ILO/Japan Multi-bilateral Programme. Technical guidance was provided by the East Asia Multidisciplinary Team (EASMAT) (renamed as Subregional office for East Asia (SRO-Bangkok) in 2003), in particular the Specialist on Gender and Women Workers' Questions in co-operation with the Specialists on enterprise development, vocational training, and so on. Administrative backstopping was provided by the Bangkok Area Office (BAO) (merged into SRO-Bangkok in 2003). In 2005, a Bangkok-based Gender Expert/Project Coordinator of the EEOW Cambodia and Vietnam was hired.

Figure 1 below represents the project structure where the target of programme intervention is the rural and urban women. Dotted lines and vectors indicate the permeability of the structure and the propensity of the activities to form a network of local, national and international actors, an integral feature in the design of the programme.

Figure 1: ILO/Java EOW Cambodia Chapter Project Structure



2.2 Project Beneficiaries

EOW Cambodia targeted the following groups:

- ❑ A number of institutional staff in governmental organisations and NGOs received capacity building in (1) gender analysis and mainstreaming, (2) planning and programme formulation, and (3) monitoring and evaluation of poverty alleviation activities;
- ❑ A number of grassroots women workers and rural women benefited directly from EOW activities in the areas of policy development, institutional strengthening, research and information, and community-based action in three provinces and a city in Cambodia;
- ❑ A number of grassroots women's groups indirectly received technical assistance to strengthen their organisations, networking, and policy inputs.

2.3 Implementing Partners (IPs)

EOW Cambodia closely worked with four Implementing Partners (IPs) in addition to several other organisations and NGOs such as IUWC, GAD/C, CLO, and WAC which receive capacity building training. The four IPs are Association Farmers Development (AFD) in Takeo province, Angkor Participatory Development Organisation (APDO) in Siem Reap province, People Association Development (PAD) in Kandal province, and Urban Sector Group (USG) in Phnom Penh Municipality. In addition, the Project worked with ABI (Association Business Initiatives), AS (Aphivat Srey), IUWC (International Union Women Committee), GAD/C (Gender and Development in Cambodia), CLO (Cambodian Labour Organization), ACILS (American Center for International Labour and Solidarity), Outreach, WAC (Women Action for Change), CAID (Cambodia Association for Informal Economy Development), Meakea Aphivat.

2.4 Target Areas

The ILO/Japan EOW Cambodia operated in the three provinces of Kandal, Takeo, and Siem Reap, as well as in Phnom Penh Municipality.

Table 2: Target Areas

Implementing Partners	APDO	AFD	PAD	USG
Target Areas				
Province	<i>Siem Reap</i>	<i>Takeo</i>	<i>Kandal</i>	<i>Phnom Penh Municipality</i>
District/Khan	Banteay Srey	Samrong and Kirivong	Kraing Yov	<ul style="list-style-type: none"> • Meanchey • Daun Penh • Brampee • Makara • Tuol Kork • Chamkar Morn
Commune	Preah Dak	<ul style="list-style-type: none"> • Chumreas Pen • Preah Bat • Chaon Chum • Prey Ampork 	Sa'ang	
Village	<ul style="list-style-type: none"> • Thnal Toteung • Thnal Bandoy 	<ul style="list-style-type: none"> • Svay Rum • Sre Tasok • Chroy Prey Thom • Chheuteal Pluos • Thnal Lork • Pum Ed 	<ul style="list-style-type: none"> • Phum Kor • Thom • Ampil 	<ul style="list-style-type: none"> • Markets • Chbar Ampov • Kandal • Orusse • Daem Kor • Suon Moat • Tonle • Olympic

2.5 Project Outputs, Activities, and Outcomes

The main outputs as envisaged in the project document were:

- A Technical and coordinating core groups for gender issues in line ministries relevant to promotion of gender equality in the world of work

- B A pool of staff from central and provincial governmental offices and NGOs with technical competence in the development of policy on gender equality at work such as (i) gender analysis and mainstreaming, (ii) planning and programme formulation, and (iii) monitoring and evaluation of poverty alleviation activities. A cadre of staff from governmental offices and NGOs trained to conduct training on all or any of the themes mentioned.
- C Trained members of community-based groups on multiple aspects of enterprise development and gender and rights awareness.
- D Assessment and monitoring reports on ILO/Japan EEW community-based pilot sites.
- E A number of NGOs and grassroots women workers mobilized and organized for developing viable economic activities and participating in social empowerment activities.
- F National network of women's groups and NGOs.

There were a number of activities carried out under the three Components. They are described in detail below.

2.5.1 Component 1: Institutional Capacity Building

Annex G provides information on the different capacity building activities undertaken by EEW Cambodia at the national level. In turn, IPs and trade union leaders echoed many of these training activities to their local beneficiaries at the factory, commune and village levels. Capacity building activities by the project created linkages among ILO programmes, NGOs, national state institutions, trade unions and IPs.

The project team carried out regular monitoring and backstopping visits during 2003-2006 to provide technical and administrative assistance and to plan ILO/Japan EEW project activities with stakeholders. In addition, specialists carried out missions to Cambodia together with the project team to provide technical assistance on gender and women workers' rights, micro-finance and employment promotion. Apart from the Mid-term Evaluation in May 2005, monitoring missions have been conducted for various purposes. One such mission, for example, was done in August 2006 to specifically assess the efficiency of operations and progress of the microfinance programmes implemented by the IPs.

2.5.2 Component 2: Community-based Pilot Activities

The Action Programmes was designed and implemented by each IP annually. An annual review of the Action Programme was held during each year of the project period. IPs submitted regular reports each quarter and after each year to monitor progress of the Action Programmes. The total project period was from October 2001 to December 2006.

The Action Programmes and their inclusive period of implementation were the following:

- 1st Action Programmes: 15 March 2003 - 14 April 2004
- 2nd Action Programmes: 15 April 2004 - 14 April 2005
- 3rd Action Programmes: 16 May 2005 - 15 May 2006
- 4th Action Programmes: 29 May 2006 – 31 October 2006

A. Microfinance Schemes

Recognizing that the poor women targeted under the ILO/Japan EEW have weak access to create or expand income-generating activities, all the four IPs incorporated microfinance

schemes in their Action Programme (AP). Each IP applied different microfinance models as shown in Table 3 below:

Table 3: Overview of Microfinance Scheme

Implementing Partners	Micro-finance model	Savings Included	Loan Size (USD)	Loan Cycle	Interest Rate	Interest Rate Applied On
APDO	Solidarity Group	No	50-100	10-12 months	1-2%	Declining balance
	Village Bank	Yes				
AFD	Self-Help Group (SHG)	Yes	30-50	10 months	2%	Declining balance and flat rate
PAD	Village Bank	Yes	13-50	6-8 months	2-3%	Declining balance
USG	Solidarity Group Lending (Market Community Groups)	No	25-60	55 days	3%	Flat rate (collected daily)

Although each IP chose different microfinance models, IPs followed the similar process of establishing a microfinance scheme in their target areas. The target villages were first selected based on the criteria that the villages were poor and had not received prior support from any other development agencies. Three of the IPs conducted a baseline survey to profile potential villages and their populations. When the target areas were selected, IPs contacted the local authorities for permission and support to disseminate the goal of the microfinance scheme to the villagers of the target villages. A meeting for villagers was held in collaboration with the local authorities to introduce the model of microfinance. The beneficiaries were then selected through interviews and consultation with the local authorities. Those beneficiaries were assisted with the registration and loan application. The beneficiaries were also introduced to the principles and policies of the microfinance models, followed by the formation of credit/savings groups. Upon formation of a group, members elected officers as their representatives (leader, secretary and cashier). The group representatives were invited for further training on management of microfinance model applied in their group.

B. Training and Workshops

Throughout the implementation of the four Action Programmes, IPs provided training and workshops to beneficiaries covering various topics to raise awareness on gender issues and human rights, develop leadership and negotiation skills and to equip them with vocational, literacy and business skills for income-generating activities. Table 4 below shows details on the topics and the number of participants.

Table 4: Training Provided to Beneficiaries by IPs

Training and Workshop Topics	APDO		AFD		PAD		USG	
	F	M	F	M	F	M	F	M
Vocational Skills								
1. Handicraft Production Skills Training	28	2	84					
2. Refresher Course on Handicraft Making	29	3						
3. Animal Raising and Vegetable Growing			249	45	44	8		

4. Refresher Course on Animal Raising and Vegetable Growing			310	38				
5. Training on Veterinary Principles			24	4				
6. Refresher Course on Veterinary Principles			13	1				
7. Training on Making EXM Fertilizers			117	63	141	73		
8. Silk Worm Expert Training					1	0		
9. Silkworm Production Training					19	1		
Business Skills								
10. Small-Scale Business Management Training	139	19	81	9	72	4	70	5
11. ToT for the Market Federation							8	1
12. Bookkeeping and Report Writing Skills Training			101	30	15	6		
13. Refresher Course on Bookkeeping and Report Writing			163	17				
14. Training on Credit Principles	92	12			98	2		
15. Training on Village Bank Management to VBC Members	87	14						
16. Training on Village Bank Principles					113	9		
17. Marketing & Price Setting Training	25	4						
18. Education on Micro-economic Principles							46	2
19. Workshop on Micro Enterprise Experience							100	
20. Local Exposure Trip	79	15	65	8			75	4
21. Basic Understanding of Pre-Cooperative Approach					24	6		
22. GET Ahead for Women in Enterprise	105	29	202	8	225	45	115	36
Gender Awareness								
23. Gender Awareness Training	218	135	270	150	172	131	113	20
24. Gender Mainstreaming, Participatory Design, M&E			15	45	18	7		
25. Women Workers' Rights and Gender Equality	81	19	257	43	146	36	78	42
Communication / Leadership Skills								
26. Training on Facilitating and Communication Skills			77	4			20	4
27. Leadership Training							63	5
28. Negotiation and Advocacy Training							82	14
29. Human Rights and Democracy Training							46	6
Other Types of Training								
30. Occupational Safety & Health	44	6	150	21	139	41	74	14
31. Education on Legal Literacy Training							23	1
32. Non-Formal Education	20	6						

Source: Progress and Final Reports by the Four IPs

2.5.3 Component 3: Networking

The ILO/Japan EEW project took advantage of opportunities provided by EEW project meetings, workshops and training to build networks among PSCs, Focal Points, and IPs. Whenever the project organised meetings and workshops, organisations or projects related to promoting employment opportunities for women were invited. Additionally, there were exposure trips from beneficiaries and IPs to each other's sites (as mentioned in 3.5.2). There was cooperation with other ILO projects: with WEDGE and ISED on microfinance, GET Ahead training for women entrepreneurs and business associations and with IEPE on women entrepreneurship development and OSH training. For the micro-finance Training of Trainers' workshop, the project worked with a resource person from the World Relief.

The project cooperated with the Gender and Development for Cambodia (GAD/C) in training IPs and other organizations on "Women Workers' Rights and Gender Equality". The project worked closely with the ILO Workers' Education Project (WEP), ACILS and the Inter- Union Women's Committee (IUWC) for the 2nd Training of Trainers' and Validation Workshop on Women Workers' Rights and Gender Equality to strengthen gender networks in the trade union federations and to promote workers' rights to garment factory workers. At the start of

the project it had been intended to support training of workers in garment factories by the IUWC but it was not possible to have an Action Programme with the IUWC as it was not registered and the cooperating unions were not able to find a way of working together in such an Action Programme.

EEOW Cambodia also widened the network and collaborated with local NGOs and businesses. The project networked with the ADB project on Sustainable Employment Promotion for Poor Women (TA.3947-CAM) at the MOWA. The ADB project was invited to the ILO Training of Trainers Workshop on 'GET Ahead: Gender and Entrepreneurship Together' held in Phnom Penh, in March 2003. At the workshop, the ADB showed strong interest in the GET Ahead materials that stimulated collaboration between the ILO/Japan EEOW Cambodia and the ADB. The MOWA-ADB project replicated the GET Ahead in their project for rural women with their Women Development Centers and/or agricultural extension officers.

There was also the cooperation with UNDP/UNIFEM and EIC on the development of a report on "Gender in the Informal Economy: Profile and Policy Responses" and the organization of a policy dialogue meeting on the Gender Dimension to the Informal Economy on 7 November 2006 with the UNIFEM/UNDP/SILAKA project. All EEOW IPs attended this meeting and provided their views, shared experiences with policy makers, and networked with other NGOs and actors working in promoting Decent Work among the Informal Economy Workers.

3. The Findings of the Evaluation

The final evaluation report principally focuses its discussions and assessment on the responsiveness, impact and sustainability of the ILO/Japan EEOW Project in Cambodia. Discussions in this section is divided according to the Project's impact, responsiveness, sustainability, unintended outcomes and lessons learned.

3.1 Impact

The evaluation team has examined whether the project has contributed to the long-term goal of poverty alleviation, gender awareness and the empowerment of women. The discussion in this section will focus largely on the results of the microfinance and capacity building activities in the project sites. This section is divided according to economic impact, gender impact and specific impacts of the project on IPs and national actors involved in the project.

3.1.1 Socio-economic Impact

3.1.1.1 Economic Impact

Incomes, Livelihoods and Socio-Economic Stratification

Most beneficiaries described the situation prior to the project as having no or very low incomes, with weak access to credit and low-level skills with which to run small enterprises such as livestock raising and petty retail trade in urban markets. Some respondents in fact reported that they did not vaccinate pigs they were raising until after the training they received. From qualitative interviews, Table 5 in the following page presents a summary of beneficiaries' livelihood and employment conditions prior to the project, the investments created from loans and savings and new purchases from earnings.

Table 5: Income Sources Prior to the ILO/Japan EOW Cambodia Project, Use of Loans and Purchases Made As a Result of the Microfinance Scheme

Beneficiaries	Subsistence*	Income Sources Prior to the Project	Loan Size (USD)	Use of Loans	Noteworthy Goods and Services that Beneficiaries are able to Purchase Now as a Result of Earnings from Savings and Loan-supported Enterprises
Phnom Penh Municipality (USG)	-	Retail trade by the road in 6 markets (boiled eggs, corn, pastries)	25-60	<ul style="list-style-type: none"> Expanded existing retail trade by the road in 6 markets Some new goods for sale (pesticides, garments, noodles) 	<ul style="list-style-type: none"> Motorbikes Clothes Jewelry
Siem Riep Province (APDO)	Rice farming	<ul style="list-style-type: none"> Collection and sale of fuelwood Working as road construction workers Sale of coconuts Buying/selling of charcoal Sale of cakes and dry goods Livestock raising Collecting sand and gravel Sale of souvenirs Sale of palm sugar 	50-100	Handicraft making for the tourist market	<ul style="list-style-type: none"> House construction Bicycles Kitchen implements Better food House repair

Kandal Province (PAD)	<ul style="list-style-type: none"> Rice farming that produced rice supply for an average of 7 months yearly Fishing 	<ul style="list-style-type: none"> Pig raising Vegetable gardening Rice trade 	13-50	<ul style="list-style-type: none"> Expanded pig raising Setting up of small shops for dry goods Vegetable cultivation Mushroom cultivation Rice trade Sale of cakes Water pumps 	<ul style="list-style-type: none"> Tools for services (e.g., barber shop) House construction and repair Motorbikes Rice mill Fishing implements Rice land More pigs Water pumping machine Rice fertilizers Fuel for agricultural machinery Old vehicle for rice transport Small harvesting machine
Takeo Province (AFD)	<ul style="list-style-type: none"> Rice farming that produced rice supply for an average of 6-7 months yearly Fishing in nearby lake 	<ul style="list-style-type: none"> Livestock raising (pig, cattle) Poultry Sale of medicinal plants/herbs 	30-50	<ul style="list-style-type: none"> Handicraft making Pig raising Eel and snail aquaculture (a few) Selling cakes 	<ul style="list-style-type: none"> A few motorbikes More pigs House construction Sugar cane juicer Better health care

Source: Focus Group Interviews; Mid-term Assessment Report 2005

* Subsistence refers to livelihoods that do not yield cash earnings but provide food to households

In their project proposals submitted to the ILO/Japan EEOW, PAD and AFD conducted baseline surveys that profiled potential intervention sites in Kandal and Takeo Provinces.

PAD classified three village populations (Phum Kor, Thom and Ampil in Sa'ang Commune) into four wealth groups, showing the percentage of memberships of each group in Village Banks:

- Group 1:0% membership
Owned more than 1 ha. of arable land
Owned more than one motorbike
- Group 2: 25% membership
Owned under 1 ha. of arable land

	1 pair cattle	
	Proper shelter	
	1 motorbike used as public utility vehicle	
	Operate small enterprise	
Group 3:		40% membership
	1 bicycle	
	1 small plot of arable land	
	1 cow	
	1 pig	
Group 4:		35% membership
	No land for residence	
	No farm land	
	Hires out own labour	
	Own 1 bicycle	

From the information in Table 5, some beneficiaries reported that they are now able to purchase some land, agricultural implements and other tools. This therefore demonstrates that beneficiaries – majority coming from wealth groups 3 and 4 – have been able to increase their assets, indicating changes in the social stratification of these villages as a result of the project’s intervention. The findings indicate that some of those classified in Group 4 *may* have altered their group status to Group 3. Through their baseline, PAD has been able to target the landless group in the villages.

