



NGO-CEDAW

ANNUAL REPORT

JANUARY – DECEMBER 2014



THE CAMBODIAN COMMITTEE OF WOMEN
(CAMBOW)



JOINT PROGRAMME | MEMBERS OF actalliance



United Nations Entity for Gender Equality
and the Empowerment of Women

CONTENTS

BACKGROUND	3
Acknowledgements	4
ACTIVITIES	5
I. STEERING COMMITTEE MEETINGS (SCM).....	5
II. MEMBER MEETINGS	6
III. MEMBER ASSEMBLY	8
IV. MEMBER TRAININGS/WORKSHOPS	8
III. TRAINING FOR SPECIAL GROUPS	12
IV. ADVOCACY CAMPAIGNS	13
1. Radio Broadcast program:.....	13
2. Short video spots:	13
3. Short announcement of radio spot :	13
4. Join UNWOMEN to support “OrangeUrHood”:.....	14
5. Consultation with National Assembly and Inter-ministries:	15
6. Joining UNWOMEN with Group Dance Anthem "Ending Violence Against Women and Girls; what will you do?"	16
7. Tuk-Tuk Campaign:.....	16
VI. RADIO TALK SHOW PROGRAM (Supported by UNWOMEN)	17
VII. NGO-CEDAW SOCIAL MEDIA AND WEB PRESENCE	18
VI. PUBLICATIONS AND DISSEMINATION.....	18
VII. FINANCIAL OVERVIEW.....	19
VIII. ORGANIZATIONAL STRUCTURE.....	19
IX. CONCLUSION	20
X. ANNEXS.....	21

The Cambodian NGO committee on CEDAW (NGO-CEDAW) was established in 1995 with the support of the Cambodian Office of the UN High Commissioner for Human Rights. It was originally composed of nine Cambodian NGOs but has now grown to 68 members NGOs. Its principal mission is to monitor and provide an independent report on the progress implementation of Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) in Cambodia. The Cambodian government ratified the CEDAW in 1992 with no reservations. In 2010, the Cambodian government adopted the Optional Protocol on CEDAW, which permits individuals and groups to complain to the UN Committee on CEDAW and for the Committee to investigate those complaints.

Each time the government publishes an official report on the implementation of the CEDAW, NGO-CEDAW responds with a Shadow Report to provide alternative information that reflects the realities for local communities. This allows the CEDAW Committee to have a more comprehensive understanding of what is happening in Cambodia.

The work of NGO-CEDAW also includes: research; advocacy and lobbying; awareness-raising and capacity-building; and information exchange among its members. As a coalition of women-oriented organizations, activities of NGO-CEDAW members cover most sectors of activity and of society. NGO-CEDAW members are interested in the electoral process and supported election observers and land rights activists.

For more information contact:

- Dr. Pung Chhiv Kek, Chairperson
- Ms. Chim Channeang, Coordinator

16, St. 99, Sangkat Boeung Trabek,

Khan Chamcamorn, Phnom Penh.

E-mail: ngoCEDAW.pnh@gmail.com

Website: www.ngoCEDAW.org

ACKNOWLEDGEMENTS

We would like to express our deep sense of gratitude to our donors, Dan ChurchAid/Christian Aid (DCA/CA) as our main donor for providing us core funding support. Without your support we could not continue our ongoing efforts to promote the full implementation of CEDAW in Cambodia.

Special thanks to International Women's Rights Watch - Asia Pacific (IRAW-AP), Paz Y Desarrollo (PYD) and UNWOMEN for funding specific projects and providing invaluable technical support.

Many thanks to NGO-CEDAW members, partners, staff and individuals who supported the program.

Thank you to everyone who participated in our advocacy campaigns and training events.

We are very grateful to the Cambodian Committee for Women (CAMBOW) for their invaluable assistance in publishing educational materials.

Your contributions will help to lead the way for changes leading to equality between women and men, a necessary condition for stable and harmonious social development

For the period from January to December 2014, NGO-CEDAW organized several activities contributed to end violence Against women and monitoring the implementation of CEDAW in Cambodia.

I. STEERING COMMITTEE MEETINGS (SCM)

Three meetings with the Steering Committee were conducted in 2014.

