



វេទិកាផ្នែកអង្គការមិនមែនរដ្ឋាភិបាល ស្តីពីកម្ពុជា
The NGO Forum on Cambodia

ធ្វើការរួមគ្នាដើម្បីការប្រសើរឡើង
Working Together for Positive Change

THE NGO FORUM GENDER EXPOSURE VISIT TO OXFAM AND ITS PARTNERS



19-21 February 2014
Kampong Thom Province, Cambodia

I. Introduction

- NGO Forum considers gender mainstreaming an integral part of its strategy. There is recognized that mainstreaming gender is not a sole responsibility of the Gender Officer. There are many tasks to be undertaken as recommended by the Gender Review and Evaluation. Contribution and commitment from all staff are utmost important to successfully mainstreaming gender. As recommended NGO Forum needs to establish a gender focal points person (GFPs) consisting of program managers, administrative officer, human resource manager, financial manager, and deputy executive director.
- Gender mainstreaming, NGOF is highly committed to mainstreaming gender into all programs at the NGO Forum through their PCM, advocacy activities and other ways. However, the staff understanding on the gender concepts and its links to their advocacy is still limited. Consequently, staff capacity development is an ongoing process to develop the staff understanding and ability among of GFPs those who are taken the utmost important roles and responsibility on gender mainstreaming in their projects and program in NGOF as a whole. They may support the advisory and technical to PCs and network members through the action plan, concept note, monthly team meeting, reports and monthly coaching...Etc.
- By seeing the GFPs' capacity is limited on gender mainstreaming in sub national level and to develop the GFPs capacity reached its goal of NGOF, an action plan of gender project is set some activities to build the capacity of Gender Focus Point via the exposure visit so that it may make the opportunity for GFPs learnt on how to mainstream gender into sub national level and share their knowledge of gender mainstreaming in national level among the host of exposure visit at Chay Sampov Village Sambor commune, Prasat Sambor district in Kg. Thom province.

II. Objectives

- To see the real situation of gender mainstreaming in Sambor commune and Tropaing Rusei commune.
- To learn about direct or indirect impacts of gender mainstreaming including the changing of livelihood of saving group and Women Leader of Water Business and Water Management Committee.
- To learn the process of gender participatory approaches including men and women and the local stakeholders' viewpoints in decision making, roles, responsibilities and other strategies to address these gender issues in these projects.
- To build the capacities and skills of GFPs on how to mainstream gender in work plan and implementation.

III. Expectations

- Participants understood the concept of gender mainstreaming in Sambor commune and Tropaing Rusei commune.
- Participants have gained knowledge on the direct and indirect impacts of gender mainstreaming including the changing of livelihood of saving group and Women Leader of Water Business and Water Management Committee.
- Participants understood the process of gender participatory approaches including men and women and the local stakeholders' viewpoints in decision making to address these gender issues in these projects.
- GFPs of NGO will have capacities and skills of gender mainstreaming into their work plan and implementation.

IV. Agenda Items

Time	Activity / Location	Responsible
19-Feb-14		
07:00-12:00	Travel from PNP to KPT & check in	
12:00-02:00	Lunch	
02:00-05:00	Meeting with Oxfam's Partners and Field Operation Team Presentation Oxfam Approach on Gender Presentation Gender Road map by ESSD Presentation Gender integrated into CDP/CIP by APA	<u>Oxfam office</u> Mr.Phay Shokkhumar/APC Mr.Thoun Chhieng/ESSD-PM Mr.Phun Sophann/APA-ED
20-Feb-14		
08:00-08:30	Travel to Chay Sampov Village Sambor commune, Prasat Sambor district	ESSD
08:30-11:00	Meeting with Change makers, CC, village chief Home visit 4 Change makers in ChaySampov Village, Sambo commune, Prasat Sambo district <u>VISITING</u> . Presentation Hon Change maker Hon Aim . Presentation Tep Tang Aoen CC Sambor	Mr. Thoun Chhieng-ESSD/PM Mrs. Hon Aim Change makers Mrs.Tep Tang Aoen/ CC's member
11:00-12:00	Linkage Gender road map with other livelihood activities (Visiting with Saving group of Chay Sampov village)	ESSD & Oxfam
12:00-01:30	Lunch at Sambo Preykob resort	ESSD & Oxfam
01:30-02:00	Travel to Water Station in Tropaing Rusei commune	Kumar-Oxfam

01:45-04:30	Presentation on gender mainstreaming strategy into CDP/CIP by Commune councilors Meeting with Women Leader of Water Business and Water Management Committee	APA
04:30-05:00	Travel back to KPT City	Kumar
21-Feb-14		
08:00-11:00	Debriefing and Commend/ Feedback from visitors team	
11:00-04:00	Travel back to PNP	

V. Day1 of Gender Exposure Visit:

1. Mr. Phay Shokkhumar, Area Program Manager, Oxfam GB warmly welcomed visitors from the NGO Forum on Cambodia for visiting the program's areas of OGB; especially, study on gender mainstreaming. Oxfam GB's staff, local partners (APA, ESSD, and AFD) and NGOF's staff got introduced each other. Then, Ms. Sek Mala represented the NGOF greatly thank to Mr. Shokkhumar, his staff, and partners for their cooperation and coordination for these three-day exposure visit. She also mentioned about the objectives and expectations of NGOF's staff to study in a detail about gender mainstreaming to programming in the sub-national level.