In the case of AFD, baseline information on two districts in Takeo Province (Samrong and Kirivong) revealed that in Samrong District village project sites, 95% were landed farmers (.03-.05 has. per household) with a single rice crop per year and 5% were landless farmers. AFD staff reported that beneficiaries were largely belonging to the landed group, although they had targeted the middle poor and the poorest. Criteria for selection of project beneficiaries were that they had to be women, with at least 3 months of cultivated rice supply and with no business. It is noteworthy from Table 5 that beneficiaries of these two districts reported that they were able to expand their pig raising by purchasing more pigs, with some able to purchase motorbikes and to construct houses. There is no indication, however, that rice production has increased by the purchase or the investment of agricultural implements unlike the project villages in Kandal Province.

Village household surveys before and after the project could have offered much more solid conclusions on any changes in social stratification in the villages, thus the aforementioned conclusions serve only as indicative of possible changes. Comparing the economic situation of beneficiaries before and after the project was accomplished through recollections of respondents.

Case 1 and 2 from Thnal Toteung, Siem Reap below further confirms that loans from the Project’s microfinance scheme and skills training provided new livelihoods for some beneficiaries.

Case 1: Shifting from Fuel Wood Collection to Handicraft Making

Ms. Long is a 25-year old female head of household and lived in a thatched roofed house. When she was a child her parents died, and she never went to school. She collected fuel wood one day and sold it in the market the next day. For the two days’ work she earned some 3000 riels. The ILO/Japan EEOW project started its operation in her village in September 2003, which she heard about from the village and commune chiefs and APDO staff. Along with other women in the village, she joined the project and formed a self-help group.

Later the APDO provided know-how to make handicrafts (such as cane and wood-made show pieces, pen stand, and so on) to the groups. She recalls, “I performed best among all the

group members in making handicrafts during the training time. I have learned to make good quality handicrafts. This has given me ability to make new living.”

Over the course of her joining the ILO/Japan EEOW project her income has grown. Her monthly income is now about 195,000 riels. Her products are sold in a showroom at the APDO offices in Siem Reap. She is planning to open an outlet in the local market. She can make 10-15 handicrafts (of average size) monthly. From her earnings, she has built a brick house. Today, she can also buy good food, toiletries, clothing, and other amenities, which she could not afford to buy in the past. Without support from the Project, it would not have been possible for Ms Long to improve her economic status.

Case 2: Female Head of Household Increases Rice Yield

Ms. Mom, a 50-year-old widow of Svay Run village of Chum Reaspan commune, Somrong district, Takeo province, has 6 children. Before joining the project she grew rice for family consumption. But with the rice she can only feed the family for 5-6 months. She also shared in raising a pig with another family.

Ms. Mom joined the Project in 2003 and became a member of the self-group and received training on small-business, EXM, EM, OSH, animal husbandry, and gender. She also received training on accounting and bookkeeping. Ms. Mom became the group leader. She has to organize monthly meeting for the group when group members repay loans. She also joins in the quarterly meeting organized by AFD.

She says, “My livelihood has been changed so much. Now I know how to grow rice with higher yield. Before I did not know how to make compost. Now I can make it and I use the compost to grow rice for higher yield. I also know how to raise pigs better. I also know how to make handicrafts.”

After joining in the group, her livelihood has been diversified. Now she grows rice in her land, raises pigs, makes handicrafts (some showpieces made from palm leaves). Her income has increased by 80%. As a result, she has purchased a bicycle, TV, VCD, and other basic amenities. She can purchase good toiletries, food and medical care with her increased income. She has bought land, built new and good houses.

But her workload has been increased tremendously. Since she does not have husband she has to do both household and outside work alone. Her children also help her sometimes.

She says, “the EEOW project has given me a better status. Because I could not find daughter-in-law for my son. Now many families are interested to marry-off their daughters to my son. This is because I have income now. People in the village/commune also respect me much more than before (I joined in the group).”

Case 3 conveys the difficult situation of a beneficiary who was less successful in her enterprise, and which is heavily influenced by unequal gender relations in the household:

Case 3: Gendered Constraints in Operating an Enterprise

Ms. Kroch, a 51-year old female-head of household lives in Preas Dak commune in Bante Srey district in Siem Reap province. She is the mother of six children. She has husband. But he does not do any outside paid work.

Ms. Kroch is the member of EEOW programme of APDO. She joined in EEOW programme in 2004. The reason for Ms. Kroch to join in the programme is to obtain loan. She received loan from the project. With the loan she starts to run a home-based small grocery. Along with grocery she raises small-scale poultry and cow. Before joining the project she used to raise poultry and cow.

However, even though she has joined the project, she is less successful in terms of improving her income. There are two underlying causes: First, is that she cannot run her shop smoothly because of her husband. He often gets drunk and disturbs her. Sometimes, he beats her when he is drunk. To escape from her husband's violence she has to often leave the house for a while. Sometimes, her husband damages goods from the shop. It is very difficult for her to repay the loan that she had taken from the project. Second, she has not yet made use of the knowledge and skills she learned from the training on enterprise development supported by the project.

Ms. Kroch feels life is difficult. She says, "Sometimes I think of divorcing my husband. But I cannot do it because of the children. I cannot give up considering the future of the children."

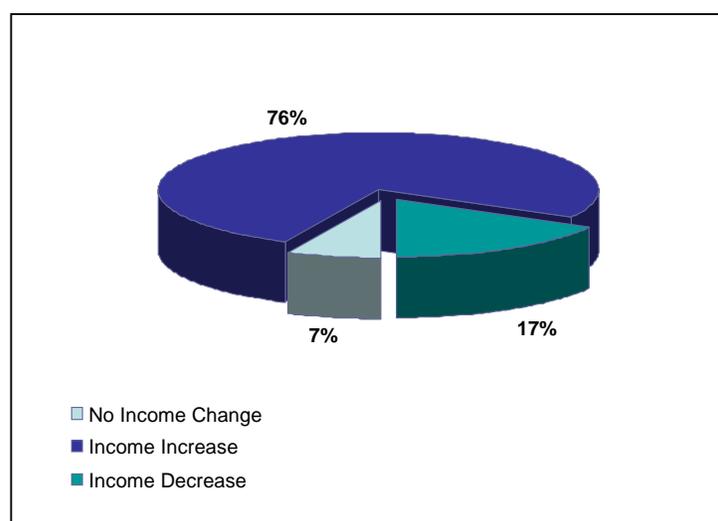
She has a 19-year-old son who helps her by extracting sand from the nearby sand quarry. He earns some 200,000 Riels and helps his mother to repay the loan. Before he used to collect firewood from the forest and earned a very small income.

Seven other individual interviews of less successful beneficiaries conveyed that varying factors accounted for weak enterprises which ranged from the health of beneficiaries, interference by disapproving husbands, unfavorable state of natural resources, insufficient resources such as land with which to start and sustain an enterprise and sudden illness in the family that depleted earnings.

To quantify the findings related to the qualitative information above, the evaluation team conducted a quick non-probability sample survey of project beneficiaries in the four pilot areas. It was revealed that incomes rose in all four sites of the project (Phnom Penh Municipality, Kandal, Siem Reap and Takeo Provinces) as a result of beneficiaries' creation and expansion of livelihoods with loans provided by the microfinance scheme and skills and knowledge through the capacity building component. Figure 2 demonstrates that most beneficiaries (76% of total respondents) experienced an increase of incomes, whereas 17% experienced an income decrease. Many of those who registered decrease in incomes were market micro vendors who had a single livelihood source (see Annex E)³. The decrease in income seems to be apparent in the decrease in the demand for credit among micro vendors. The decrease in incomes may also have been due to the vagaries of market prices, the vendors' mobility and insecure and irregular employment due to police harassment in the city markets of Phnom Penh. Beneficiaries also reported that the increase in competition and number of street vendors may also have decreased sales, where there may be more sellers than buyers.

³ Eleven (11) respondents from USG beneficiaries reported decrease in income whereas two beneficiaries from APDO reported decrease, two beneficiaries from AFD reported decrease and two beneficiaries from PAD reported decrease, totaling 17. Among interviewees fielded by USG for the evaluation mission, it was unclear whether they were new or old beneficiaries of the Project. In Figure 2, total respondents (N) is 101: 37% (USG); 27% (AFD); 20% (PAD) and 17% (APDO).

Figure 2: Beneficiaries by Type of Income Change



(N = 101)

Source: Income Survey Sheet

Beneficiaries in the villages of Thnal Toteung and Thnal Bandoy, Siem Reap Provinces have registered the highest increase in incomes from 2002. Table 6 below conveys the typical percentage increases in income of beneficiaries from 2002 to 2006. Beneficiaries from Takeo Province experienced the lowest median increase in incomes from 2002. While generally all percentage increases are on the high side, these should be understood as having arisen from very low estimated (and recalled) income baselines in 2002.

Table 6: Median Percentage Increase of Average Income Estimates by Pilot Area (2002/2006)⁴

AFD Takeo Province (N = 20)	APDO Siem Reap Province (N = 15)	PAD Kandal Province (N = 17)	USG Six Markets Phnom Penh (N = 24)
67%	145%	122%	88%

Source: Income Survey Sheet

The following table (7) conveys how many gainers – by percentage – per pilot site, demonstrating the rate of success in terms of income impact. USG beneficiaries appear to be the least successful compared with the three other IPs, which tends to support previously mentioned factors regarding market price vagaries and engaging in a singular livelihood.

⁴ Median percentage increase is the median of all percentage changes of respondents per province between 2002 and 2006. The percentage change of each respondent is the difference between the respondent income in 2006 and 2002 divided by the income in 2002. The income of 2002 was derived and estimated through recollection of the respondent. The median is used here as the representation of the ‘typical’ for two reasons: (a) by convention it is used in percentage changes aggregation; (b) the mean (arithmetic average) is not suited in this case because of extreme percentage values.

Table 7: Percent of Income Gainers by Pilot Area and Implementing Partner

AFD Takeo Province (N = 27)	APDO Siem Reap Province (N = 17)	PAD Kandal Province (N = 20)	USG Six Markets Phnom Penh (N = 37)
74% (20/27)	88% (15/17)	85% (17/20)	65% (24/37)

Source: Income Survey Sheet

Livelihood Security

Female market micro vendors in six markets in Phnom Penh municipality experienced frequent confiscation of their goods, high rentals and harassment by security personnel of the Market Management Committees (MMCs), sub-committees of the Commune Councils in different districts of the municipality.

Following the Negotiation and Advocacy Training and Women Workers' Rights and Gender Equality Training conducted by USG staff for members of Market Communities in six markets in Phnom Penh, beneficiaries were able to initiate dialogues with MMCs with the assistance of USG. Market micro vendors were also able to learn their rights, negotiation and leadership skills.

Further, the creation of the Market Federation, a supra-body represented by the leaders of the six Market Communities, was able to achieve a number of concessions from MMCs. They are: lower rental rates for selling places on the street side (from 100 – 150\$ to 70 – 100\$ per place per year for sellers of second hand garments and from 50-70\$ per place per year to 30-50\$ per place per year for sellers of vegetables; a halt to the harassment and physical eviction and confiscation of goods for sale by MMC security personnel. Socially, members of the Federation and the Market Communities earned respect from fellow micro vendors as well as the MMC personnel. They are generally perceived as having more self-confidence and better marketing skills as a result of the GET Ahead Training for Women in Enterprise.

To date, there are six Market Communities representing over 150 micro vendors. Each community has 3 leaders. The Market Federation has 99 members (4 men) compared with the total population of an estimated 3510 market micro vendors in the six markets (or 2.8%). The Federation has 7 committee members (USG Annual Report, April 2006). Asked why they were not able to attract many more members, the chief of the Federation explained: *'Many of the street side market micro vendors are mobile and therefore are not adequately informed of Federation activities and privileges as well as hardly have time to attend our meetings. The criteria for joining each Market Community are also difficult for some: they should save money in order to take loans and pay membership fees. However, when we won the case against the MMC regarding a petition not to evict street side micro vendors near the (Mekong) river, we demonstrated the strength of our Federation more clearly. This was a real test case for the Federation and we are doing our best to protect the micro vendors in that area'*.

The Federation also serves its members by facilitating referrals to clinics and hospitals for members and their sick relatives and for which they negotiate more reasonable medical fees. They also fund-raise for funerals and ill relatives of members. In case of harassment by authorities in marketplaces, they assist affected micro vendors by retrieving lost merchandise.

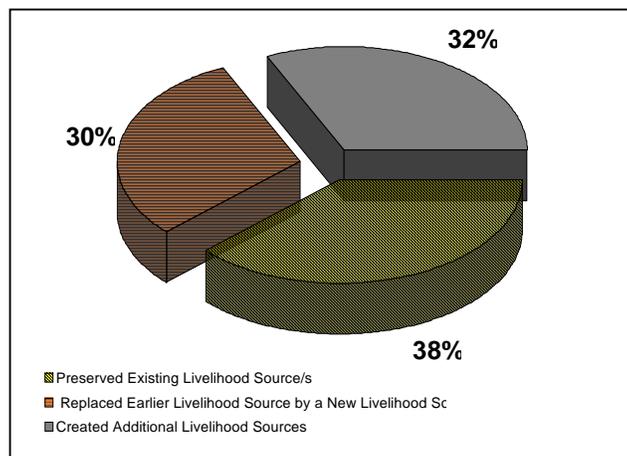
Said another Federation officer, “*We are now brave enough to challenge them and they now have difficulty in harassing us!*”

In the rural villages, the GET Ahead for Women in Enterprise Training combined with specific skills training in handicrafts production, fertilizer making and pig raising created new livelihoods for some, while expanded existing livelihoods for others. For example in Siem Reap, villagers in Thnal Toteung and Thnal Bandoy created new handicraft enterprises, while in Kandal Province, many of the beneficiaries expanded vegetable gardening and pig raising which were existing livelihoods.

On the whole, respondents during the evaluation mission reported increased incomes, expanded livelihoods and achieved a better quality of life. One woman from Preah Dak emphatically remarked that poverty was a thing of the past after successfully starting her handicraft business: “*I will not go back, I will only go forward. With more earnings, I can go forward!*”.

Quantitative findings present a more complex picture. Figure 3 below shows that 38% of the respondent beneficiaries used their savings and loans to further capitalize exclusively on their own existing livelihoods and did not bother to engage in new ones. On the other hand, only a minority – 30% – replaced their former livelihoods with new ones, whereas 32% maintained their original livelihoods and diversified to engage in new ones. These three groups of beneficiaries pursued three important but different types of livelihood strategies that were perhaps sanctioned by IP project managers. Figure 4 will thereafter demonstrate that each of these livelihood strategies yielded varying results.

Figure 3: Beneficiaries by Type of Livelihood Strategy Adopted 2002/2006



(N = 135)

Source: Income Survey Sheet

Figure 4: Distribution of Income Gainers and Losers, by Type of Livelihood Strategy Adopted (2002/2006)

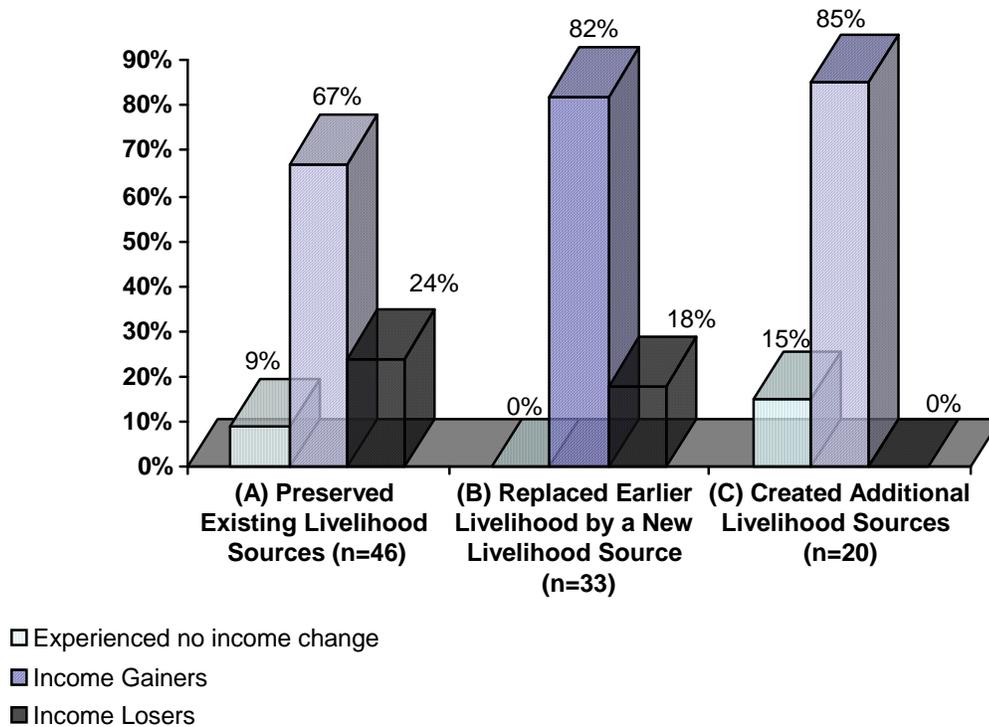


Figure 4 significantly conveys that those beneficiaries who pursued strategy C (livelihood diversification) have been the most successful in terms of percentage of income gainers, and with the lowest percentage of beneficiaries (0%) who experienced loss of income. Whereas, those who pursued strategy A, that is, preserved existing livelihood sources, had the least success in terms of percentage of income gainers and the highest percentage of those who experienced income reduction. Those who pursued strategy B and shifted to new livelihood sources had relatively more gainers than those who pursued strategy A, but this group also had the second highest income losers.