- **First meeting held on May 26, 2014:** The meeting was organized for the purpose of informing Steering Committee members (SC) on the financial situation and discussing the specific strategies for NGO-CEDAW to achieve in two years as suggested by donor DCA. There were 6 participants.

Outcome of the meeting:

- Regarding funding: SC members decided for NGO-CEDAW to strengthen ourselves through charging a membership fee but felt the need to conduct a membership survey first to check the members' opinion. In order to secure funding, SC also suggested that NGO-CEDAW to develop a strategic plan /fundraising strategy.
- For specific advocacy: SC members agreed for NGO-CEDAW to work on lobbying the government to ratify the ILO convention 183 and 189. The suggested activities to achieve it are listed below:
 - ✓ Organize orientation meeting for members and other partners on what ILO 183 and 189 are and their advantages for women.
 - ✓ Organize CSO forum in order to collect evidence of problems and form recommendations.
 - ✓ Organize consultation meeting with government official to report the problem and submit recommendations from CSOs forum.
 - ✓ Organize round table discussion, produce video spots and using social media for dissemination and advocacy.

- **Second meeting held on June 19, 2014:** The meeting was to short-list candidates for the positions of finance officer and information and communication assistant. There were 10 applicants for the administration and finance officer position and 6 applicants for the position of information and communication assistant.

Outcome of the meeting

- Four candidates have been short-listed for the position of administration and finance officer.
- Four candidates were short-listed for the position of information and communication assistant.

- **Third meeting held on June 28, 2014:** The meeting was to interview candidates. Three Steering Committee members and the Coordinator formed the selection committee.

Outcome of the meeting

The selection committee selected two candidates for these two positions. They are:

- Ms. Sok Seang Heap, administration and finance officer: Started her work on July 7, 2014
- Ms. Touch Reaksmeay, information and communication officer: Started her work on August 4, 2014.

II. MEMBER MEETINGS

Eight meetings were organized to build up better communication among members and to discuss activities to be undertaken by NGO-CEDAW.

The First meeting on April 29-30, 2014 was attended by 17 participants (3 males). They were members of CEDAW Compliance Framework project (CCF) supported by International Women's Rights Action Watch - Asia Pacific (WRAW-AP). The meeting was to follow up on the Situation Analysis of Domestic Violence and clarified the role and responsibilities of members, IWRAW-AP and NGO-CEDAW within this project.

Outcome of the follow-up meeting is explained below:

The discussion defined the roles and responsibilities of partnership in CCF project as below:

- NGO-CEDAW: Coordination and networking, leading the project implementation.
- IWRAW-AP: Capacity building, technical assistance.
- Member Partners:
 - Conduct advocacy campaign, policy research, mobilization;
 - Provide NGO CEDAW with reports, information, evidence, statistics;
 - Join and assist in activities, meeting, petition, statement;
 - Collect and provide information to NGO- CEDAW on issues agreed upon.



The Second meeting held on May 28, 2014 was organized for all NGO-CEDAW members for the purpose of discussing the funding situation and presenting the conclusions from the Steering Committee meeting. The meeting was attended by 27 participants (5 males).

Outcome of the meeting with members

- Members agreed on the suggested plan and activities raised by SC members at SC meeting on May 26, 2014.
- Financial situation, NGO-CEDAW membership survey and activities for 2015 were informed to all members.

The Third meeting on July 31, 2014 was organized for all NGO-CEDAW members. Members were updated on the political situation and the selection of Dr. Pung Chhiv Kek, Chairperson of NGO-CEDAW, to be the 9th member of the Cambodian government's national election committee. There were 28 attendees (7 males).

Outcome of the meeting:



- Members were informed of the political situation by Dr Hang Puthea, director of NICFEC and vice-chairperson of NGO-CEDAW.
- Most members congratulated Dr. Pung Chhiv Kek on her selection as the 9th member of the National Election Committee.
- Members discussed Dr. Pung's position with NGO-CEDAW.

The fourth meeting on September 30, 2014. The meeting was attended by 8 female participants to discuss the SA.