2. After reviewing the exposure visit agenda, Mr. Phay Shokkhumar presented the gender approach "Women Economy and Leadership". *Please find the attached file*

2.1 Mr. Shokkhumar also mentioned that commune investment plan sometime prepared without participation from community. Also, communes do not have a budget for gender mainstreaming. Currently, we use the database of NCDD as baseline for community development.

2.2 To be effective in gender mainstreaming, we had study deeply what were the root cause of gender inequity. That's why we use gender roadmap to find the real problem in the family and let them set a plan together for improvement their family-life conditions such as happiness, knowledge, and livelihood. We encourage them to come together for the capacity building as we understand that to solve the issues they have to understand and work together.

2.3 Regarding to Women Leader of Water Business, first we did not get recognize from the provincial department of industry, mine, and energy. However, we have explained them that we got the purified machine from Evian company, France and every 3 month we got the water for testing at the Ministry and every 1 year at France. To this evident, the provincial department has supported us with provincial dialogue. Therefore, to any development processes, we have to follow to the rule of law.

2.4 Women Leader of Water Business and Change Maker program have provided many benefits to the community such as improving their health and hygiene through a safe water, wash, home cleaning, use latrine, increase saving money, encourage female participation, enforce the capacity of a disaster risk reduction and climate change of adaptation. Furthermore, the income from water business has been loaned to the members of their business with low interest rate that would also contribute to improve their income generation.

2.5 The woman who is focal point of women and children (commune councilor) in the commune has been appointed as executive management of water business. This would ensure the sustainability of gender mainstreaming and improving the living condition of communities as it would be raised during commune meeting, CDP and CIP.

3. Presentation Gender Road map by ESSD. *Please find the attached file*
4. Presentation Gender integration into Humanitarian Program by AFD include saving for change. *Please find the attached file*

AFD has just implemented the gender roadmap project started from November 2013 to March 2014; however, many significant results have been produced. AFD has integrated the gender mainstreaming into the saving group with some topics have been discussed during saving time. Moreover, the sample families have disseminated their positive impact to the communities.

5. Presentation Gender integrated into CDP/CIP by APA. *Please find the attached file*

VI. Day2 of Gender Exposure Visit:

With the good coordination of the Oxfarm, gender focal points (GFPs) of the NGO Forum are offered opportunities to do the field visit and group discussion with beneficiary groups of the Oxfarm projects: A model-family project, a saving group project, and a drinking-water producing station project.

Model-family project¹

There are 15 villages of Sambo commune, inhabited by 2870 families with population of 13,909 people (7,115 females; 6,794 males). There are two levels of the poor families in the village:

- Level 1: 359 families
- Level 2: 384 families, criteria of a poor family-level set by government, Oxfam just reinforce this policy. These poor families are recognized by cards of government, so they can access the public services such as a free of charge from health center...etc however, this information is limitable to spread to poor in a city.

¹ Oxfarm GB uses the term 'Change Maker' for the model-family project. Oxfarm Novib uses the term 'Gender road map'.

As for the project outcome, 7 families have been chosen as the model families. In the past, domestic violence usually occurred in rural families, given this issue, Oxfarm in cooperation with the commune council educated villagers to get away from domestic violence in order to save time for preparing and implementing development plans of their families respectively. As a result, the 7 families have achieved the targets set in the family development plans. They could spend their time deliberately in order to increase their household assets such as motorbikes, rice-millers, small business activities, and change from short-term plantation to long-term plantation. The story of change, made by the 7 families, has generated the side impacts to other families in the villages. It is observed that the domestic violence rate is reduced in the village.

The project has implemented the following activities:

- The commune council has appointed the model families as the conflict-solving commission.
- The commune council has joined the monthly meetings of the model families. The meeting usually lasts for one hour with the following agenda: Health care and hygiene education, happy living, and saving deposit.
- To extend the number of model families, the council has chosen the current model families as the key persons to explain the pilot families with the importance of the project and the ending outcome for their living.
- Result could be observed that the rate of domestic violence has decreased, compared with the 2012 rate.