Strategy C, therefore, is clearly the highest performer both in terms of increase in income gainers and which registered the lowest risk. However, only 20 out of 99 beneficiaries pursued this strategy, while ironically, the majority pursued the riskiest and least gainful strategy A.

The summary table below demonstrates the impacts of new and expanded project-supported livelihoods on beneficiaries.

Table 8: Summary Table on Economic Impact of the Project

Inputs	Implementation		Results	
	Activities	Outputs	Intermediate Outcomes	Impact
USG – Phnom Penh Municipality				
A. Capacity Building	<ol style="list-style-type: none"> 1. Get Ahead for Women in Enterprise 2. Negotiation and Advocacy 3. Women Workers' Rights and Gender Equality 	<p>Trained female market micro vendors on small business creation</p> <p>Singular livelihoods for most micro vendors</p> <p>Creation of Market Federation</p>	<p>Expansion of enterprises</p> <p>Able to negotiate lower rents with market authority</p>	<p>Improved livelihoods that yield higher productivity</p> <p>Improved livelihood security through more stable sources of income</p>
B. Microfinance Scheme	Loans	Creation of Market Communities in 6 markets in Phnom Penh	<p>Expansion of existing enterprises</p> <p>Higher incomes for some but decrease in income and risk for others</p>	Uncertainty with regards to poverty alleviation
APDO – Siem Reap				
A. Capacity Building	<ol style="list-style-type: none"> 1. Get Ahead for Women in Enterprise 2. Skills Training in Handicraft Production 3. Village Bank Management 	Trained members of Village Banks in handicraft production	<p>Creation of new livelihoods in handicraft production</p> <p>Increased business sense among beneficiaries</p> <p>Conservation of surrounding forests due to halt in fuelwood collection</p> <p>Limitation in market spaces for products</p>	<p>Leading towards poverty alleviation</p> <p>Sustainable forest use</p>
B. Microfinance Scheme	Loans and Savings	Formation of Village Banks	Increased incomes	Leading towards poverty alleviation
PAD – Kandal Province				
A. Capacity Building	<ol style="list-style-type: none"> 1. Get Ahead for Women in Enterprise 	Trained members of Village Banks	Increased business sense among	

	2. Animal Raising and Vegetable Growing		beneficiaries	
B. Microfinance Scheme	Loans and Savings	<ol style="list-style-type: none"> 1. Aquaculture 2. Cattle raising 3. Home-front stores 4. Crop production (mushrooms, corn) 5. Agricultural implements (irrigation and water supply) 	Increased incomes	Leading towards poverty alleviation
AFD – Takeo Province				
A. Capacity Building	<ol style="list-style-type: none"> 1. Get Ahead for Women in Enterprise 2. Skills Training in Handicraft Production 3. Animal Raising and Vegetable Growing 	Trained members of Self-Help Groups	Creation of new livelihoods in handicraft production Increased business sense among beneficiaries Uncertain	
B. Microfinance Scheme	Loans and Savings	Formation of Self-Help Groups	Creation of new livelihoods in handicraft production Uncertainty in source of raw materials Uncertainty in market outlets due to increasing competition and productivity in handicraft production	Leading towards poverty alleviation

3.1.1.2 Gender Impact

Participation of Women

Women were the target beneficiaries of the ILO/Japan EEOW Project. In each of the four Project sites, local market- and village-based groups were created and majority of membership was female. Local group members also elected their leaders. From the interviews, it was noted that leaders usually came from the more well-off socio-economic

class of women⁵ than the rest of the group members. For example, 7 out of 11 Village Bank leaders in Thnal Toteung and Thnal Bandoy have an adequate supply of cultivated rice for one year and three others produce a surplus apart from a year's supply of cultivated rice. In contrast, in a focused group discussion with 11 Village bank members, only 3 had a year's supply of cultivated rice, while the average supply for the rest ranged from 6-9 months only. In Samrong District, Takeo Province, however, the rice supply of leaders and Self-Help Group members was similar, roughly an average of 7-8 months. Local elite women therefore generally dominate leadership positions in village-based organizations.

In focused group discussions, it was also noted that only some women were repeatedly vocal on issues whereas many of the participants were quiet which could have been a methodological constraint in employing focused group interviews over a very short period of time. The evaluation team however attempted to overcome this limitation through the use of individual fact sheets and raising questions that required a show of hands (e.g., number of months of rice supply).

Empowerment of Women Through Organizing

Local market- and village-based groups of women were established as a key feature of the project. Men dominating decision-making within these groups is therefore not a huge concern. But as mentioned earlier, the class disparity between the leaders and members may influence and shape decision-making in these groups. The emergence of women leaders is however noteworthy. For example, women were first hesitant to become leaders of Self-Help Groups (SHGs) in Takeo Province. But through the encouragement and assistance of AFD, they were trained in bookkeeping and group facilitation skills. In Thnal Toeung village, Ms Soun said that her husband was elected head of the Village Bank simultaneously working as the secretary to the chief of the Commune Council. Two jobs were too hectic for him, thus she had to take up the leadership of the Village Bank. Her husband and APDO staff taught her useful financial management skills. Today, she leads the Village Bank with more confidence and competence. Notably, some female leaders of SHGs are also evolving into village and commune members as well, commented AFD staff in the same province.

These groups were created in response to the local management needs of the microfinance scheme of the project. Thus, these groups were chiefly responsible for the collection and monitoring of the release of loans and savings to their members. Leaders of these groups were key persons in ensuring that there was proper accountability in the repayments by all members. The basis of group composition was largely based on criteria⁶ appointed by the IP and a high degree of social capital (trust, social solidarity and reciprocity) among group members to ensure accountability and accessibility of members.

In view of this, meetings held by these local groups were largely driven by the agenda of savings and loans. The interviews revealed a regularity of monthly and quarterly meetings of Village Banks, Market Communities and Self-Help Groups. Gender issues were not discussed as key concerns during these meetings, respondents said. Issues of penalties to be meted out for late repayments and other rules of repayments were largely the agenda for discussions in these meetings. For example in Kandal Province, the Village Bank members decided that fines would be imposed on those who make late repayments. However, during weddings and emergencies such as sudden illness and deaths, these village-based groups meet to raise funds for affected members, thus serving as social security organizations. For example, in PAD-assisted villages, the Village Banks contribute about 100-300 riels monthly from the interest rate of the savings of their social fund. In short, these local groups are welfare-oriented:

⁵ For the purpose of immediately identifying the socio-economic class of women in the group leadership, we have used rice supply as the proxy variable for class status.

⁶ Interviews of IP staff conveyed that they selected beneficiaries who were largely unemployed, with some land, permanent residents and with a minimum monthly income or below this.

microfinance, and for the Market Communities and Federation in Phnom Penh, their principal need for security of selling place, as well as solidarity-oriented concerns.

Despite capacity building on gender awareness and women workers' rights, these local groups have yet to evolve as truly 'women's empowerment groups,' loosely defined as platforms of women from which they are able to negotiate their needs and strategic change in their lives and can collectively challenge gendered power relations and gendered forms of group and individual discrimination by male co-villagers, local government authority and NGOs. However, the testimonies of the officers of the Market Federation attest to a growing strength and confidence among the women to deal with local authority in protecting their rights to engage in street side retail trade. Testimonies in the three provinces also drew attention to increased confidence of women in public forums and discussions compared with an earlier time.

Although these local groups remain to be largely defined as economically-driven formations, they have yet to transform into political groups that will steer the transformation of gender inequalities in their lives and communities. One Commune Council member of Sre Ampork commune in Kirivong district, Takeo Province perceptibly suggested the following: "*They should involve the Gender Focal Point in the Commune Council so that gender issues are given adequate attention.*"

Additionally, the management of the community-based groups remained to be a consistent challenge to the Implementing Partners. A desk review of the Final IP Reports of 2006 revealed that much still remains to be done with regards to increasing beneficiaries' capacities to manage their own local groups. Structural constraints such as low level education and extreme poverty combining with limitations of time for involvement render it difficult for women to commit themselves fully and meaningfully. In some village-based groups, fines had to be imposed on late loan repayments, indicating that stringent measures had to be imposed in view of both personal and structural limitations faced by beneficiaries.

Household relations

Project intervention has indeed produced several outcomes: market- and village-based groups with their operations, expanded livelihoods, new and diversified livelihoods as well as a plethora of training activities. Those targeted were mostly women, thus necessarily they are busier as a result of the Project.

As a result, has the gender division of labour in households *significantly* altered?

The gender division of labour remains largely the same, with women still chiefly responsible for reproductive work and key aspects of productive work. They are also the main drivers in enterprises created as a result of the microfinance schemes of the project. Below are testimonies from two beneficiaries' focus group discussions held in Sa'ang Commune in Kandal Province and Chaon Chum Commune in Takeo Province:

Table 9: Present Gender Division of Labour in Households in Project Sites, Kandal and Takeo Provinces

	<i>Mostly Women</i>	<i>Mostly Men</i>	<i>Women</i>	<i>Men</i>
<i>Kandal Province</i>				
Rice Farming				
Land preparation		X		
Transplanting			X	X
Harvesting			X	X

Drying				X	X
Weeding	X				X
Fishing			X		
Vegetable gardening				X	X
Pig raising				X	X
Cooking	X				X
Childcare	X				
Cleaning house	X				
Laundry	X				
Takeo Province					
	Mostly Women	Mostly Men	Women	Men	
Rice Farming					
Land preparation		X			
Transplanting	X				X
Harvesting			X		X
Drying			X		X
Weeding	X				X
Vegetable gardening			X		X
Handicraft Making	X				
Pig raising			X		X
Cooking	X				X
Childcare	X				
Cleaning house	X				
Laundry	X				

Source: Focus Group Interviews

Below are a day's activities of a couple in Kaing Yov, Kandal Steung, Kandal Province.

Case 4a: A Day's Activities in a Non-Beneficiary Household

Husband	Wife
<ul style="list-style-type: none"> • get up at 5 am • bring cow to the field • bring out fishing hooks • go to rice field: control the supply of water • bring the cow back and take lunch • rest • visit the rice field • return for dinner • Go to collect bait for fishing (frog, tadpole etc) • Sleep at 9 pm 	<ul style="list-style-type: none"> • get up at 4 am • wash plates and pots • collect and wash clothes • fold up mat, mosquito net and blanket • prepare lunch • bring cow to the field • go to help in weeding • bring cow to water • collect vegetables in garden • feed the pig • bathe children • bring cow to shelter • prepare dinner • bring additional food to the cow • put house in order • sleep at 10 pm

And below are a day's activities of a couple in Thnal Lok village, Kirivong District, Takeo Province:

Case 4b: A Day's Activities in a Beneficiary Household

Husband	Wife
<ul style="list-style-type: none"> • Get up at 4.30am • Bring cow to the field • Control livestock farming places • Go to rice harvesting • Tramping sheaf of rice • Tending cow • Bring sheaf of rice home • Cleaning the cow 	<ul style="list-style-type: none"> • Get up at 4.30am • Sweeping house • Pigpen cleaning • Go to rice harvesting • Feeding the pig • Loading the store with merchandise • Doing the laundry • Bring rice straw for the cow

Both Cases 4a and 4b demonstrate that women continue to perform reproductive tasks in their households.

Table 9 and Cases 4a and 4b convey that the gender divisions of labour are a resilient form of how work is organized in households along gender lines. Altering these divisions require transforming deeply embedded ways of thinking about work among women and men and which take a fairly long time for significant change to occur. The political strengthening of local market- and village-based groups created by the project may be a step in the direction of challenging traditional and long held notions about women and men's work in society – or at least a platform from which to negotiate for more equitable and fair arrangements. In interviews conducted during the mission, a number of women however remarked that their husbands welcome their involvement in the project and that they were increasingly helpful in some household tasks. As one woman from Preah Dak said, *“When I arrive home, my husband cooks and I just eat. This was because he attended gender training.”* So while there are increasing transformations in the gender divisions of labour, there are also aspects that remain resilient to change.

Decision-making within certain households is also changing. Says Ms Kong of Ompel Village in Kandal Province: *“My income status has given me a better status. My husband sometimes says that I know more than him. In the past, he easily loses his temper with me. But now he seems more patient. He respects me. He voluntarily lets me make decisions in the family. Our neighbors even treat me better nowadays although I also sense some envy from some of them.”* One husband of a beneficiary in Sa'ang Commune in Kandal Province said that they jointly decide on whether they will take loans and the type of business the loan will be used for. Other beneficiaries in Takeo Province said that the change took place when they themselves led their enterprises and began to make joint decisions with their husbands regarding major expenditures such as purchasing motorbikes and pump machines for irrigation. In the past, only their husbands made such decisions.

Further, findings in sections 4.1 and 4.2 convey that a number of beneficiaries pursued a livelihood diversification strategy as they accessed loans and savings from the project's microfinance scheme. This means that women are engaged in new livelihoods apart from their formerly existing ones. How has this re-worked the households' organization and division of labour? From the accounts of most women, husbands are beginning to assist them in both their livelihoods and domestic tasks. However, heavier workloads are still disproportionately shouldered by women.

Throughout the evaluation mission in all four project sites, beneficiaries reported a tangible decrease in domestic violence as a result of the workshops on gender awareness raising. According to the Commune Council male officer in Preah Dak, Siem Reap Province, women now call the attention of Council Members to report cases of domestic violence. He adds, *“Even we local authority agents can no longer use abusive language against poor women. They now know their rights and can argue their case.”* In the same commune, beneficiaries claimed a decrease in domestic violence, attributing to their new courage to warn men that if they employ physical violence, they will be reported to the authorities. In Sa’ang Commune, Kandal Province, Ms Somsuk, a female Commune Council officer reported that 3% of households in one of the villages had cases of domestic violence. A man in that village attended the gender awareness workshop and told her that relations are more peaceful in his family. In Kirivong District, Takeo Province, beneficiaries say that their husbands are now busier than before due to expanded livelihoods and in assisting women in some reproductive tasks.

Husbands of beneficiaries reported that prior to the ILO/Japan EEOW project, conflicts between wife and husband existed due to the anxieties brought by food shortage and poverty. One man in this focus group remarked: *“Now I sympathize with my wife because she works hard. My wife has joined the project, she now knows how to correctly raise pigs, cows and chickens. She shares her knowledge with me. I also helped her prepare the sties for pigs which she learned from the training. I also note that my wife is braver than before”.*

A number of men joined some ILO/Japan EEOW activities such as in the training on gender awareness, compost making and livestock raising. They also joined the exposure trip with AFD to Siem Reap to visit other organizations in order to gain practical experience. The Final Report of PAD (April 2006), for example, shows that 40% of the participants in gender awareness training from December 2005 to January 2006 were men from their project pilot sites.

In the gender awareness training, men were a major presence. In gender trainings led by PAD and AFD, they were almost equal in number with women. While in APDO-led gender training, the attendance ratio was two women to one man. Whereas in vocational, business and microfinance training workshops, men’s presence was lower than women’s (Mid-term Assessment Report 2005). It appears that there was indeed a deliberate move to raise and increase gender awareness among men.

Men in the focus group expressed the presence of significant changes in their behaviour. They now listen to their wife more than before. They are less likely to abuse their wives. Sometimes they share in doing household chores. One male participant in the interview said, *“We have no time to quarrel as we are both busier!”*

3.1.2 Implementing Partners and National Actors

Mainstreaming Gender

USG has three other programmes apart from the ILO/Japan EEOW project in Cambodia. They are able to integrate gender issues into all three, which are: (a) Increase People’s Participation in Local Government (women’s participation); (b) Health Equity Fund (subsidy for medical costs of the urban poor, including women); and (c) HIV-AIDS Education (involving sex workers in Phnom Penh). USG executive director, Mr Lim Phai, said that USG is also working with other Cambodian NGOs that are equally giving important attention to gender issues. He admits that the ILO/Japan EEOW project has by far treated gender as central to its objectives and programme implementation.

APDO has three other programmes: (a) Sustainable Income Generation; (b) Community-based Natural Resource Management; and (c) Human Resource Development. APDO

executive director has emphasized that APDO has applied gender mainstreaming in the project cycle of all other programmes since apart from APDO staff's training on gender mainstreaming, they have been familiar with gender planning in the past.

PAD has echoed the training they had received from the ILO/Japan EEW project: for Get Ahead for Women in Enterprises – nine times; and Gender awareness training – 10 times. They have conducted these capacity building exercises in other programmes such as PAD's (a) Silkworm production project and (b) Women's participation in Local Politics which was a direct result of the ILO/Japan EEW training on gender mainstreaming.

AFD officers and staff remarked that they did not mainstream gender in their other programmes prior to the project. They now include gender as a subtopic in every training they conduct and in every proposal they design for donors, they disaggregate women and men's in the needs assessment. The most useful training packages for their staff is Get Ahead for Women in Enterprise, Women Workers' Rights and Gender Equality, and Gender Mainstreaming and Participatory Project Design, Monitoring and Evaluation.

Among the Project Steering Committee (PSC) members, representatives from three national institutions articulated tangible ways with which ILO/Japan EEW training materials will be harnessed in their institutional programmes and departments.

Ms. Poeng York Heap, *Legal Aid Cambodia*, claimed that her involvement in the ILO/Japan EEW project has added value in her professional knowledge and skills. It is noted that she works in the office mandated for the rights of working people, especially the working women. She is likely to disseminate and replicate the knowledge and lessons learnt from the ILO/Japan EEW project among the stakeholders in her own project such as garment factory workers, hotel labourers, maid servants in restaurants in terms of letting them know about their rights enshrined in laws.