Outcome of the meeting: Members of CCF project discussed and reviewed each article of the DV law by using CEDAW framework.

The Fifth meeting on October 21, 2014. 25 participants attended the meeting (3 males) and discussed organizing the 16 days campaign.

Outcome of the meeting: Members agreed on the topic and purpose of the event. Some activities were also raised. Slogans/messages for the event were also developed.

The Sixth meeting on October 22, 2014. The meeting was attended by 14 members; all were females who will work on the SA.

Outcome of the meeting

Members of CCF finished the discussion and reviewed the DV law by using CCF framework.

The Seventh meeting on November 27, 2014: The meeting was to share outcomes from those who attended the Beijing+20 event in Bangkok on November 14-20, 2014. They also made a final discussion on the 16 days Campaign's activities. There were 22 participants (2 males).

Outcomes of the meeting:

- Members were informed of the background and activities of Beijing +20 in Bangkok. Members also shared outcomes from CSO's forum and government meeting.
- Members agreed on some activities to be taken for the 16 days Campaign (See below at 16 Campaign for a description of the activities)

The Eighth meeting on December 23, 2014: Consultation meeting with sub-committee coordinators on Framework of CEDAW Monitoring tool. There were 12 participants (all female). Participants were divided into small groups and discussed the ideas they wanted to see for the monitoring tool.

III. MEMBER ASSEMBLY

Held on December 27-28, 2014 with 40 participants (5 male)including members, steering committee members and donors. The assembly took place at Koh Kong Province and aimed to share with members and donors the results of project activities and expenses within the whole year of 2014. Members were also given a chance to discuss challenges in 2014 and planning for next year. The membership survey results were also presented at the assembly.

IV. MEMBER TRAININGS/WORKSHOPS

To build up our members' capacity, NGO-CEDAW organized 5 training courses for members. One of the training courses was a technical workshop on the CEDAW Compliance Framework. Lecturers were resource persons from IWRAW-AP, Independent International trainer and UNOHCHR. The training workshops were held on the following dates:

Hosted a Regional Training on July 9-13, 2014:

NGO-CEDAW hosted a Regional Training of Trainers for Southeast Asia on "Women, Development and Access to Justice: The ASEA Context"



The training aimed to deepen participants' understanding of macroeconomics, human rights instruments and accountability tools, as well as key regional and global development actors and processes. They learned to draw concrete linkages between development processes and access to justice in a bid to strengthen the justifiability of women's ESCRR in the region and build the capacity of a resource pool of women's rights advocates from across the region. From the training participants learned how to connect macroeconomic and development concepts, tools and processes to the living realities of women in Southeast Asia. There were 35 participants from 11 countries. The training was disseminated widely through the media. (A detailed report is attached)



July 24-25, 2014: Training on CEDAW Optional Protocol

With the support of PYD, NGO-CEDAW conducted a training to key selected trainers on the Optional Protocol of the Convention on the Elimination of All Forms of Discrimination Against Women. There were 19 participants (15 female) from 10 organizations (CLC, PCC, CLEC, LSCW, GADC, CFSWF, CCFC, IDEA, CYN and LSG). Most of the participants showed an increase in their understanding of CEDAW optional protocol after completing the session.

In comparison of pre-test and post-test demonstrated that at pre-test there were only 5.5% who had fair knowledge on CEDAW and Optional Protocol while 94.5% had a poor knowledge. The post-test shown that participants increased their knowledge to a fair level from 5.5% to 27.27%, while 55.55% had good understanding, and 11.11 % other had a very good understanding.

Comparison result of pre-test and post-test:

SCORES GIVEN	PRE-TEST	POST-TEST
Very good (10)	0	2
Good (7-9)	0	10
Fair(5-7)	1	5
Poor (0-4)	7	1
	10 did not fill the pre-test	

On August 28-29, 2014: CEDAW ToT training

We conducted a training of trainers (ToT) on CEDAW for 19 members of NGO-CEDAW (1 male). Participants for this course were selected from the first course of Optional Protocol training. The training aimed to disseminate CEDAW and establish a group of CEDAW resource persons

among member of NGO-CEDAW. After the training, most participants showed an increased understanding of the CEDAW convention through pre-test and post-test results.