Before the model-family project	After the model-family project
<ul style="list-style-type: none"> ▪ Clear role division between wives and husbands. ▪ Decision is solely made. ▪ Time and money wasted with drunk habit, domestic violence, and sexual harassment. ▪ Narrow-mindedness. ▪ Lack of encouragement and initiatives to develop the family. 	<ul style="list-style-type: none"> ▪ No discrimination on the role division between wives and husbands. ▪ Decision is made upon consensus. ▪ Good time and money management. ▪ Open-mindedness. ▪ Encouragement and initiatives to develop the family.

Case study of a model family

In the past, a couple suffers daily from drunken habit of the husband and domestic violence caused by the wife. At the same time, their children cannot have a clear focus on their schoolwork. Having understood the negative impacts from drinking habit and domestic violence, the couple with three children has implemented the model-family project since 2011. In 2014, the couple has achieved the target in their family development plan. They have bought a brand-new Honda motorbike and golden necklaces and constructed a new stair and a toilet. They could generate the capital to enlarge their business activities; they shift from short-term plantation (cassava) to long-term plantation (cashew nut). Both wife and husband help each other to do the housework and look after children. They are very happy when their son received the scholarship from VisionFund on the account of her good performance.

Note: After the end of the project management by Oxfarm, the model family and saving group projects have been transferred to the commune council for their operation onward in 2014.

Saving group

A saving group was established with 11 families in 2012. On a monthly basis, they deposit R 1,000 into the saving book. In 2014, the balance is R 430,000. The saving group is facilitated by three different women: one is in charge of keeping the saving box; one key keeper; and one book keeper. The importance of saving group is that saving group member family in need of money usually spend less time and can get loans with low interest rate and without any guaranteed documents. From our discussion, we could understand that the saving group project has reflected the important role of women in the financial management and how effective or efficient women could use the money for the income-generating activities.

Drinking-water producing station project

The drinking-water producing station was established in 2011, and the commerce of water started in 2012 based on the coordination of APA organization and 1001 clean water organization and based on the funding support from Oxfarm. The drinking-water producing station is managed by women association of Tropaeng Roessey commune. The management commission is consisted of 3 women (One of which has been appointed as a commune council member), and there are 3 water producers (One of which is female). The target is 6 villages in the Tropaeng Roessey commune; the distance is around 15km away from the drinking-water producing station. The quality of the drinking water is in equal rank with Eurotex- or Oral-branded drinking water.

Water Production

- Price per jug: R 1,200; R 2,000; R 2,500
- Production in average: 140 jugs per day
- Sale in average: 110 jugs per day

Expense and Income

- Income: R 3,000,000 per month
- Expense: R 2,000,000 - R 2,500,000 per month
- Profit: R 250,000 – R 300,000 per month
- Reserved balance in 2014= 9,712,100
- Drinking water purchased by: 502 families with total population of 2,617 persons (1,499 F)
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The women association members could benefit from the loans of the reserved balance with low interest rate of 2%. The project has not only contributed to the welfare of villagers, but also contributed to the income-generating activities and on-time financial assistance in need.

Having seen the great achievement of the women association in the communities' development and health care, the commune council has acknowledged the value of gender mainstreaming and included the concept in the commune development plan. The commune council has educated the communities with family welfare, health care, use of clean water. Notably, one of the management commissions of

the water-producing station has been elected as a member of the commune council. Therefore, this inclusion expresses the gender role in the communities' development. Regarding the success story of the gender project, women' voice has gained stronger strength in the formal discussion at the commune level and technical working group level.

VII. Day3 of Gender Exposure Visit:

Purpose of the debriefing and comment/Feedback from NGOF team

Improve NGOF's staff experiences of exposure visit and share lesson learnt about gender mainstreaming in projects through focal group discussion and presentation about strengths and weakness of exposure visit.

Mr. Kumar presented and illustrated *methodology, lesson learnt* and challenges link to gender mainstreaming into local communities

Gender mainstreaming into local communities by change maker project

There are many steps to be done before running this project such as analysis gender role in target area to identify roles and responsibilities between women and men in their daily activities . Doing this analysis, Oxfam has some tools such as shadow posters to find out a routine work of woman and man which can be defined of how much the people understand about gender roles and Oxfam also conducted an individual family interview for finding out real challenges happening in target area and want to be changed in the future.

Selecting family model, its process is facilitated by local community with agreed from themselves.

Discussion meeting on some topics linked to gender and general knowledge such as hygiene in daily life, helping each other between husband and wife in family and decision making, gender concept, women's right on family violence and the ways of communication has been taken in place while running this project.

Indicators of monitor on changing for using of change makers

There are two assessment tools used to measure the changing by change makers i) Routine of Woman and Man Activities and Future Change Format, which used by families selected to monitor their changing activities in every month ii) Attitude Changing Format, which use by Oxfam/NGO partner to monitor their attitude changing activities every month/whole project's life but this information in this format was not allowed to give to change maker. For the more, crossing check with local authority (commune council) about attitude changing was consider as evident too.