Ms Sok Sareth, Ministry of Commerce, has been involved in training on gender, women workers' rights and leadership organized by the ILO/Japan EEW Project. She has replicated the knowledge and skills imparted by these training packages among her colleagues and stakeholders, organizing 3-4 training workshops so far. She also mentioned that she gained knowledge and experience on gender from the project and based on her experience, skills and knowledge, she has drafted a gender policy for her Ministry (MoC).

Ms Bunchhith Veasna, Ministry of Women's Affairs Focal Person reported that MOWA has used a number of manuals from EEW as source for other projects, especially GET Ahead for Women in Enterprise and Women Workers' Rights and Gender Equality. She remarked, *"We will nationalize these manuals since we have Women Development Centres (WDCs) in several provinces where the manual will be useful. We will use 'GET Ahead' in the project we work in cooperation with the Asian Development Bank (ADB) for economic empowerment component. The Women's Worker Rights Training will be used in the project component on Life Skills."*

Networking

USG has minimal linkages with other NGOs that have similar concerns as the ILO/Japan EEW project. USG's key strength is the respect from and linkages it has with the Market Management Committees in Phnom Penh market areas. This networking has assisted their work with Market Committees and the Market Federation under the project.

APDO participates in monthly meetings of NGOs in Siem Reap where they can share their programmes, including the impacts of their involvement with the ILO/Japan EEW project with other NGOs. It is also an opportunity to enable other NGOs to buy products of the beneficiaries. APDO also sustains a network of organizations and universities that

occasionally send them guests and buy the handicrafts in their showroom. They also have good linkages with the tourism police so that their beneficiaries will not be charged exorbitant market taxes. It is noteworthy that Commune Council officers often join APDO activities in the pilot villages and in turn the officers invite APDO staff in their District Integration Workshop.

PAD has good linkages with village chiefs and some Commune Council officers, especially the MOWA and child rights focal person. They also collaborate with the Cambodian Center for Study and Development in Agriculture (CEDAC), who welcomed 60 PAD beneficiaries in a study tour on farm production with advanced agricultural techniques in Takeo Province in December 2005. Additionally, an exposure trip was organized to visit other rural development project sites where beneficiaries had been able to observe eel aquaculture, which they were then able to apply in their own villages.

AFD also has good relations with local authority. In the evaluation mission, AFD was able to organize a meeting between the evaluation team and four village chiefs and one Commune Council officer. Because of this good network with local authorities, they have helped reduced the theft of cows and chicken in the villages. However, they do not have strong linkages with other organizations working in the same province (Takeo).

Interaction between Project Steering Committee members has been facilitated through missions organized by the ILO/Japan EEW project staff throughout the project period.

At the design phase and early start of the project it was envisaged that ILO/Japan EEW support would be provided to the fledgling trade union movement in Cambodia, in particular its Inter-Union Women's Committee (IUWC) which consisted of representatives of the various trade unions in order to specifically train young female migrant workers on their rights, health and other life skills. The IUWC President was also included in the ILO/Japan EEW Cambodia PSC to involve them in the project decision making. As mentioned in the previous chapter, support was limited to training trade union leaders on women workers' rights due to the fragility of the IUWC and the participating trade unions.

ILO/Japan EEW also mobilized other ILO programmes in its capacity building events for partner organizations and trade unions. Notably, the project involved the ILO-WEP (ILO Workers' Education Project) whose members were especially interested in the TOT for Women Workers Rights' and Gender Equality. For this, the ILO/Japan EEW invited a large group of worker educators and trade union leaders. Eight women trade union leaders echoed the training to factory workers. An International Women's Day event was also co-organized by ILO-WEP and ILO/Japan EEW in 2005.

The ILO/Japan EEW IP staff were also trained on safe work under the IEPE project with a view to ensure that they would train the beneficiaries in the participatory WIND methods to make sure that their working conditions are satisfactory. Additionally, the National Project Coordinator of the ILO Project on Promoting Women's Entrepreneurship and Gender Equality (ILO-WEDGE), has joined a mission in 2006 to the community pilot sites for exchange of views and recommendations with IP staff on Project implementation.

Further, networking through training, has occurred at different levels, as culled from the Final Report (2006):

- ❑ Collaboration with the ILO-WEDGE project to conduct a refresher course on GET Ahead for Women Enterprise to the trainers of the IPs, NGOs and governmental Institutions.
- ❑ The staff of some NGOs (Meakea Aphivat and CAID [Cambodian Association for Informal Economy Development]), MOWA and MOLVT whose work is related to training on GET Ahead for Women in Enterprise were invited to be trained in a TOT

workshop with the IPs staffs of the ILO/Japan EEW Project on “Training Skills and Participatory Methods”.

3.2 Responsiveness

Assessing project responsiveness refers to ascertaining whether the project was successful in addressing the situation needing improvement. In Cambodia, it was recognized during the inception of the project that the plight of urban and rural women workers – their weak access to capital and sufficient employment exacerbated by their marginal social position – requires intervention through policy measures that effectively translate into programme action.

Judging from the socio-economic and gender-related impact of the project on its beneficiaries and other involved actors, the project was responsive to the plight of urban micro vendors and rural producers through the twofold strategy of capacity building and the microfinance schemes.

The document, *Rapid Assessment of Priorities and Needs: Gender and Employment Promotion and Poverty Reduction* (Urashima, 2002), which was intended to provide programme design guidance to the ILO-Japan EEW Cambodia project drew attention to key areas of intervention in order to ‘contribute to efforts enhancing the socio-economic status of women and the promotion of gender equality and social justice in poverty alleviation’. Additionally, the document, *Decent Work for Women and Men in the Informal Economy: Profile and Good Practices in Cambodia* (2006) has also made recommendations for programme design and intervention.

With regard to the 2002 *Rapid Assessment of Priorities and Needs: Gender and Employment Promotion and Poverty Reduction*, the evaluation team notes relevant issues in the earlier assessment report and provides remarks based on its findings on the project’s impact as follows:

- ❑ *Strengthen the awareness and capacity of decision makers and staff responsible for agricultural development activities to analyze gender concerns in agriculture and integrate appropriate gender-responsive measures into the design and implementation of activities.*

The three IPs working in rural pilot sites, APDO, AFD and PAD, were successfully able to integrate gender concerns in their intervention programmes. It is not however certain whether extension agents from the Ministry of Rural Development have undergone sufficient capacity building in recognizing and applying gender as a key concern in agricultural extension activities.

- ❑ *Support efforts to facilitate the equitable involvement of female farmers in efforts directed at crop diversification.*

Most project-supported enterprises (through the microfinance scheme) in the community pilot sites expanded on earlier livelihoods such as farming and livestock raising. Handicraft production in some pilot sites diversified from crop production, yet it is unclear whether the organization of labour in these households support these new enterprises through a re-working of the gender divisions of labour. There are, however, some indications that husbands cooperate with their wives by assisting them in some reproductive tasks.

- ❑ *Increasing access to financial and non-financial services for informal sector enterprise*

The ILO/Japan EEW project considered this as a key programme for intervention through its provision of microfinance schemes in community pilot sites and capacity building for simple business management.

- ❑ *Establish community-based mechanisms to protect land use rights and reduce vulnerability to becoming landless.*

The project did not address this concern. Additionally, it does not seem that IPs explicitly selected landless beneficiaries.

- ❑ *Support efforts directed at formation of women's farmers associations for mutual support, action research, strengthening of bargaining power, participation in policy dialogues. Support formation of vendors associations for cooperative buying, mutual support, negotiations with market authorities.*

The formation of women's community groups (village banks and self-help groups) was successful as single-purpose groups directed to meet the operational needs of the loans and savings facility supported by the project. It is however uncertain whether these groups will transform into platforms for women's leadership in politics such as in policy dialogues with other women officers of the Commune Councils and in the strengthening of bargaining power with local authorities – or serve as spaces for discussions on gender issues that affect their personal and collective lives. So far, the Market Federation in Phnom Penh assisted by USG has been able to strengthen women micro vendors bargaining position vis-à-vis the Market Management Committees.

- ❑ *Vocational training needs to be combined with training in basic business management. Graduates require capital, technology, marketing and business counseling.*

All IPs ensured training in simple business management alongside skills training. Noteworthy was the GET Ahead Training for Women in Enterprise that provided new knowledge on marketing and business skills. However, it is unclear whether beneficiaries have fully benefited from this training since uncertainties remain with regards to the effective marketing of their products.

The project has also responded to two key areas defined by *Decent Work for Women and Men in the Informal Economy: Profile and Good Practices in Cambodia*. They are:

- ❑ *Gender mainstreaming: From policies to practical action*

Gender awareness raising and training was a central strategy to commit all IP staff to promote gender equality in the Project pilot sites. Membership in all community-based organizations was dominantly female to counteract conventional practices that tended to favour a dominant male presence and participation in intervention and extension activities. Loan facilities were also explicitly extended to women in order to redress gaps in the access to capital for enterprises and livelihoods. There was also conscious effort to include men in gender awareness activities to address issues of gender inequities at the household and community levels, which led to a decrease in domestic violence.

- ❑ *Organizing and capacity building in the informal economy*

Market- and village-based organizations were created under this project. In particular, the Market Federation comprising members from 6 markets in Phnom Penh Municipality was organized to address issues pertaining to security of selling places and to negotiate for better terms for selling their merchandise on street side areas with the Market Management Committees of different communes. The Market Federation, Market

Committees, Village Bank Committees and Self-help Groups comprised mostly of women members. Through their organizations, they were able to access different types of gender, business and leadership training and credit facilities to strengthen their livelihoods and their social/gender position in their communities.

In many ways, the project was adequately and directly responsive to major areas of concern recommended by these two key documents that emphasize the need for greater socio-economic improvement and gender equality. The project indeed provided a good fit. Gaps, however, remain and could be redressed by proper and deliberate follow-up actions.

3.3 Sustainability

The evaluation team also looked into issues of sustainability to assess whether the positive impacts of the project will continue beyond the project period. The team focused on the sustainability of project impacts on: (i) local beneficiaries and (ii) Implementing Partners.

3.3.1 Local Beneficiaries

While enhanced rice farming and pig raising appear to be sustainable for as long as they have enough time and labour to make compost fertilizers⁷ and access to feeds and veterinary services to prevent/cure diseases, this may not be true for handicraft production. Handicraft production has two key requirements in order for it to remain sustainable as an income source for rural women: (a) a steady supply of raw materials, and (b) reliable market outlets for products. From the accounts of beneficiaries in Samrong District, Takeo Province and Preah Dak Commune, Siem Reap Province, they are now increasingly purchasing raw materials instead of extracting them directly from the surrounding natural environment. This indicates a growing depletion of resources as a result of handicraft making. It is unclear whether there is a reliable supply of raw materials sold outside their villages. Further, market outlets for handicraft products may be too few to cope with the increasing productivity of villagers – even those beyond the project pilot sites. In the villages of Thnal Toteung and Thnal Bandy in Siem Riep Province, beneficiaries consigned their handicraft products to stalls of friends along the main road leading to tourist sites. They wish to have their own stalls on the same road and other strategic areas in these villages to sell their own products. While training on simple business management was provided to the beneficiaries, active search for new markets is a felt need. Here, both NGOs and local authorities could collaborate to ensure the sustainability of beneficiaries' livelihoods.

While the project had different types of skills training, these were not uniformly conducted in all pilot sites. Thus, some beneficiaries expressed the need for other skills training such as livestock raising, silk weaving and silkworm production to diversify their livelihoods since not all were trained in these skills.

Finally, it is yet unclear whether the community-based organizations in the pilot sites will remain. While there is a need for microfinance services in the villages, their autonomy and sustainability will largely depend on the viability of livelihood activities where these loans are utilized. If the latter is not assured, sustainability of the microfinance scheme is neither realizable.

3.1.2 Implementing Partners

Some of the IPs have attempted to employ capacity building methods and models for socio-economic development and gender awareness in their other programmes. This is laudable since it will sustain the competencies and knowledge shared by the project, thus creating a

⁷ Compost fertilizer making is a labour-intensive activity and may cause labour bottlenecks in households where members may migrate seasonally or where livelihood activities intensify

multiplier effect. That IPs are able to effectively echo training packages to their constituencies indicate their capacity to apply these elsewhere. However, in one IP, the fast turnover of programme staff will constrain the retention of skills gained in the project – as well as networks and relations forged.

To sustain themselves, IPs would also have to firm up their linkages with national and international agencies for common agendas in the field of gender and socio-economic development in the world of work. This has yet to be recognized as a key strategy in the sustainability of organizations. Donors support strong synergistic partnerships that achieve effective and responsive impact. Isolation from networks and groups serve to duplicate efforts, are costly and tend to produce thin and weak one-off results rather than sustainable ones.

3.4 Unintended Outcomes

❑ APDO:

- When the target village did not produce handicraft products, Preah Dak commune was not yet popular as a source of handicrafts in Siem Reap. Today, these project sites are conventionally known as sources of handicrafts.
- Training activities introduced reproductive health issues and addressed the problem of young marriages and early childbirth. Additionally, parents used to send their children to school when they reach 10-11 yrs old. Today, they send them earlier (6 or 7 yrs old).
- Skills in handicraft production are being shared with other villages in the Commune.
- Some have already become buyers of handicraft products due to newly acquired business management skills.
- Only two villages were targeted as project sites for capacity building in handicraft production. This now spread throughout 6 villages.

❑ USG

- There have been attempts at self-organization by non-beneficiaries after witnessing the example of USG-created Market Communities and in which they instead implement a group savings approach.

❑ PAD

- Male trainees in gender awareness workshops not only changed their behaviour towards women, they also disseminated the lessons learned and advocated peace within families.

❑ AFD

- Handicraft skills were passed on to other villages such that Samrong District in Takeo Province is increasingly known as a source of handicraft products.

3.5 Implementation and Management

Findings in earlier sections (4.1, 4.2) revealed that beneficiaries who pursued livelihood diversification supported by the project's microfinance scheme yielded more income gainers than those who retained their earlier livelihoods, who were shown to have generated more income losers. Such a result reveals some weakness in the capacity of IP managers to monitor, steer and guide beneficiaries towards more gainful outcomes such as by pursuing the strategy of livelihood diversification or maintaining existing livelihoods while engaging in new ones.

At the outset of the project, IPs submitted proposals for support by ILO/Japan EEO. While some of the proposals contained baseline data, needs assessment and/or PRA results, these

primarily served to profile potential beneficiaries in order to convince the donor of a good match between design, strategy and target beneficiaries. They were not intended for monitoring and evaluation purposes. Methodologically, therefore, the evaluation team had to rely on the recollections of respondents in order to trace significant change after the interventions by the project.

While PAD was able to draw up four categories of wealth groups in the pilot sites, it is not clear whether they and other IPs employed this baseline information explicitly in their selection of beneficiaries. The important point being alluded to here is the need to employ clearly more inclusive ways to reach the most vulnerable groups. It is uncertain, for example, whether landless farmers or women from female-headed households were explicitly target groups. IP staff from all four groups have also expressed difficulties in reaching the most vulnerable groups since many of them were too busy or not sufficiently motivated to join the EEW activities. Any loans and savings scheme, IP staff remarked, may not have worked since these are high-risk groups.

Finally, preceding discussions touched on the potential of community-based groups to later become strong platforms for the redress of gender inequality and inequities in their personal and community lives. While these groups have significantly provided opportunities for leadership and livelihoods to beneficiaries, they are yet to evolve as organs of gender change as this does not appear to have been a conscious strategy of managers of the project.

3.6 Lessons Learned

1. The current model of loans and savings was not viable for market micro vendors since they are not a cohesive group that could ensure sustained accountability and repayment due to the vagaries of market prices, increasing mobility of micro vendors and the intractability of their residential locations. Further, market micro vendors tended to use loans to reinforce existing trading activities rather than diversifying into other income-generating activities. Market micro vendors face constant police harassment, and their few commodities are subject to price fluctuations. Under such conditions, the model is very insecure and risky.
2. Caution should be exercised in the selection of members and leaders in local groups in order not to reproduce stratification and unequal power relations as well as to cultivate leadership skills and self-confidence among the very poor in order to reduce their marginal status.
3. Baseline surveys are needed at the inception phase of the project in order to document, compare and trace tangible change and identify the net impacts of intervention.
4. Insights learned from gender awareness workshops should have been simultaneously directed at building local market- and village-based groups along social and gender empowerment lines rather than the single-purpose objective of managing of loans and savings.
5. Managing community-based groups require time from concerned beneficiaries. Concerns over time should be integrated explicitly and deliberately into the project design such that beneficiaries are able to commit themselves more fully to managing their collective projects and concerns.
6. Training agricultural extension agents on gender issues is crucial in ensuring that rural women expand their knowledge and diversify their livelihoods in order to address increasing pressure brought about by dwindling natural resources and the changing nature of agricultural markets.

7. Proper monitoring of the impact of different types of livelihood strategies could have averted income decreases for some beneficiaries. While some beneficiaries experienced income increases, some did not. This has to be investigated. Further incomes increased highest when livelihoods were diversified. This should therefore be an explicit strategy of programme managers.

4. Conclusions and Recommendations

4.1 Conclusions

Impact

On the whole, respondents experienced increased incomes from new and expanded livelihoods, organized themselves into formations to manage credit and savings, and achieved a better quality of life as women.