Comparison: results of pre-test and post-test:

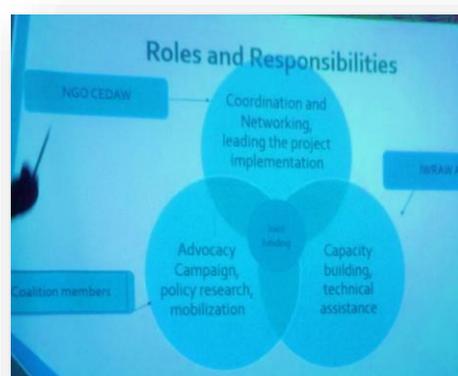
SCORE GIVEN	PRE-TEST	POST-TEST
Very good (10)	0	0
Good (7,5-9)	0	3
Fair (5-7)	0	7
Poor (0-4,5)	14	4

Participants who completed this ToT session later went on to conduct both formal and informal dissemination on CEDAW to their target groups. These later trainings occurred as follows:

NO.	INSTITUTION	DATE	PARTICIPANT		
			MALE	FEMALE	TOTAL
1	CLEC	October 29, 2014	6	17	23
2	CFSWF	November 02, 2014	12	15	27
		November 16, 2014	6	20	26
3	LSG	November 23, 2014	2	28	30
4	PCC	November 25, 2014	8	27	35
Total			34	107	141

On September 2-4, 2014:

With the support of IWRAW-AP, we organized a workshop on the Development of Situation Analysis, CEDAW framework project. There were 23 participants (all female). The training was organized with the aim of following up and building members' capacity on the development of Situation Analysis on DV. After training, the Situation Analysis report was developed (the report is attached). The attendees applied their knowledge from this course by contributing to the SA analysis report and practicing how to use the CEDAW framework



September 15-17, 2014: Workshop on Development of CEDAW Advocacy Strategy

This workshop was supported by UN WOMEN. There were 37 participants (8 male) from 19 organizations. At the training, three priority issues were selected for follow-up activities and advocacy. They are:

- 1- Violence against women: Focus on domestic violence and lack of CEDAW application;
- 2- Labor: Discrimination against women at workplace;
- 3- Politics and Decision making: Increase numbers of women in decision making positions.

Attendees were very active participants at the training. Pre and Post-test evaluation results are shown in the annex, along with the advocacy tool developed by participants. The training was disseminated widely through the media.



SUCCESS STORY

Union leader Ms. Roewn Chan Thorn attended the September training. This was her first opportunity to learn about CEDAW and how it can help the 90% of garment workers who are women, including granting the right to equal pay and treatment.

Chanthorn helped develop an advocacy plan based on CEDAW. Over 4 years, the group would advocate that all women in the labor sector have decent and substantive working policies. The group plans to lobby the government to: ratify the International Labor Organization's Maternity Protection Convention (ILO 183, which requires paid maternity leave); amend Labor Law Article 182 (which currently requires a 90-day maternity leave, but has no enforcement provision and fewer protections than CEDAW requires); and increase the minimum wage.



To achieve this goal, Chanthorn has begun to train other union leaders and workers on CEDAW. She led one session in Phnom Penh with 27 participants, and another in Kamchay Mear district, Prey Veng province with 26 attendees. Participants responded very positively, saying that they looked forward to future sessions. Even the local commune and police officials, who initially opposed the training in Prey Veng, changed their attitude and expressed interest not only in attending the next training on CEDAW, but in helping to find a suitable venue.

Her current activities are funded by NGO-CEDAW through a grant from PyD.

On December 29-30, 2014:

With support of PYD, NGO-CEDAW conducted a workshop on the Monitoring tool of CEDAW to members. There were 40 members participating (5 males). Training evaluations revealed that participants were happy with how the session was designed and know how to use the CEDAW monitoring tool.