The result noted in both formats will be put into a narrative tracking change report.

Lesson Learnt and Challenges

-Participation from villagers, local authorities and other stakeholders is the most important so all the meeting schedule requires to be fit to villagers' schedule.

-Do not try to introduce a new skill to villagers

-To be success to run the project, we need have both software and hardware example: if want to see the changing in woman's hygiene; we need to train them to use sanitary napkin and provide sanitary napkin to them to use regularly.

-In project implement should be ended with a small amount to big amount to get high qualities result.

Ms. Chea Syna provided comment, a change maker project is good but please be careful because sometimes if we saw that it has been decreasing domestic violence, is a surface of impact. We should think about a domestic violence in a deeper action, is mental domestic. Hence, they are transformed from what is visible violence (physical violence) to be invisible violence caused turn back to their old habit..

Mr. Pheap Sophea, is represented of NGOF team to present comments and feedback and thanks to Oxfam and its partner as below:

1. What team learn
 - Gender is the cross-cutting of Oxfam for social development
 - capacity Building for women
 - Women leadership
 - Stakeholders dialogue: community, Commune Council, District, and Province governor level
 - Representative and cooperation between local authorities and CSOs
 - Change makers called a couple (husband and wife) come to set a plan to improve their family plan , it also solved a conflict between husband and wife
 - Poverty reduction: by activities of Livelihood, living conditions and stop the domestic violence
 - Rural development-hygiene: latrine, home cleaning,
 - Saving group: social capital
 - Health care,
 - Reduce domestic violence,
2. Through these activities, we believe that
 - Ripple effect of Change makers make a change in the community
 - Continue integrated gender in Community Development Plan/Community Investment Plan: change makers, women leadership,
 - Raise aware about gender issues to authorities, it is a Sustainable development after project of Oxfam is phased out
 - gender is applied in NGOF by, Reinforce on a practice of gender policy in internal context of NGOF through policy improvement,
 - Engender a gender mainstreaming to members and networks; especially, its project implementations
3. Partnership, NGOF hopes to keep continuing e to share lessons learnt and challenges on gender mainstreaming with Oxfam and its partner.
4. Thanks to Oxfam and its partners for facilitating this value exposure visit which team can gain a lot of knowledge and some inputs to develop our institution.

Ms. Mala: represented of NGOF team to thank to Mr. Kuma and this team as well as his NGO's partners: AFD and ESSD in facilitating process of our visit and hand over souvenirs to.

VIII. Recommendation of gender mainstreaming in NGOF:

- Before visiting, HRM was really wondering how NGOF staff could mainstream gender to the community level as we only integrate it in our program activities through number of participation. Through the visit, HRM and Acting DIP manager realized that for successfully social and economic development, it needs gender mainstreaming. In his roles and responsibilities in HR position of NGOF, He would engender to mainstream gender into recruitment, staff capacity development, job description, performance appraisal, so based on these processes I hope that all female staff have the capacities to reach the high positions in any organizations and like as society.
- Gender exposure visit is very important tool to be aware staff to accept that gender perspective and issues are very important to contribute the impact in project as a whole Cambodia society. Hence, to mobilize community and organizations to have a pro poor and advocacy on gender at least they have experience crossing the gender exposure visit. NGOF should keep going on this tool in a next year for all staff shared and leant from other organizations which on gender mainstreaming in sectors.

Annex 1: Attendant

N	Names	Sex	Position	Organization	Phone N
1	Mr. Phea Sopheap	M	Human Resource manager	NGOF	012 403 404
2	Ms. Net Channa	F	Geographical Information System & Database Officer	NGOF	012 428 292
3	Mr. Te Duong Vathana	M	Active DIP manager	NGOF	012 768 195
4	Ms. Sek Mala	F	Financial manager	NGOF	016 618 910
5	Ms. Cheav Sivkheng	F	Cashier	NGOF	012 454 886
6	Ms. Ngin Lyda	F	Communication Coordinator	NGOF	012 292 936
7	Ms. Chea Syna	F	Gender Mainstreaming officer	NGOF	092 681 269
8	Ms. Vath Samnang	F	Admin Officer	NGOF	012 962 485

9	Cheam Tem	M	PM	APA	092 224 594
10	Son Sopheak	M	PM	AFD	092 361 206
11	Hak Seangheng	M	PO	ESSD	097 542 2251
12	Sor Kimmorn	F	PO	ESSD	088 652 2795
13	Phay Shokkhumar	M	APC	OxGB	012 77 10 78
14	Heang Sreynang	F	PA	OxGB	012 572 176
	Total (M:6-F:8)				

Prepared by

Checked and approved by

Ms. Syna Chea
Gender mainstreaming officer
The NGO Forum on Cambodia
Date: 25 April 2014
2014

Mr. Vannara Tek
Executive Director
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Date: 25 April