- ❑ Apart from a few exceptions among market micro vendors in Phnom Penh Municipality, majority of the beneficiaries in all project pilot sites had higher incomes as a result of enterprises supported by the project's microfinance scheme and capacity building efforts. Findings strongly suggest that typical income increases are of major significance in all project pilot sites.
- ❑ Beneficiaries had new and increased knowledge and skills on livelihoods such as handicraft production, livestock raising and vegetable growing, as well as some cases of small-scale aquaculture as a result of the project's capacity building efforts. However, there is no evidence of a strong pattern of livelihood diversification. Only a relatively small number of beneficiaries were able to diversify their livelihoods while most of them retained existing livelihoods. Findings revealed that those who diversified livelihoods were the biggest income gainers while those a good number of those who retained single-portfolio livelihoods were income losers.
- ❑ Capacity building was not confined to skills training but to consciousness raising regarding gender rights and issues in the world of work. This increased beneficiaries' awareness of their gendered conditions and unequal relations, sowing therefore the seeds of change towards gender equality in households and communities. The incidence of domestic violence has significantly declined based on almost an overwhelming consensus among beneficiary and local authority respondents across all project sites. However, the divisions of labour between women and men have not changed significantly as women have been seen to continue to disproportionately shoulder reproductive and productive work in their households. This also holds true with regards to the nature of productive work in the case of markets: where women remain to be the majority of micro vendors which is seen as a way to maintain their husbands' position in the community and in families. Substantial change in this area usually takes place over a long period of time due to the deeply embedded notions on women and men's work that assign them gender-specific, usually unequal, obligations.
- ❑ Progress was made in terms of increased women's self-confidence and leadership. During the evaluation workshop, women beneficiaries, community leaders and IPs indicated that the beneficiary women are now confident and brave to speak out. They actively participate in meetings and express their opinions. Some of them became leaders and became members of the Village Development Committee. One of them started a Women's Handicraft Association and another in Siem Reap became the Village Chief.

- ❑ Community-based organizations established in project pilot sites were largely formed for the purpose of managing the microfinance scheme. There was no clear indication that these groups are clearly evolving into strong platforms for women to negotiate gender issues and forms of discrimination against women. However, bargaining power has increased with regards to negotiating for fairer selling place fees on the part of micro vendors with local market authorities. In turn, this abated harassment of micro vendors by these authorities.
- ❑ Extensive capacity building on gender awareness-raising and mainstreaming, as well as women's economic and social empowerment was carried out with the project's partner organizations. Several partners mentioned that they will institutionalize the project's training materials within their regular programmes and some evidence exists that institutional capacity building on gender has led to 'engendering' the overall work of many of these organizations.
- ❑ Networking among all community, provincial and national actors largely occurred during training activities and workshops. Missions were organized by the ILO/Japan EOW project staff to facilitate interaction and knowledge-sharing between members of the Project Steering Committee and community-based beneficiaries. Other modalities to ensure sustainability of this network need to be explored as being together in a single project may not achieve this.

Responsiveness

Overall, the project was responsive to the socio-economic and gendered plight of urban micro vendors and rural farm women through the twofold strategy of capacity building and implementing microfinance schemes. Gaps, such as insufficient attention to landless and more vulnerable groups in rural areas, and deliberate efforts to raise gender awareness among key agricultural extension agents were apparent in the project implementation.

Sustainability

Beneficiaries' livelihoods may be sustainable if there are reliable and affordable sources of raw materials and market outlets that are able to absorb their products even in the context of increasing productivity by village households.

Community-based groups are sustainable if they depart from being single-purpose organizations and evolve a more comprehensive character responsive as well to the strategic gender needs of their members.

IPs could sustain themselves through firmer connections and partnerships with other local, national and international development actors for common agendas and collaborative action.

Implementation and Management

Programme managers have not deliberately examined the nuanced impacts of different types of livelihood strategies on beneficiaries, thus unable to steer them into pursuing those that are most gainful and avoiding high risk ones.

Explicit strategies for social inclusion in the selection of project beneficiaries should have been employed using adequate baseline information, although some IPs have attempted this.

4.2 Recommendations

Based on the foregoing conclusions, the evaluation team recommends the following actions below as future steps to enhance and strengthen the initial efforts by the ILO/Japan EOW Cambodia project to: "*contribute to national efforts in enhancing the socio-economic status of*

women and promotion of gender equality and social justice in poverty alleviation and employment promotion policies and programmes”.

1. Scale up and intensify efforts to engage provincial, district and national policy making bodies to effectively redress the plight of micro vendors and rural women as central to their agenda of policy-making.
2. Assist beneficiaries in identifying appropriate and relatively sustainable market outlets for their products.
3. Improve monitoring and promotion of types of livelihood strategies that are demonstrating best results in terms of the highest economic gains and the lowest risks for the poor.
4. Those who will continue the project should sustain providing capacity building for vocational and livelihood skills together with gender awareness and rights.
5. A useful starting point in intervention strategy is to assume diversity in target populations and thus efforts and strategies must be sharpened in order to reach the most vulnerable among the poor, such as the landless and possibly, migrant populations. Additionally, new strategies need to evolve to address the increasing mobility of micro vendors and rural populations.
6. There should be conscious effort to link village-based groups with Groupe de Recherche et d'échanges technologiques (GRET), an organization that provides community-based insurance for health needs of the poor, and other similar development and welfare-oriented organizations operating within the same province or district that could complement ILO/EEOW Japan project.

**ILO/Japan Asian Regional Programme on
Expansion on Employment Opportunities for Women
Cambodia Chapter**

**Provisional Terms of Reference
Project Terminal Evaluation**

1. Introduction

The ILO/Japan Regional Programme on Expansion of Employment Opportunities for Women (EEOW) Cambodia chapter is a technical cooperation project between ILO and the Ministry of Labour and Vocational Training (MOLVT) and the Ministry of Women's Affairs (MOWA), Cambodia. It started in 2001 and is scheduled to be completed at the end of 2006. An independent final evaluation will be carried out to assess the progress in achieving the project's objectives and to identify good practices and lessons learned for sustainability and replication.

2. Background

Following the adoption of the Beijing Platform for Action at the Fourth World Conference on Women in 1995, the ILO has further strengthened its efforts to mainstream gender concerns at all levels within the work of the organization. Within this context, a number of gender specific programmes and projects were launched including the ILO/Japan Asian Regional Programme on Expansion of Employment Opportunities for Women (EEOW). This project was launched in Indonesia and Nepal in 1997, in Thailand in 2000 and it was expanded to Cambodia and Vietnam in 2002.

EEOW Cambodia aims to contribute to national efforts in enhancing the socio-economic status of women and promotion of gender equality and social justice in poverty alleviation and employment promotion policies and programmes. The immediate objectives are:

1. To strengthen the institutional capacity of relevant governmental and non-governmental organizations in designing, implementing and co-ordinating policies and programmes to promote gender equality in the world of work;
2. To develop gender-sensitive policy to alleviate poverty and to enhance women's access to quality employment and earning capacity by integrating good practices and lessons learned from EEOW pilot activities; and
3. To strengthen networks of central and provincial governments, NGOs and community-based women's groups capable of implementing strategies towards social and economic empowerment of women.

The EEOW's strategies are:

1. Strengthening the institutional capacity in (1) the development of policy relating to gender equality at work and (2) human resources development on gender and analysis and planning by supporting organizations including the central government and provincial governments; national non-governmental organizations; selected women's groups; workers; unions, employers' associations and academic institutions.

The project carried out training material development and training workshops on

gender equality promotion, project management, training skills and participatory methods, women workers' rights, entrepreneurship development, microfinance, and management of small business associations to strengthen capacities of the Implementing Partners and other stakeholders. Training on other topics such as Occupational Safety and Health (OSH)/Work Improvement and Neighbourhood Development (WIND) was provided in collaboration with the other ILO projects.

These workshops were generally targeted at the following officials:

- Staff of Implementing Partners (IPs)
- Officials of the MOLVT, MOWA and other ministries working on gender equality and employment promotion
- Representatives of the workers' organizations
- Representatives of the employer's organizations and business associations
- Staff of other NGOs working on gender equality and employment promotion

In addition, the project carried out regular monitoring and backstopping activities to facilitate the effective and smooth implementation of the community-based activities.

2. Community-based pilot activities to promote employment opportunities for women in urban and rural areas by NGOs, central and provincial government offices, and employers' and workers' associations and dissemination of the outcomes of pilot activities to concerned organizations.

Four Implementing Partners (IPs) were selected to carry out community-based Action Programmes (APs) in Phnom Penh Municipality and provinces of Kandal, Takeo and Siem Reap. The IPs are:

- Phnom Penh: Urban Sectors Group (USG)
- Kandal: People Association Development (PAD)
- Takeo: Association of Farmer Development (AFD)
- Siem Reap: Angkor Participatory Development Organization (APDO)

In 2003, the IPs started their Action Programmes which included various activities to contribute to socio-economic empowerment of women including gender awareness training, income-generation skills training, women worker's rights training, group formation and micro-finance activities.

3. Networking among central and provincial governments, NGOs and grassroots women workers for the purpose of income generation, skills development and policy participation

The project established a network with other NGOs, government institutions and other international organizations and carried out various activities including:

- Field visits to organizations having successful gender equality promotion, income-generation and microfinance activities.
- Participation in the International Women's Day event to advocate for law on Domestic Violence in Phnom Penh organized by the ILO Workers' Education Project.
- Publication of a report on Decent Work for Women and Men in the Informal Economy: Profile and Good Practices in Cambodia jointly carried out by the ILO, UNDP/UNIFEM and Economic Institute of Cambodia (EIC).
- Dissemination of the ILO training manual on Women Workers' Rights and Gender Equality, and GET Ahead for Women Enterprise for further use by the NGOs, government institutions and international organizations.

At the beginning of 2005, the project carried out a mid-term evaluation to assess the project's progress and achievements. The mid-term evaluation identified strengthened capacity of the IPs in project management and gender equality promotion and improved living condition of the intended beneficiaries through increased knowledge, skills and income. Areas for improvement included increased involvement of men in raising gender awareness in communities, increased involvement of local authorities in project activities to increase ownership and sustainability, increased information sharing between the project office and the Project Steering Committee (PSC) members to contribute to policy development.

3. Objectives of evaluation

The main objectives of the terminal evaluation are to:

- Assess the project's progress towards achieving its objectives
- Identify and document project's good practices which brought positive impacts on lives of women and other key stakeholders
- Identify lessons learned and key strategies on women economic and social empowerment for future use by the project's partner organizations and possible other actors

The project's mid-term evaluation focused on design and delivery factors while this terminal evaluation will focus on the effects of the project's results over the past four years. The core evaluation concerns for assessing project performance are:

- Relevance and strategic fit of project strategies
- Effectiveness
- Efficiency
- Impacts
- Sustainability
- Factors affecting project performance
- Sustainability, replication and institutionalization of good practices

The sample analytical framework is attached as Annex 1.

4. Scope of evaluation

The project terminal evaluation will cover the whole duration of the EEW Cambodia project from its inception up to October 2006. Key questions for assessing the effects of project results among beneficiaries and institutional stakeholders are:

Intended beneficiaries: Village women and their families and local authorities

- Gender needs: To what extent did the project address practical and strategic needs of women and men?
- Economic status and empowerment: To what extent did the project contribute to the increased economic status of women?
- Social status and empowerment: To what extent did the project contribute to the increased social status of women?
- Gender relations: To what extent did the project contribute to improved relationship between the women beneficiaries and their family members? Any changes in terms of distribution of workload, income, and decision-making?
- Capacity: To what extent did the training activities contribute to improved livelihood of women and men?
- Involvement in the project cycle: To what extent did the women and their husbands involve in the project design, monitoring and evaluation?

- Impacts: What are the project's intended/unintended impacts (both positive/negative)? Were there any impacts made indirectly to non-targeted women in communities?
- Sustainability: What are the activities that women want to continue after the project's completion? What do they need for sustainability?

Implementing Partners, MOLVT and MOWA

- Gender mainstreaming: To what extent did the local officials learn about gender equality promotion and how did they use this in their work?
- Project management skills: To what extent did they apply the participatory approach?
- Impacts: What are some positive/negative and intended/unintended impacts of the project?
- Sustainability: What are the EOW project models that they would like to continue after the project's termination? How would they sustain and replicate EOW activities?
- Replication: Has there been replication of EOW activities in non-EOW targeted areas? Has there been a change in policies and programmes reflecting the EOW good practices?

ILO staff:

- Technical assistance and project management: Was the ILO support adequate in terms of quality, quantity and timelines?
- Cooperation between projects: To what extent did the project cooperate with other projects?
- Decent Work Country Programme (DWCP): To what extent did the project contribute to the DWCP?
- Knowledge sharing: To what extent were the good practices and lessons learned shared with other ILO officials

5. Main outputs

- The participatory tools and methods for project terminal evaluation;
- The draft Project evaluation report in English (an electronic file via e-mail or diskette and one hard copy of final report)
- The Project Terminal evaluation report in both English and Khmer (an electronic file via e-mail or diskette and one hard copy of final report)

Note: The content of the evaluation report is the joint responsibility of the evaluation team. They will divide duties and responsibilities among them as they see fit at the start of the mission in line with the time table in the work plan. Should any of the project stakeholders disagree with (parts of) the report, they can submit their views in writing and this record will be attached to the final evaluation report.

6. Methodology

The main sources of data/method of data collection will be:

- secondary data* - review the Project documents and reports
- interviews* - conduct interviews, using an open-ended framework and questionnaire
- site visit* - travel to all EOW project sites

7. Evaluation team, work plan and timeframe

The evaluation team will consist of the following persons:

1. External National Consultant
2. External National Consultant

3. External International Consultant

Resource persons:

Ms. Aya Matsuura, Gender Expert and Project Coordinator, EEOW Cambodia and Vietnam, Ms. Young Vin, National Project Coordinator, and Ms. Yi Sothea, Administrative Assistant of the EEOW Cambodia will act as resource persons in this evaluation exercise.

Work plan: Proposed timing – early January 2007

Dates (# of work days)	Tasks	Responsible persons
3 January 2007 (1)	1. Design participatory tools and methods for assessment 2. Desk review of all relevant project documents, progress reports, annual reports prepared by the ILO/Japan EEOW; pilot action programme proposals, pilot action programme progress reports and final reports; mid-term evaluation report; and final products of all EEOW parallel supporting activities. 3. Prepare a list of the additional secondary information required, if any, and send it to the NPC for further action.	Evaluation team
4 January 2007 (1)	4. Have a briefing, debriefing and meetings with concerned ILO officials, and high rank officials and/or representatives of Ministries of Labour and Vocational Training, and Women's Affairs for the Project, Project Steering Committee members, Employers Organizations and Workers Organizations of Cambodia	Evaluation team
5 – 10 January 2007 (6)	5. Participate in field visits to action programme areas and interactions with Project beneficiaries, local authorities, implementing partners and relevant government officials involving in the Project to listen to their opinions regarding the Project implementation and impacts.	Evaluation team with resource persons
11 January 2007 (1)	6. Interact with EEOW's counterpart and EEOW's constituents regarding the implementation of the Project.	Evaluation team
12 – 15 January 2007 (2)	7. Document and analyze all of the information gathered; prepare the draft Project Terminal Evaluation report in English and send it to the ILO/Japan CTA in Bangkok for comments and suggestions.	Evaluation team
23 January 2007 (1)	8. Finalize the draft Project Terminal Evaluation report incorporating the comments/suggestions from the ILO (by evaluation team members), translate the report into Khmer (by national consultants) and submit the Project Final Evaluation Report to the CTA in Bangkok.	Evaluation team
25 January 2007 (1)	9. Participate and present findings and recommendations to the ILO/Japan EEOW Final Evaluation Outcome Workshop in January 2007	Evaluation team
30 January 2007 (1)	10. Finalize the report incorporating the suggestions/comments from the ILO/Japan EEOW Final Evaluation Outcome Workshop, and then submit to the CTA in Bangkok.	Evaluation team members

Total Number of Work Days: 14

Annex B: Mission Schedule

I. USG IN PHNOM PENH (Jan. 05, 07)				
Date	Time	People to meet	Location	
05/1/07	7:30- 9:30 am	Group 1+2: Meet with USG staff	USG office	
		Group 1: Stay with the USG staff		
			Group 2: Meet with beneficiaries at Olympic	Olympic market
	9:30- 12:00am	Group 1: Meet with beneficiaries at Orrusei	at Orussei market	
		Group 2: Meet with beneficiaries of Kandal market	Kandal market	
	LUNCH			
	2:00-3:30 pm	Group 1: Meet with market Federation	market Federation office	
		Group 2: Meet with beneficiaries of Psar Doem Kor market.	At Psar Doem Kor market	
	3:30-5:00 pm	Group 1: Meet with beneficiaries at chbar Ampeov market	at Chbar Ampeov market	
		Group 2: Meet with beneficiaries at Suon Mart Tonle	at. Sinourn house chief of community	
II. APDO IN SIEM REAP (Jan. 06-07, 07)				
Date	Time	Description	Venue of the meeting	
6/1/07	7:00- 12:30am	Travel to Siem reap		
	13:00-13:50	Evaluator Team meeting with Mr. Tek Sakana Savuth, Director of APDO	Banteay Srey Restaurant	
	2:00- 3:00 pm	Group 1: Meet with handicraft members of Thnal Totoeng	Thnal Totoeung	
		Group 2: Meet with Husband of handicraft members of Thnal Bandy Thnal Toeung	Thnal Totoeung	
	3:00-4:00 pm	Group 1+2: Meet with local authorities (Commune and villages)	Thnal Bandy	
	4:00- 5:00pm	Group 1: Meet with the director and the project staffs	APDO office	
		Group 2: Meet with Village banks committees of the 2 village banks	Tn.Totoeung Handicraft h	
7/1/07	8:00- 9:30 am	Group 1: Meet with village bank members of Tnal Totoeung and Thnal Bandyh Group 2: meet with non bebeneficiaries of Thnal Toeung and Thnal Bandy	Tn.Totoeung Handicraft h	