TRAINING EVALUATION OF CEDAW MONITORING TOOL						
NO.	STATEMENTS	STRONGLY AGREE	AGREE	DISAGREE AND NOT REFUSE	DISAGREE	STRONGLY DISAGREE
1	This coordination of this training is effective and useful.	18	15	0	0	0
2	I expect to use what I have learned from this training in my NGO.	9	22	2	0	0
3	I understand the key principle of CEDAW convention.	13	17	3	0	0
4	I know the role of my NGO in monitoring the implementation of CEDAW.	19	21	3	0	0
5	I know how to use CEDAW Monitoring Tool.	10	19	3	1	0
6	I know which indicator to use in my NGO after training.	7	21	5	0	0
7	This training is going smoothly with a good coordination.	23	17	3	0	0
8	I like the venue and food of the training	12	17	3	1	0
9	Overall, I think this training useful in developing myself.	16	17	0	0	0
10	Overall, I think this training useful in my NGO activities	15	18	0	0	0

The training also provided participants with copies of the framework for each organization to practice how to apply it within their organization. Each indicator in the framework has a clear responsible organization in charge. (Monitoring Framework is attached.)

III. TRAINING FOR SPECIAL GROUPS

NGO-CEDAW worked on a joint project with Cambodian Youth Network (CYN) and IDEA to establish a women's rights in Battambang and Kampong Speu. This work was funded by UN Women.

-In Kampong Speu: In early November 2014, in cooperation with local authorities, CYN staff went from house to house to inform the community of the project, criteria and purpose of establishing a youth network. On 22 November 2014, CYN held a meeting to select youth volunteers based on the following criteria:

- Youth aged between 15 and 35 years old
- Priority was given to women
- Women in the area of Amleng Commune received priority for the network leader position.

CYN selected 43 youths (9 males). Most of them dropped out of school early.

On December 23-25, 2014, CYN conducted its first training to the women's network in Amleng commune, Kampong Speu province. There were 17 participants (12 females). Comparing pre- and post- test results showed that participants increased their knowledge from 30% to 70%.

-In Battambang: On December 2, 2014, IDEA held a meeting with a women's network in Battambang Province to inform of the project. 16 female activists (all of them are street vendors) were selected to be focal women. All of them live in slums or suburban areas, where they are likely to face threats of domestic violence, migration and trafficking. The selection criteria included whether the person is an active participant, is good at public speaking, can read and write Khmer and is willing to share knowledge with others.

The training curriculum and materials were developed to be used in a participatory method. Topic covered were: domestic violence, rape, migration and trafficking.

On December 19-21, 2014, IDEA conducted a first training to the women's network in Battambang province. There were 22 attendees (20 female). 8 participants were not a member of the network. A comparison of pre- and post- test results, showed that participants increased their knowledge from 50% to 90% and they were interested in having more training about women's issues.

IV. ADVOCACY CAMPAIGNS

16 Day Campaign of Activism Against Gender Violent

In joining the 16 Day Campaign of 2014, NGO-CEDAW organized some activities at the national level. The objectives were to raise awareness of the public, motivate the government to take action on national laws and policy reforms, as well as strengthen law enforcement to protect women and girls. Our theme was *"Ending Violence against Women --How effective are the existing laws in protecting women in Cambodia?"*

1. Radio Broadcast program:

NGO-CEDAW broadcasted live radio talk shows 4 times and rebroadcasted them 11 times during the event. The topics of the shows were: 1) domestic violence and law; 2) rape and law; 3) trafficking and law; and 4) violence against women's rights activists.

2. Short video spots:

Were uploaded video spots to the NGO-CEDAW website and Facebook page. Two short video spots have been updated which describe real situations of domestic violence and rape and the lack of law enforcement in protecting victims.

3. Short announcement of radio spot : A short radio spot explaining the history of the 16 Days Campaign and its key message was produced and broadcasted in all NGO-CEDAW members' radio programs. (Detail of the program is attached.)