	9:30-12:00am	<u>Group 1:</u> Meet with 2 women of Tnal Bandoy (1 successful and 1 less successful) <u>Group 2:</u> Meet with 2 women of Thnal Toeung (1 successful and 1 less successful)	Tn.Totoeung Handicraft h	
LUNCH				
	2:00-6:00	Travel back to PNH		
<u>III. PAD IN KANDAL (Jan. 08, 07)</u>				
Date	Time	<u>Description</u>	Venue of the meeting	
08/01/07	7:30-9:00am	Travel to PAD		
	9:00- 10:30 am	<u>Group 1+2:</u> Meet with PAD staff <u>Group 1:</u> Stay with PAD staff, then meet with local authorities of the three villages + Commune council	PAD office	
	9:00- 11:00 am 11:00 – 12:00	<u>Group 2:</u> (i) Meet with VBC1; VBC2; VBC3, VBC4, VBC5 (ii) Meet with Individual interview with 2 women (1successful and 1 less successful)	PAD office	
	10:30-12 am	<u>Group 1:</u> Meet with Individual with 2 women (1 successful and 1 less successful) - Meet with Husband of VB4+VB5	PAD office	
	LUNCH			
	1:30- 3:00 pm	<u>Group 1:</u> Meet with beneficiaries of VB1; VB3 of Kor village	At Kor village	
		<u>Group 2:</u> Individual interview with 2 women (1successful and 1 less successful)	At VB2	
	3:00-4:30 pm	<u>Group 1:</u> - Meet with beneficiaries of VB4 and VB5 of Ampil village	At VB4	
		<u>Group 2:</u> - Meet with non-beneficiaries of Kor villages	At VB5	
	4:30- 6: 00	Travel back to PNH		

EVALUATION GUIDE

A. Evaluation of EOW Community Pilot Activities

Those Involved

A. Focus Group Discussions (Ideally, two separate groups of women and men)

1. Gender needs: To what extent did the project address practical and strategic needs of women and men?
 - a) Practical needs of women and men before and after the project (for economic goals): Which of these needs were adequately addressed by the project? Which were not adequately met by the project?
 - b) Strategic needs of women and men before and after the project (for empowerment and status-enhancing goals): Which of these needs were adequately addressed by the project? Which were not adequately met by the project?
2. To what extent did the project contribute to the economic gains of men? Of women?
 - a) Types of livelihoods, incomes and expenditures before and after project (conduct short survey)
 - b) Income from each livelihood before and after the project
 - c) Control over new income streams – who makes major decisions on investments and expenditures?
3. To what extent did the project contribute to enhance the social status of women?
 - a) Number of new women's groups as a result of the project
 - b) Number of new women community leaders
 - c) Increase in the number of active women in collective mobilization and public organizations
 - d) Expressions of greater self-confidence in intra and extra HH negotiations vis-à-vis men
 - e) Statements of self-confidence in public affairs/meetings
4. To what extent did the training activities contribute to improved skills and livelihood resources of women and men?
 - a) Types of skills learned and practiced by trainees per training activity
 - b) Number of trainees and training sessions and their types
 - c) Who among the community underwent training?
 - d) New livelihood resources acquired as a result of the project
 - e) Expressions of learning satisfaction and/or reservations from trainees

- f) Main benefits received from the trainings – ask them to specify which training
 - g) Accounts of sharing skills with others as a result of the training
5. What are the activities that the women want to continue after project's completion? What are the activities that local authorities want to continue after the project's completion? What do they need for sustainability?
- a) Expressions of consensus among women of strong interest to continue with certain activities after project's completion. (You can rank most important to least important activity)
 - b) Expressions of strong interests by local authorities to continue with certain activities after the projects completion
 - c) Inventory of relevant resources necessary for continuation of defined activities.

B. Individual Interviews (Ideally, individual female beneficiaries – most successful and least/less successful)

1. How did you get involved in the project – in terms of phases or steps?
2. To what extent did the project contribute to improved relationships between women beneficiaries and their family members? Any changes in terms of the distribution of workloads and decision-making?
 - a) Gender divisions of labor in productive and reproductive work before and after the project
 - b) Key decisions made in the last two years in HHs and processes of decision-making
3. To what extent did the women and their husbands get involved in the project design, monitoring and evaluation?
 - a) Nature of husband's involvement in project design
 - b) Extent of women and men's concerns and needs factored into the project design
 - c) Expressions of satisfaction / reservations regarding their learning experience in monitoring and evaluation exercises

Interviews with Husbands of Beneficiaries:

- a) Specific information they know about the project of their wives
- b) Accounts of changes in their wives, the division of workloads in their household
- c) Accounts of change among local leaders
- d) Perceived benefits and disadvantages of the project on the behavior of their wives
- e) Accounts of their own participation in the project activities of their wives

Those Not Involved in the Project

Focused Group Interviews (Ideally, two separate groups of women and men)

Checklist:

1. Net incomes (in 2002 and 2006) (conduct short survey)
2. Reasons for being unable to join the pilot project.
3. Observations of informants on the benefits and constraints fo those who participated in the project
4. Respondents' needs
5. Suggestions on types of activities that could suit their needs.
6. Suggestions for overcoming the constraints to their participation in future projects.

For Local Authorities

1. Specific information one has about the project
2. Three most significant changes in the community since the project started (ask them to write in three different colored cards)
3. Three things that they will do to sustain the positive effects of the project (ask them to write in three different colored cards)
4. Three things that they would change in the project if they could do so (ask them to write in three different colored cards)

For IP Staff, MOLVT, MOWA and ILO Staff

Performance Questions	Information Needs & Indicators	Methods
B. Staff of Implementing Partners, MOLVT and MOWA		
1. Gender mainstreaming: To what extent did the IP staff learn about gender equality promotion and how did they use this in their work?	<ol style="list-style-type: none"> a) Expressions of satisfaction on new learning about gender equality. b) Number of planning and decision-making meetings that put on the agenda gender equality in concerns. c) Expressions of how officials have been guided by or have incorporated their learning on gender equality in their official functions and practices. d) Specific policies designed after the training or during the project that addressed gender needs and issues 	<ol style="list-style-type: none"> a) Key informant interview b) Records review and key informant interview c) Key informant interview
2. Project management skills: To what extent did they apply the participatory approach?	<ol style="list-style-type: none"> a) Criteria for selection of project beneficiaries b) Use of baseline information to inform selection process of beneficiaries c) Accounts of participation of stakeholders in identifying criteria of progress, success of project. 	<ol style="list-style-type: none"> a) Records review and focus group interview

	d) Forms of exercises of primary stakeholders in self-evaluation	
3. Impacts: What are some positive/negative and intended/unintended impacts of the project?	<ul style="list-style-type: none"> a) Types of impacts external to the project's intended specific objectives of strengthening institutional capacity (positive? Negative?) b) Types of impacts affecting people and groups outside those targeted for capacity building (positive? Negative?) c) Persistence or temporariness of these impacts 	Participatory technique in classifying unintended positive and negative impacts.
4. Sustainability: What are the EEOW project models that they would like to continue after the project's termination? How would they sustain and replicate EEOW activities?	<ul style="list-style-type: none"> a) Expressions of consensus among staff of IPs, MOLVT and MOWA of strong interest EEOW to continue with certain project models after project's completion. b) Expressions of among staff of IPs, MOLVT and MOWA of strong interests to continue with certain EEOW project models after the projects completion c) Inventory of relevant resources necessary for continuation of identified models. 	Participatory technique in (a) identifying and ranking the EEOW project models that should be continued (b) in identifying and making explicit the criteria used in the selection and ordering.
5. Replication: Has there been replication of EEOW activities in non-EEOW targeted areas? Has there been a change in policies and programmes reflecting the EEOW good practices?	<ul style="list-style-type: none"> a) Number of replication cases (or attempts at replication) of EEOW activities in non-EEOW targeted areas b) Outcomes of these replication cases c) Policy text change or programme (re)orientation whose shift is a reflection of of EEOW good practice/s 	<ul style="list-style-type: none"> a) Records review b) Key informant interview c) Text analysis and key informant interview
C. ILO staff:		
1. Technical assistance and project management: Was the ILO support adequate in terms of quality, quantity and timelines?	<ul style="list-style-type: none"> a) Forms, types, magnitude, and schedule of technical assistance given by ILO b) Expressions of satisfaction (or dissatisfaction) with the adequacy of relevant support by ILO 	<ul style="list-style-type: none"> a) Records review b) Key informant interview
2. Cooperation between projects: To what extent did the project cooperate with other projects?	<ul style="list-style-type: none"> a) Forms, and frequencies of interfaces between EEOW projects and other projects in the same area b) Expressions or opinions from ILO staff regarding quality of cooperation with other projects 	<ul style="list-style-type: none"> a) Key informant interview and records review b) Key informant interview
3. Decent Work Country Programme (DWCP): To what extent did the project contribute to the DWCP?	<ul style="list-style-type: none"> a) Forms of interfaces and contribution of EEOW projects to DWCP b) Expressions or opinions from ILO staff regarding beneficial or dysfunctional effects of EEOW projects to DWCP projects 	<ul style="list-style-type: none"> a) Text analysis and key informant interview b) Key informant interview

Annex D: List of Interviewees

List of Focus Groups Interviewees

I. Focus Group Meeting with IPs staff

No	Focus Groups	Dates	Places	No	Name of respondents	Sex	Title
1	USG staff	05-01-07	USG office, Phnom Penh	1	Mr. Lim Phai	M	Chairperson of Mgt Team
				2	Ms. Em So Minea	F	Program Officer
				3	Mr. Tonn Sythim	M	Program Officer
2	APDO staff	06-01-07	APDO office, Sien Reap	1	Mr. Tek Sakana Savuth	M	Director
				2	Mr. Kong Chamnan	M	Program Coordinator
				3	Ms. Thlan Sakhorn	F	Program Officer
3	PAD staff	08-01-07	PAD office, Kraing Yov, Kandal	1	Ms. Chap Chantha	F	Director
				2	Mr. Saing Sok Leap	M	Program Officer
				3	Mr. Choup Phan	M	Credit Agent
4	AFD staff	09-01-07	AFD office, Samrong, Takeo	1	Ms. Kao Pisey	F	Director
				2	Mr. Orn Socheat	M	Program Officer
				3	Ms. So Serey Dy	M	Staff
				4	Mr. Touch Hak	M	Staff

Total IPs staff in FGDs interviewed: 13 staff, 9 men

II. Focus Group Discussion with Beneficiaries

No	Focus Groups	Dates	Places	No	Name of respondents	Sex	Title
5	Orusei market Vendor community	05-01-07	Orussei market	1	Ms. Him Noun	F	Member of market federation
				2	Ms. Sok Heang	F	Chief of community
				3	Ms. Eh Bopha	F	Member of market federation
				4	Ms. Hem Sokheng	F	Member of market federation
				5	Ms. Chhim Savan	F	Member of market federation
				6	Ms. Eoeun Roeung	F	Member of market federation
	Market Vendor	05-01-07	Market federation	1	Ms. Deth Sitha	F	Chief of federation

6	federation committee	05-01-07	office, Doem Kor market	1	Ms. Deth Sitha	F	Chief of federation
				2	Mr. Phon Touch	F	vice chief of federation
				3	Mr. Om Sinuon	M	Secretary
				4	Ms. Srun Kimhan	F	Cashier
				5	Ms. Kann Moy Chrea	F	Member of federation
7	Kandal market Vendor community	05-01-07	Kandal market	1	Ms. Mey Ay	F	Rice Seller
				2	Ms. Khum Reth	F	Vegetable Seller
				3	Ms. Sao Sphoan	F	Orange Seller
				4	Ms. Laing Eng	F	Vegetable Seller
				5	Ms. Sok Khon	F	Vegetable Seller
				6	Ms. Ouch Bopha	F	Vegetable Seller
				7	Ms. Srun Kimhan	F	Vegetable Seller
				8	Ms. Vonn Thy	F	Beauty Items
				9	Ms. Long Sokhon	F	Vegetable Seller
				10	Ms. Pon Khon	F	Vegetable Seller
				11	Ms. Khon Hin	F	Vegetable Seller
8	Riverside Vendor community	05-01-07	House of community leader, Riverside	1	Ms. Srey Kak	F	Sell fish ball and eggs
				2	Ms. Srey Nith	F	Sell fish ball and eggs
				3	Ms. Mae Oun	F	Sell fish ball and eggs
				4	Ms. Veth Thavy	F	Sell fish ball and eggs
				5	Ms. Veth Souphea	F	Sell fish ball and eggs
				6	Ms. Chhun Sina	F	Sell fish ball and eggs
				7	Ms. Srey Sowath Tey	F	Sell fish ball and eggs
				8	Ms. Srey Pich	F	Sell fish ball and eggs
				9	Ms. Touch Sophat	F	Sell fish ball and eggs
				10	Ms. Toch Sakhorn	F	Sell fish ball and eggs
				11	Ms. Yung Mao	F	Sell fish ball and eggs
				12	Ms. Chorn Srey Neang	F	Credit committee
				13	Ms. Kay Kim Srin	F	Sell fish ball and eggs
9	Olympic market Vendor community	05-01-07	Olymoic market	1	Ms. Chheun Huy	F	Sell fish ball
				2	Ms. Phon Touch	F	Vegetable Seller

				3	Ms. Chea Deb	F	Fruit Seller
				4	Ms. Chhem Saroeun	F	Groceries, ripe coconut
10	Psar Doem Kor Market Vendor community	05-01-07	Psar Doem Kor market	1	Ms. Lim Kum	F	Vegetable Seller
				2	Ms. Pich Bopha	F	Vegetable Seller
				3	Ms. Sok Ngunn	F	Vegetable Seller
				4	Ms. Suon Kheang	F	Meal, juice of sugar can
				5	Ms. You Kim Yen	F	Vegetable Seller
				6	Ms. Sam Dara	F	Vegetable Seller
				7	Ms. Mao Lakhena	F	Second hand clothes
				8	Ms. Suoy Ly	F	Second hand clothes
11	Village Bank committee, Preah Dak commune	06-01-07	Thnal Totoeung village	1	Ms. Phoun Soun	F	Vice chief of VBC
				2	Ms. Chek Dy	F	Cashier of VBC
				3	Mr. Phorm Phai	M	Chief of VBC
				4	Ms. Muak Sophat	F	Member of VBC
				5	Ms. Moul Saem	F	Member of VBC
12	Handicraft member	06-01-07	Thnal Totoeung, handicraft center	1	Ms. Monh Chhem	F	Member of handicraft
				2	Ms. Yeun Pov	F	Member of handicraft
				3	Ms. Soth Son	F	Member of handicraft
				4	Ms. Poth Chhong	F	Member of handicraft
				5	Ms. Ronn Lang	F	Member of handicraft
				6	Ms. Mai Saman	F	Member of handicraft
				7	Ms. Chok Siem	F	Member of handicraft
				8	Ms. Chuon Long	F	Member of handicraft
				9	Ms. Sem Pliev	F	Member of handicraft
				10	Ms. Kong Tey	F	Member of handicraft
				11	Ms. Vern Von	F	Member of handicraft
				12	Ms. Choch Nhor	F	Member of handicraft
13	Handicraft member	06-01-07	Thnal Totoeung, handicraft center	1	Ms. Choch Noun	F	wedding music
				2	Ms. Tim Sao	F	sell handicraft, chicken, and cake
				3	Ms. Hoy Sun	F	farming, pig, chicken, palm sugar
				4	Ms. Choun Cherng	F	farming, sell watermelon

				5	Ms. Chart Siem	F	sell coconut and pig
				6	Ms. Mao Hun	F	farming, Khmer noodle and pig
				7	Ms. Touy Kroch	F	groceries, farming
				8	Ms. Prakk Meon	F	handicraft, construction worker, farming, pig
				9	Ms. Peat Nop	F	pig, farming, construction worker
				10	Ms. Sub Tob	F	farming, sell vegetable, construction worker
				11	Ms. Bun Oth	F	fuelwood, fishing and farming
14	Village Bank Member Thnal Toteung and Thnal Bandoy	06-01-07	Thnal Totoeung, handicraft center	1	Ms. Suth Srey	F	Member of village bank
				2	Ms. Creuk Im	F	Member of village bank
				3	Ms. Try Ly	F	Member of village bank
				4	Ms. Nat Roeun	F	Member of village bank
				5	Ms. Kong Ren	F	Member of village bank
				6	Ms. Chuon Long	F	Member of village bank
				7	Ms. Roeun Ry	F	Member of village bank
				8	Ms. Meann Chorn	F	Member of village bank
				9	Ms. Chaem Srey	F	Member of village bank
				10	Ms. Saem Pov	F	Member of village bank
				11	Ms. Lung Duong	F	Member of village bank
				12	Ms. Yoeun Pov	F	Member of village bank

15	Village Bank committee member	08-01-07	PAD office, Kraing Yov, Kandal	1			
				2			
				3			
				4			
				5			
				6			
				7			
				8			

				9			
				10			
16	Member of Village Bank I, II and III, Kor Village, Kraing Yov commune	08-01-07	Kor village, Kraing Yov commune	1	Ms. Seng Dol	F	Member of VB II
				2	Ms. Chel Yoeung	F	Member of VB II
				3	Ms. Sreng Heng	F	Member of VB II
				4	Ms. Chev Mon	F	Member of VB I
				5	Ms. Soon Somon	F	Member of VB III
				6	Ms. Lon Laysan	F	Member of VB II
				7	Ms. Chuon Mao	F	Member of VB III
				8	Ms. Van Pheap	F	Member of VB II
				9	Ms. Samreth Sun	F	Member of VB III
				10	Ms. Croy Ous	F	Member of VB I
				11	Ms. ChhOeun Sim	F	Member of VB II
				12	Ms. Young Lay Sak	F	Member of VB II
17	Member of village Bank IV and V	08-01-07	Kraing Yov, Kandal	1	Ms. Chan Sithan	F	Member of VB IV
				2	Ms. Chheung Sok	F	Member of VB IV
				3	Ms. Chuob Plee	F	Member of VB IV
				4	Ms. Thouk Pheap	F	Member of BV IV
				5	Ms. Van Nhanh	F	Member of VB IV
				6	Ms. Man Sokhon	F	Member of VB IV
				7	Ms. Mook Sivorn	F	Member of VB IV
				8	Ms. Penh Sam Ol	F	Member of VB IV
				9	Ms. Hout Cheng	F	Member of VB V
				10	Ms. Tob Yat	F	Member of VB V
				11	Ms. Kaem Thuok	F	Member of VB V
				12	Ms. Say Roeung	F	Member of VB V
				13	Ms. Suon Mech		Member of VB V
				14	Ms. Oung Khim		Member of VB V
				15	Ms. Em Sok		Member of VB V
				16	Ms. Leong Nget		Member of VB V
				17	Ms. Thaev Mon		Member of VB V

18	SHG committees of Srae Tasok and Phum Thom	09-01-07	Srae Tasok and Phum Thom village, Samrong commune	1	Ms. Meas Vath	F	SHG committee
				2	Ms. Leang Ieng	F	SHG committee
				3	Ms. Sok Sokhom	F	SHG committee
				4	Ms. Mao Savath	F	SHG committee
				5	Ms. Satt Sam An	F	SHG committee
				6	Ms. Nao Thy	F	SHG committee
				7	Ms. Keung Nov	F	SHG committee
				8	Ms. Nhem Pom	F	SHG committee
				9	Ms. Long Born	F	SHG committee
19	SHG of Srae Tasok and Svay Run villages	10-01-07	Srae Tasok village, Samrong commune	1	Ms. Nou Khorn	F	Member of SHG
				2	Ms. Nop Sa Em	F	Member of SHG
				3	Ms. Dim Sam Oun	F	Member of SHG
				4	Ms. Sieng Aen	F	Member of SHG
				5	Ms. Hieng Sokea	F	Member of SHG
				6	Ms. Orn Sophy	F	Member of SHG
				7	Ms. Sok Sokha	F	Member of SHG
				8	Ms. Son Touch	F	Member of SHG
				9	Ms. Nou Srey Mom	F	Member of SHG
				10	Ms. Chol Sarun	F	Member of SHG
				11	Ms. Sieng Bopha	F	Member of SHG
				12	Ms. Nhem Phoem	F	Member of SHG
				13	Ms. Nop Kim Lang	F	Member of SHG
				14	Ms. Tiev Nget	F	Member of SHG
				15	Ms. Yin Kim Eng	F	Member of SHG
				16	Ms. Mim Phos	F	Member of SHG
				17	Ms. Long Sameth	F	Member of SHG
				18	Ms. Kim Phoeun	F	Member of SHG
20	SHG committees of 4 groups in Svay Run	09-01-07	Svay Run Pagoda, Samrong commune	1	Ms. Pen Savearn	F	SHG committee
				2	Ms. Sieng Mam	F	SHG committee
				3	Ms. Meas Kim	F	SHG committee
				4	Ms. Maen Yem	F	SHG committee

				5	Ms. Chol Hul	F	SHG committee
				6	Ms. Uth Sarun	F	SHG committee
				7	Ms. Dy Channa	F	SHG committee
				8	Ms. Sieng Savearn	F	SHG committee
21	SHG of Chroy and Prey Thom villages	10-01-07	Chroy and Prey Thom villages, Kirivong commune	1	Ms. Pok Thear	F	Member of SHG, Chroy
				2	Ms. Tiev Pheuk	F	Member of SHG, Chroy
				3	Ms. Ork Savorn	F	Member of SHG, Chroy
				4	Ms. Yi Chorn	F	Member of SHG, Chroy
				5	Ms. Ouch Ry	F	Member of SHG, Chroy
				6	Ms. Yearly Sarom	F	Member of SHG, Chroy
				7	Ms. Ses Kun	F	Member of SHG
				8	Ms. Sam Aron	F	Member of SHG
				9	Ms. Saem Kheang	F	Member of SHG
				10	Ms. Choeung Hieng	F	Member of SHG
				11	Ms. Sao Yoon	F	Member of SHG
				12	Ms. Mak Kheng	F	Member of SHG
				13	Ms. Noon Chi	F	Member of SHG
				14	Ms. Yang Sokhom	F	Member of SHG
				15	Ms. Tuy Sroon	F	Member of SHG
				16	Ms. Teng Sokheng	F	Member of SHG
				17	Ms. Hong Kea	F	Member of SHG
				18	Ms. Ty Pheun	F	Member of SHG
22	SHG of Cheur Teal Ploss, Pom Eth and Thnal Lok villages	10-01-07	Cheur Teal Ploss, Pom Eth and Thnal Lok villages, Kirivong commune	1	Ms. Soa Touch	F	SHG, Cheur Teal Ploss
				2	Ms. Mok Srey Mom	F	SHG, Cheur Teal Ploss
				3	Ms. Yay Nhyim	F	SHG, Cheur Teal Ploss
				4	Ms. Ieng Kim Yi	F	SHG, Cheur Teal Ploss
				5	Ms. Soa Phea	F	SHG, Cheur Teal Ploss
				6	Ms. Chin Chron	F	SHG, Cheur Teal Ploss

				7	Ms. Soa Tep	F	SHG, Cheur Teal Ploss
				8	Ms. Ny Mom	F	Member of SHG, Pom Eth
				9	Ms. Ouch Sophea	F	Member of SHG, Pom Eth
				10	Ms. Tuy Oeun	F	Member of SHG, Pom Eth
				11	Ms. Hem Chantha	F	Member of SHG, Pom Eth
				12	Ms. Sao Kem	F	Member of SHG, Pom Eth
				13	Ms. Dam Orn	F	Member SHG, Thnal Lok
				14	Ms. Khorn Nhov	F	Member SHG, Thnal Lok
				15	Ms. Meas Pha	F	Member SHG, Thnal Lok
				16	Ms. Kin Ien	F	Member SHG, Thnal Lok
				17	Ms. Teng Sokhom	F	Member SHG, Thnal Lok
				18	Ms. Yi Khim	F	Member SHG, Thnal Lok
				19	Ms. Oung Chan	F	Member SHG, Thnal Lok
				20	Ms. Touch Nen	F	Member SHG, Thnal Lok
				21	Ms. Kien Channy	F	Member SHG, Thnal Lok

Total Beneficiaries in FGDs interviewed: 200 members, 2 men

III. Focus Group Discussion with Non-Beneficiaries

No	Focus Groups	Dates	Places	No	Name of respondents	Sex	Title
23	Non-beneficiaries, Orusei market	05-01-07	Orusei market	1	Ms. Poch Ngock	F	Non-Beneficiary
				2	Ms. Chae Buoy	F	Non-Beneficiary
24	Non-beneficiaries, Thnal Totoeung, Siem Reap	07-01-07	Hadicraft center, Thnal Totoeung	1	Ms. Roeun Rotha	F	Non-beneficiary
				2	Ms. Sien Ngek	F	Non-beneficiary
				3	Ms. Roeun Boeun	F	Non-beneficiary
				4	Ms. Touch An	F	Non-beneficiary
				5	Ms. Hum Chantou	F	Non-beneficiary

25	Non-beneficiaries, Kraing Yov, Kandal	08-01-07	Kraing Yov	1	Ms. Vann Thol	F	Non-beneficiary
				2	Ms. Ngim Duok	F	Non-beneficiary

Total Non-Beneficiaries in FGDs interviewed: 9 members, 0 men

IV. Focus Group Discussion with Husbands of Beneficiaries

No	Focus Groups	Dates	Places	No	Name of respondents	Sex	Title
26	Husband of beneficiaries in Kraing Yov	08-01-07	PAD office, Kraing Yov	1	Mr. Sam Heng	M	Husband of beneficiary
				2	Mr. Poy Thy	M	Husband of beneficiary
27	Husband of beneficiaries in Srae Tasok and Svay Run village	09-01-07	Srae Tasok village, Samrong commune Takeo	1	Mr. Yin Norn	M	Svay Run village
				2	Mr. Sin Sokly	M	Srae Tasok village
				3	Mr. Sam Sokha	M	Svay Run village
				4	Mr. Sao Sambo	M	Srae Tasok village
				5	Mr. Keo Prel	M	Svay Run village
				6	Mr. Touch Thorn	M	Srae Tasok village
				7	Mr. Touch Mearn	M	Svay Run village
				8	Mr. Meas Sek	M	Srae Tasok village
				9	Mr. Suon Piseth	M	Svay Run village
10	Mr. Prak Kheng	M	Svay Run village				
11	Mr. Keo Seng	M	Svay Run village				

Total Husband of Beneficiaries in FGD interviewed: 13 members, 13 men

V. Focus Group Discussion with Local Authorities

No	Focus Groups	Dates	Places	No	Name of respondents	Sex	Title
28	Villages chief of Ampil, Kor, PhumThom villages	08-01-07	Kraing Yov	1	Mr. An Sak	M	Chief of Ampil Village
				2	Mr. Pin Nget	M	Chief of Kor Village
				3	Mr. Saem Soy	M	Chief of Thom Village
29	Villages chiefs and CC member	10-01-07	Kirivong, Takeo	1	Mr. Saem Chheun	M	Chief of Thnal Lok village, Prey Ampok

				2	Mr. Ieng John	M	Chief of Prey Thom village, Preah Bat Chonchum
				3	Mr. Ty Bo	M	Chief of Chroy, Preah Bat Chonchum
				4	Mr. Nop Sophal	M	CC member of Prey Ampok commune
				5	Mr. Nak Touch	M	Chief of Choeteal Ploss village, Prey Ampok
				6	Mr. Hem Muth	M	Chief of Pom Eth village, Prey Ampok

Total Local Authorities in FGD interviewed: 9 members, 9 men

List of Individual Interviewees

No	Groups	Dates	Places	No	Name of respondents	Sex	Title
1	Member of Project Steering Committee	11-01-07	LAC	1	Ms. Poeung York Heap	F	LAC, member of PSC
			MOC	2	Ms. Sok Sareth	F	MOC, member of PSC
			MOWA	3	H.E. Im Sithè	F	MOWA, co-chair of PSC
			MOWA	4	Ms. Bunchhith Veasna	F	MOWA focal person
			MOLVT	5	H.E. Prak Chantha	F	MOLVT co-chair of PSC
			MOLVT	6	Mr. Heang Veasna	M	MOLVT Focal person
			MIME	7	Ms. Mak Boly	F	MIME member of PSC
			MAFF	8	Ms. Sath Savang	F	MAFF, member of PSC
			MRD	9	Ms. Lach Samorn	F	MRD, member of PSC
2	Relevant Agencies	23-01-07	ILO	1	Mr. Noun Rithy	M	ILO-WEP NPM
		25-01-07	ILO	2	Heng Seltik	M	Heng Seltik
		26-01-07	IUWC	3	Ms. Chhorn Sokha	F	Inter-Union Women committee
3	Local Authorities	05-01-07	Chbar Ampov, Phnom Penh	1	Mr. Huoy Vireak	M	Chief Market Management Committee

		06-01-07	Preah Dak, Siem Reap	2	Mr. Lap Puthy	M	2nd deputy chief of Preah Dak commune
		08-01-07	Kraing Yov, Kandal	3	Ms. Som Sok	F	CC focal person on women and child rights
4	Beneficiaries	06-01-07	Thnal Totoeung, Siem Reap	1	Ms. Choun Long	F	Handicraft member, Thnal Totoeung
		06-01-07	Thnal Totoeung, Siem Reap	2	Ms. Koy Kroch	F	Handicraft member, Thnal Totoeung
		06-01-07	Thnal Totoeung, Siem Reap	3	Ms. Chot Suon	F	Handicraft member, Thnal Totoeung
		07-01-07	Thnal Totoeung, Siem Reap	4	Ms. Chheun Pleay	F	Handicraft member, Thnal Totoeung
		07-01-07	Thnal Totoeung, Siem Reap	5	Ms. Suth Srey	F	Less success beneficiay, Thnal To toeung
		07-01-07	Thnal Totoeung, Siem Reap	6	Ms. Moul Saem	F	Success beneficiary, Thnal Totoeung
		07-01-07	Thnal Totoeung, Siem Reap	7	Ms. Voch Vong	F	One family of beneficiary, husband Mr. Nun Nath
		08-01-07	Kraing Yov, Kanda	8	Ms. Kong Semoun	F	VB Beneficiry of Ampil village
		08-01-07	Kraing Yov, Kandal	9	Ms. Tep Sarom	F	VB Beneficiry of Vieal village
		08-01-07	Kraing Yov, Kandal	10	Ms. Oun Thon	F	VB Beneficiary of Kor village
		08-01-07	Kraing Yov, Kandal	11	Ms. Thon Srey	F	VB Beneficiary of Kor village
		09-01-07	Samrong, Takeo	12	Ms. Seang Mom	F	SHG member of Svay Run village
		09-01-07	Samrong, Takeo	13	Ms. Nhem Pam	F	SHG member of Svay Run village
		09-01-07	Samrong, Takeo	14	Ms. Sok Sokhom	F	Success beneficiary, Srae Tasok
		10-01-07	Kirivong, Takeo	15	Ms. Pok Thea	F	Success beneficiary, Prey Ampok
		10-01-07	Kirivong, Takeo	16	Ms. Dam Oun	F	Less success beneficiary, Thnal Lok
		10-01-07	Kirivong, Takeo	17	Ms. Kin Ien	F	Success beneficiary, Thnal Lok
		10-01-07	Kirivong, Takeo	18	Ms. Sao Tep	F	SHG member, Chhoeu Teal Ploss

Total Individual Interviewees interviewed: 33 members, 5 men

Summary Table of Interviewees				
No	Groups	Total numbers	Women	Men
1	IPs staff in FGD	13	4	9
2	Beneficiaries in FGD: Vendors, VB member, saving and Credit members, and SHG members	200	198	2
3	Non-Beneficiaries in FGD	9	9	0
4	Husband of Beneficiaries in FGD	13	0	13
5	Local Authorities in FGD	9	0	9
6	Individual Interviewees	33	2	5
Total		277	239	38

Annex E: Results of Income Survey Sheet

<i>Micro vendors, beneficiaries of USG, Phnom Penh</i>					
Respondents	2002		2006		Afforded to Buy
	Sources	Average per month	Sources	Average per month	
1	Sell fresh fish	50,000	Fish, Vegetable	150,000	Increase amount of fish
2	Sell fresh fish	-	Sell fresh fish	75,000	
3	Sell fresh fish	75,000	Sell fresh fish	125,000	Clothes
4	Sell fresh fish	-	Sell fresh fish, smoke fish, Vegetable	70,000	Jewelry
5	Sell rice	100,000	Sell rice	300,000	spend for Food, health service, and utility
6	Sell Vegetable	210,000	Sell Vegetable	300,000	send kids to school
7	Sell Fruit	250,000	Sell Fruit	300,000	Buy Moto
8	Sell Vegetable	210,000	Sell Vegetable	150,000	spend for Food, health service, and utility
9	Sell groceries	75,000	Sell pestiside	115,000	
10	Sell Vegetable	100,000	Sell Vegetable	62,500	
11	Sell Vegetable	250,000	Sell Vegetable	7,500,000	Food, transportation fee, and send kids to school
12	Sell groceries at home	900,000	Sell Vegetable	300,000	spend for Food and health
13	Sell Vegetable	300,000	Sell Vegetable	150,000	
14	Sell Vegetable	600,000	Sell Vegetable	300,000	
15	Sell Fruit	30,000	Sell gruel	180,000	Bicycle, Moto
16	Sell Fish ball and egg	180,000	Sell lotus	300,000	Cart

17	Sell Fish ball and egg	180,000	Sell Fish ball and egg	180,000	Moto, Cart
18	Sell Fish ball, egg and lotus	270,000	Sell Fish ball and egg	180,000	Bicycle, hand phone
19	Laundry	150,000	Sell Food	170,000	Buy clothes and Cart
20	Sell banana and Cake	240,000	Sell many items of Food	120,000	Buy clothes and Cart
21	Sell Fruit	30,000	Sell Fish ball, egg	200,000	Buy TV
22	Sell Fish ball, egg	400,000	Sell Fish ball, egg	900,000	Buy Moto
23	Sell Fish ball and egg	40,000	Sell Fish ball, egg and squid	100,000	TV, Moto
24	Sell Fish ball, egg, and corn	50,000	Sell Fish ball, egg, and corn	60,000	TV, Moto, and Cart
25	Sell Fish ball and egg	120,000	Sell many items of Food	210,000	Moto, materials
26	Sell Fish ball, egg and corn	35,000	Sell Fish ball, egg, and corn	25,000	
27	Sell Fish ball and egg	40,000	Sell Fish ball, egg, squid, and noodle	700,000	Buy Moto, TV, hand phone, and Cart
28	Sell Fish ball and Vegetable	150,000	Sell Fish ball, Vegetable and cloths	240,000	Renting house
29	Sell Vegetable	300,000	Sell Vegetable	450,000	Renting house
30	Sell Fruit	120,000	Sell Fruit	30,000	
31	Sell groceries and ripe coconut	90,000	Sell groceries and ripe coconut	45,000	
32	Sell Vegetable	300,000	Sell Vegetable	600,000	Increase amount