	NGO	Program	Time	Date	Radio Station
2	CLEC	The Voice of our community	3:00 pm – 4:00 pm	25 Nov to 10 Dec, 2014	Mohanorkor (FM 93.5MHz)
3	CLC	The Voice of Cambodian Labour Confederation	9:00 am – 10:00 am	30 November 2014 07 December 2014	VOD (FM 106.5MHz)
4	SKO	The Women Voice, The Women Choice	4:00 pm– 5:00 pm	27 November 2014 04 December 2014	VOD (FM 106.5MHz)
5	CFSWF	The Voice of Food and Service Worker Federation	9:00 am – 10:00 am	05 December 2014	VOD (FM 106.5MHz)
6	LICADHO	First live radio talk shows	2:10 pm -3:10 pm 7:30 pm -8:30 pm (RFA)	25 November 2014	FM 102MHz
		Second live radio talk shows	2:10 pm -3:10 pm	26 November 2014	
		Rebroadcast third radio talk shows	2:10 pm -3:10 pm	27 Nov – 10 Dec 2014	

4. Join UNWOMEN to support “OrangeUrHood”:



NGO-CEDAW designed its own very nice orange colored background displayed different messages during the campaign. During the event, this background with a message were sent every day to NGO-CEDAW members.

5. Consultation with National Assembly and Inter-ministries:

Five request letters were submitted to relevant ministries such as Number 8 Committee of National Assembly, Ministry of Women Affair (MoWA), Ministry of Interior (MoI), Ministry of Education Youth and Sport (MoEY) and to the National Assembly. We got a response from the National Assembly and 2 ministries, the Ministry of Education Youth and Sport and the Ministry of Interior. This activity was aimed at reporting in writing the main problems of violence against women and discussed the possible solution/action from the relevant officials in response to the needs of women and girls.



On December 4, 2014: met with No. 8 Committee members of National Assembly. Eight NGO-CEDAW members participated. The discussion covered 3 main issues:

- Suggest National assembly to fully implement CEDAW and COB
- Review laws and policies to ensure their compliance to CEDAW and effective protection of Women.
- Minimum wage for workers



On December 3, 2014: Meeting with Ministry of Interior (MOI), H.E., Chou Bun Eng. There were 13 NGO-CEDAW member attendees.

The discussion was to get support from MOI on strengthening law enforcement regarding the intervention of VAW cases. We also suggested that MOI amend the DV law to expand protection for women and push government to issues sub degree on domestic violence law.

On December 3, 2014: Meeting with Minister of MoEY, H.E. Hang Chuonarong . Ten members of NGO-CEDAW participated (1male). We made the following suggestions:

- Reminder of UN Concluding Observations implementation;
- Insertion of CEDAW principle into school curriculum;
- Minimum wage for teachers;
- MoEY strategy to reduce drop-out rate of women from school at higher level;
- Reported challenges for CSOs on providing informal education and the corruption.

6. Joining UNWOMEN with Group Dance Anthem "Ending Violence Against Women and Girls; what will you do?"

NGO-CEDAW jointly sponsored this activity with UNWOMEN on December 6th in Phnom Penh. This year UN WOMEN Cambodia and partners have chosen the group dance anthem as a joint activity for the 16 Days Campaign 2014. The objective of this joint activity is to educate communities across Cambodia about the importance of and how to end violence against women and girls, emphasizing the participation of youth audiences. Around 100 of NGO-CEDAW members participated this event. A short drama on daily works of domestic workers were also performed by our group on the stage.

7. Tuk-Tuk Campaign:

NGO-CEDAW in cooperation with IDEA and CYN conducted the Tuk-Tuk campaign on public and seek for support in ending violence against women and children.

- 20 Tuk-tuks were hired and drove around Phnom Penh, especially at the crowded area at the markets.
- More than 100 people participated. Participants were divided into 5 groups. Each group had 4 tuk-tuks and each tuk-tuk carried 5-6 persons.
- Each tuk-tuk drove around Phnom Penh to distribute leaflets, provided informal dissemination to the public and get handprints on the banner.
- 20 posters with a message to stop violence against women and girls were printed and put on display for one month on tuk-tuks.



8. Special Radio Program

Special Show during 16 days campaign were broadcasted at Radio Sarika FM 106.5MHz. From October to December 2014, we broadcasted 4 live talk show programs and 11 rebroadcasts. There were 10 callers in the program (2 males).