33	Sell Vegetable	300,000	Sell Vegetable	600,000	Moto, send kids to school
34	Sell Vegetable	300,000	Sell Vegetable	600,000	increase amount
35	Sell Vegetable	300,000	Sell Vegetable	600,000	Moto, send kids to school
36	Sell Vegetable	300,000	Sell Vegetable	450,000	TV, send kids to school, and materials
37	Sell gasoline and cigarette	60,000	Sell meal, sugar cane, cigarette, juice	1,200,000	Jewelry, materials and Cart
38	Sell Vegetable	300,000	fermented fish	290,000	materials
39	Sell sea Food	900,000	Sell Vegetable	600,000	TV

VB members, beneficiaries of APDO, Siem Reap

Respondents	2002	Average per month	2006	Average per month	Afforded to Buy
	Sources		Sources		
1	Fuelwood	45,000	groceries, Sell Pig,	27,000	TV, Moto
2	Fuelwood, sugar palm, and cashew nut	190,000	sugar palm	13,500	TV, Moto
3	Farming and sugar palm	54,000	Farming, groceries	240,000	TV, Moto
4	Sell Fruit	90,000	Sell Fruit	150,000	Bicycle for child, and materials
5	Fuelwood	150,000	Sell Cake and dry-salted fresh water shell	360,000	TV, Bicycle, materials
6		-	Farming, Fuelwood, Groceries	5,000	
7	Farming and Sell Cake	-	Farming, Sell Cake, Khmer noodle, Vegetable	5,000	

8	Farming	-	Farming and Sell dissert	5,000	
9	Farming	-	Farming, Sell Cake, Pig and Sell coconut	20,000	
10	Fuelwood, Farming	60,000	Farming, Sell egg, handicraft	150,000	
11	Farming, planting, sugar palm	-	Farming, planting, sugar palm, Cake	20,000	
12	Farming, Pig, planting potato, corn	-	Farming, Pig, planting potato, corn	50,000	
13		-	Farming, Sell coconut, Fuelwood	50,000	
14	Sell Fuelwood, Farming	-	Sell egg, construction worker, Farming, Pig, Chicken	30,000	
15	Farming, Sell sugar palm	30,000	Farming, Pig, Chicken, planting watermelon	35,000	
16	Farming	-	Farming, Sell Fuelwood, charcoal, Vegetable	50,000	
17	Fuelwood	60000	Handicraft	90000	
18	Fuelwood	30000	Handicraft	90000	
19	Fuelwood	6000	Fruit, Handicraft	90000	
20	Fuelwood	33,000	Sell water melon, Handicraft	180,000	
21	Cake	4,500	Handicraft	120,000	
22	Fuelwood, Charcoal	30,000	Handicraft	120,000	
23	Pig,	150,000	Pig, Chicken, Duck	185,000	

24	Sell Fuelwood, palm sugar, charcoal	140,000	Farming, Sell Fuelwood, palm sugar, charcoal	210,000	
25	Sell timber, Fuelwood, grocery	90,000	construction worker, Pig, Vegetable	160,000	
26	Fuelwood	-	wedding music	40,000	
27	Fuelwood and charcoal	-	Sell handicraft, Chicken, and Cake	20,000	
28	Farming and Fuelwood	-	Farming, Pig, Chicken, palm sugar	20,000	
29	Sell Fuelwood, water melon, and Farming	100,000	Farming, Sell watermelon	500,000	
30	Sell coconut	-	Sell coconut and Pig	500,000	
31	Farming	-	Farming, Khmer noodle and Pig	200,000	
32	Farming and Fuelwood	-	groceries, Farming	10,000	
33	Fuelwood, Farming, charcoal	-	handicraft, construction worker, Farming, Pig	20,000	
34	Farming, cooking	-	Pig, Farming, construction worker	50,000	
35	Fuelwood, Farming, sugar palm	-	Farming, Sell Vegetable, construction worker	50,000	
36	Fuelwood, handicraft, and Farming	-	Fuelwood, Fishing and Farming	2,000	

<i>VB members, beneficiaries of PAD, Kandal</i>					
Respondents	2002		2006		Afforded to Buy
	Sources	Average per month	Sources	Average per month	
1		60,000	planting, livestock, groceries	75,000	
2	Farming	-	Farming	180,000	
3	Trading Pig	30,000	planting, livestock, groceries	70,000	
4	Farming	75,000	farming	300,000	
5	Sell Labor	300,000	Farming, Labor	300,000	Rice land, Cows,
6	Farming, planting, Vegetable, and Pig	45,000	Farming, planting, Vegetable, and Pig	15,000	
7	Sell Labor	240,000	Sell Labor	300,000	
8		-		50,000	Bicycle, Pig, TV,
19	Fishing, dry rice Farming, Pig	-	Fishing, dry rice Farming, Pig, Khmer noodle, Selling Labor	100,000	machine boat, rice field (0.3h), TV, Repaire hours
9	Fishing, Farming, Vegetable, and construction	-	Fishing, Farming, Vegetable, Sell Cake, construction, weeding	100,000	dry rice land(0.4h), TV, radio, prepare hours, battery,
10	Farming and Fishing	50000	Farming, Fishing and Selling Cake	70,000	machine boat, rice field (0.5h)
11	Farming and Vegetable	45,000	Farming and Vegetable	450,000	TV, machine, Bicycle, land, and Repaire house
12	Farming	80,000	Farming, Selling Chicken	200,000	Moto
20	Farming	70000	planting and Sell Ice-cream	120,000	ice cream boxes
13	mid wife and Farming	20000	mid wife and Farming	60,000	Pig
14	Farming	40,000	Farming and green pepper planting	150,000	pumping machine, land, 2 Cow, Moto
15	tailoring	90,000	tailoring and Sell	200,000	

			clothes		
16	Farming, planting, Vegetable and Pig	450,000	Farming, planting, Vegetable, and Pig	1,000,000	pumping machine
17	Selling Pig and livestock	60,000	Selling Pig and livestock	40,000	new house, Moto
18	Farming and Selling Pig	100,000	Farming and Selling Pig	150,000	Moto, land(40*60m), 4 Cow
21		45,000		-	
22	faming, Selling dissert, Sell rice soup	60,000	Farming, Selling dissert, rice soup,	75,000	
23	Farming	40,000	Farming	120,000	Buy land ,pumping well, pumping machine,
24	Fishing, Farming, Pig, Chicken	100,000	Fishing, Farming, Pig, Chicken	170,000	
25	Pig, Fishing, Farming	100,000	Pig, Fishing, Farming	160,000	

<i>SHG members, beneficiaries of AFD, Takeo</i>					
Respondents	2002		2006		Afforded to Buy
	Sources	Average per month	Sources	Average per month	
1	Farming, Pig, Chicken, Cow Raising	-	Farming ,Pig, Cow, Chicken, groceries at home	-	
2	Farming, Pig, Chicken, Cow Raising	-	Farming, Pig, Chicken, handicraft, and palm sugar	5,000	Cow, Bicycle, radio
3	Farming, Pig, Chicken, and Selling herb	40,000	Farming, Pig, and herb	60,000	
4	Selling Cake	150,000	Selling Cake	210,000	
5	Selling Khmer Noodle	400,000	Selling Khmer Noodle	400,000	
6	Rice field, Cow ,Pig, and Chicken	-	rice field, Cow, Sell palm sugar, and handicraft	5,000	TV, Pig, Moto, Bicycle, radio

7		-	handicraft boxes	30,000	
8		-	handicraft	2,000	
9		-	handicraft boxes	30,000	
10		-	handicraft boxes	30,000	
11	Selling Cake	10,000	pork and handicraft	15,000	
12	Sell Pig Raising	3,000	handicraft	20,000	
13	Sell Chicken	1,000	handicraft	5,000	
14	Pig Raising	-	handicraft boxes	30,000	
15	Farming and Pig Raising	-	Farming, Pig Raising, and groceries	-	
16		-	handicraft boxes	10,000	
17	Farming, Pig, Chicken, Cow Raising	-	Khmer noodle, Pig, Cow, and handicraft	-	Bicycle
18	Farming, Pig, Chicken, Cow Raising	-	Farming, Pig, Cow, Chicken, handicraft, and mushroom	-	
19	Farming, Pig, Chicken, Cow Raising	-	Farming, Pig, Cow, Duck, handicraft, and mushroom	-	
20		-	handicraft boxes	20,000	
21		-	handicraft boxes	60,000	
22	Herb	30,000	herb Selling	36,000	
23	Cucumber, Salad, Long Bean	60,000	planting, livestock, and Fishing	100,000	Fishing net
24	Fishing	60,000	Farming	100,000	
25	Farming	16,000	Cake of potato	30,000	
26	Farming	15,000	Farming and Vegetable	15,000	
27	Selling mango	10,000	Selling Mango and Pig	20,000	
28	Farming, Pig, Chicken, Cow Raising	-	Farming, Pig, Cow, handicraft, and mushroom	-	
29	tailoring	-	Pig Raising	15,000	

30	Selling Cake	45,000	Selling Cake	40,000	
31	Farming	10,000	Selling Labor	50,000	
32	Selling Cake	300,000	Selling Cake	300,000	
33	Farming, Pig, Chicken, and construction worker	30,000	Farming, Pig, Cow, handicraft, and mushroom	40,000	
34	Farming and Selling Cake	20,000	Farming and Selling Cake	150,000	
35	Farming and livestock	-	Farming , livestock and groceries	150,000	
36	Farming and horse Cart driving	-	Farming and horse Cart driving	30,000	
37	Fishing and livestock	70,000	Fishing and livestock	70,000	
38	Farming	100,000	Farming and Selling Cake	150,000	
39	Selling Cake	150,000	Selling Cake	200,000	
40	Horse Cart driving	65,000	Horse Cart driving and Pig Raising	65,000	
41	Farming	-	planting	30,000	
42	Fuelwood	35,000	Farming, livestock	100,000	
43	Frog Raising	23,000	Frog Raising	70,000	
44	Fishing	150,000	Farming, Pig, herb	160,000	
45	Making Bag, basket	100,000	Making Bag, Pig Raising, Fishing	200,000	
46	Farming	-	Farming, Pig, Duck	5,000	
47	Selling Cake	45,000	handicraft	10,000	
48	Vegetable	20,000	trade precious stone	320,000	

Annex F: Training Activities Organized by the ILO/Japan EEOW Cambodia project to IPs and other national institutions

No	Year	Workshops	Tot. Participants	F	Date & Duration	Composition of Participants	Place	Trainers	Remarks
Capacity Building Activities Organized by ILO-EEOW Cambodia									
1		National workshop	73	17	1 day 20/3/2002	PSC's members, ILO/Japan EEOW, NGOs, Govt staff	Le Royal	Nelien, Haspel- Ramaimas, Cheryl Urishima	H.E Mua Sochur & IngKantha Phavi and Nim Thot were present.
2	2002	Workshop on project proposal development	28	21	3 days 18-20/12/02	IPs short listed & PSC	Miscasa hotel	- Nelien Haspel,Busakhorn - Yovoleak,- Aya & Vin	- Nim Thot && Fukuzawa for Opening; - K.S. Ath: Closing
3	2003	WEDGE workshop	23	17	5 days 10-14/3 03	PSC, MWVA,MOSALVY IUWC, AS,ABI	Miscasa hotel	- Nelien Haspel,- Susane Bauer, - Nivana Cheng - Lim Phay,- Young Vin	Presided by -I.K.Phavi: Opening - Nim Thot: Closing - +2 observers (ADB)
4		WWR & GE (Women Workers' Rights and Gender Equality)	25	16	3 days 7-9/5/03	IPs,PSC, MWVA, MOSALVY WAC, Trade Union	Miscasa hotel	- Nelien Haspel,- Rosalinda T Horst,- Phakatip, Aya & Vin - Bora &Thanak	Presided by - K.S. Ath &- Nelien Haspel : Opening &- I.K.Phavi:- Closing +3 observers: ILOWEP; ADB & ACILS
5		Micro finance	28	12	4 days 27-29/4/04	IPs, PSC, MWVA,MOSALVY AS,ABI, IPEC	Miscasa hotel	- Linda Daleen;- Nelien Haspel; - Phakatip - 2 World Relief	I.K Phavi,;opening and -K.S Ath: Closing
6	2004	Validation	20	15	5 days	IPs, Kg Chnang WID	Kg. Chhn.	- VBNK	ILO-EEOW &

		workshop of the manual GET Ahead			6-10/12/04	center ILO-IEP, FIT	WID Center		ADB project
7		Refresher course on Women Workers Rights	29	15	4 days 27-29/4/04	IP, PSC, Trade Union, WAC, CLO, Outreach, AS, ABI, GAD/C	Cambodiana	-Rosalinda T Horst; Siv Sothea; Kong Pharith ;Noun Rithy.;Chhorn Sokha; Young Vin	Ms. Im Sithè Prak Chantha
8	2005	Gender Mainstreaming and Participatory Design, Monitoring and Evaluation	26	16	5 days 12-16/9/05	IP, PSC, NGOs	Cambodiana	Nelien Haspel; -Aya & Vin - Chou Bun Eng	- Keth Sam Ath: open and close - Takeo Hayaki: Open
9		Skills training & participatory methods	21	12	5 days 4-/4/06	IPs, MoWA, ABI, CAID, Meakea Aphivat PMLVT, EEOW, Focal Point	ILO meeting room	. Nguyen Thi Bich Tam - Aya	Im Sithè: Open & close
10	2006	SBA Workshop	28	19	47/9/06	-IPs and Beneficiaries - ILO-WEDGE partners	ILO meeting room	Linda, Aya and Seltik (EEOW + WEDGE)	ILO-EEOW= 14 (W:11) In collaboration with WEDGE WEDGE: 3d EEOW: 4 d
Exposure Trips organized by ILO-EEOW Cambodia									
		Exposure Trip To PadeK Siem Reap	24	14	3 days 9-11/6/04	IPs, & beneficiaries	- Leand Dai CBO -SHGs at Kork Koak vil, Svay Chek Com.	EEOW staff & Focal Points	
		Exposure Trip To ACC	35	28	1 day 02/12/05	IPs, & beneficiaries	AAC, Wat Than shop ; Village Work	EEOW staff & Focal Points	

							shop;Rachana handicraft shop;Rehab. craft		
Other Capacity Building Activities of ILO-EEOW for IPs (with other ILO project)									
	1	OSH /WISH (Work improvement Safety & Health	3	2	9-14/8/04	Ms Thlann Sakhan (APDO) Ms.Chap Chantha (PAD) Mr.Neup Ly (USG)	Phnom Penh	ILO-IEP	
	2	OSH/WIND (Work improvement in Neighborhood development)	3	1	15-18/02/05	Mr. Korng Chamnan (APDO) Ms.Chap Chantha (PAD) Mr. Touch Hak (AFD)	Siem Reap		
	3	HIV/AIDS	2	1	5-8/6/06	Ms.Chap Chantha (PAD) Mr. Touch Hak (AFD)	Phnom Penh		
	4	GET Ahead TOT Refresher Course	6	3	20-24/2/06	1..AFD: Mr. An Socheat 2.APDO Ms Thlann Sakhan Mr. Korng Chamnan 3. PAD Ms.Chap Chantha 4. USG: Ms. Em Somonea Mr. Tonn Sithim		ILO-WEDGE	
	5	GET Ahead TOT	1	1	10-14/7/06	Ms. Em Somonea (USG)	ILO-Liason Office	ILO-WEDGE	
	6	GET Ahead for trainers (TOT)	8	4	9-13/10/06	1..AFD: Mr. An Socheat 2.APDO Ms Thlann Sakhan Mr. Korng Chamnan 3. PAD			

						Ms.Chap Chantha Mr. Saing Sok Leap 4. USG: Ms. Em Somonea				
	7	SYB	4	2	27-29/4/04	- lim phai - Chap chantha - Keou Pisei - APDO.s staff		ILO/ISED		
	8	SBA	3	2	N/A	<u>USG:</u> -Ms. Borina, - Ms. kong nimu APDO - Te.Sakana Savuth	Phom Penh			
	9	Get Ahead	1	1	2-6/5/05	Ms. Thlann Sakhan (APDO)	Siem Reap			
		Other EEOW 's Workshop organized by ILO-EEOW Cambodia								
	1	Wrap-up meeting for Mid- Evaluation	62	30	2 days 3-4/3/05	IPs, benef., local authorities, PSC,	S.Reap Mittapheap Hotel	Participatory evaluator team CTA, donor, BKK coordinator,	Opening: H.E. Im Sithè -CTA & Donor Closing: H.E Prak Chantha	
	2	Final Eval. Findings workshop	79	45	2 days 25-26/01/07	IPs, benef., local authorities, PSC,	Cambodiana hotel Phnom Penh	Participatory evaluator team Nelien Haspels ILO-EEOW team	Opening : Prak Chantha,	