PROGRAM	TIME	DATE
First live radio talk shows- DV and laws	04:30 p.m. to 05:30 p.m.	26 November 2014
Rebroadcast first live radio talk shows	06:30 a.m. to 07:30 a.m.	27 Nov – 01 Dec 2014

Second live radio talk shows- Rape and laws	04:30 p.m. to 05:30 p.m.	02 December 2014
Rebroadcast second live talk shows	06:30 a.m. to 07:30 a.m.	03-04 December 2014
Third live radio talk shows- Trafficking and Laws	04:30 p.m. to 05:30 p.m.	05 December 2014
Rebroadcast third radio talk shows	06:30 a.m. to 07:30 a.m.	06-08 December 2014
Final live radio talk shows- Violence Against Women Activists	04:30 p.m. to 05:30 p.m.	09 December 2014
Rebroadcast final live radio talk shows	06:30 a.m. to 07:30 a.m.	10 December 2014

VI. RADIO TALK SHOW PROGRAM (SUPPORTED BY UNWOMEN)

Three talk shows were produced at the end of every month and broadcast every Tuesday from 11: 00 am to 12: 00 noon on the following date: October 28, 2014

November 25, 2014

December 30, 2014

In total, we received 11 callers on air and 12 off air. Callers called in to ask questions and get more explanation from our guest speakers. Some raised their concerns related to the lack of state obligation regarding the CEDAW implementation and the role of NGOs, and some raised the real cases of discrimination which happened in their area.

The program is interesting to the listeners as the amount of participation increased by more than 40% on the second show.

The program were widely broadcast through Radio Sarika FM106.5 PP, FM95.5 in Siem Reap & FM98.25 in Kampot province.

Seven dramas were produced with the following topics below:

Topic 1: the history of CEDAW, What's CEDAW? Why is CEDAW important?

Topic 2: the definition of Discrimination under article 2 of CEDAW including direct and indirect discrimination.

CALLERS EXPRESSED THEIR OPINION AS BELOW WITH OUR PROGRAM:

- I listen regularly and participate to this program.

- I listen regularly. It is good. He added his view in society as there is still inequality between son and daughter.

- I listen regularly to this program. I contacted the Ministry of Women's Affairs to get to know about women's rights. In truth, he thought that in some place people do not respect the notion of promoting women's rights. Such places include bars (night club) and Karaoke. He suggested the government should establish a temporary special measure under CEDAW to promote women's rights in society.

Topic 3: the temporary special measure under article 4 of CEDAW.

Topic 4: state duties regarding sex roles and stereotypes

Topic 5: state duties with regard to Violence Against Women

Topic 6: state duties in regard to employment

Topic 7: state duties regarding education

In order for listeners to get more information on CEDAW each drama was replayed every time at the radio talk show program, to allow listeners to call in and ask questions to guest speakers. Within this reporting period, 3 dramas had been broadcasted 24 times through Sarika FM 106.5 and BTB 105.70MHz.

VII. NGO-CEDAW SOCIAL MEDIA AND WEB PRESENCE

Through its website and Facebook, NGO-CEDAW maintained a constant presence on the web. 6169 friends liked our Facebook page. From March to December 2014, our webpage received 1922 visitors and 3607 views.

VI. PUBLICATIONS AND DISSEMINATION

In cooperation with CAMBOW, from January to December 2014, we distributed total of 4,135 educational publications on women's rights to the concerned governmental institutions, CSOs and their target groups, including garment factory workers, students and monks.

DESCRIPTION	QUANTITY
Book: Short shadow report (620 available)	480
Booklet: Concluding observations(640 available)	860
Booklet: CEDAW convention (out of stock)	625
Booklet: DV Law (out of stock)	270
Leaflet: Q and A on the Domestic Violence law (out of stock)	900
Leaflet: 2015 Calendar on Stop Violence Against Women (out of stock)	1000
Total	4,135

VII. FINANCIAL OVERVIEW

We are in a good financial situation. Thanks to our donors, we were able to fund our projects and staff for 2014.

DONORS	TOTAL AMOUNT
Dan ChurchAid/Christian Aid	\$42,698
International Women's Rights Watch - Asia Pacific	\$26,855
Paz Y Desarrollo	\$6,694
UN Women	\$24,677
Total:	\$100,924

VIII. ORGANIZATIONAL STRUCTURE

- Personnel :

There were two vacancies in 2014: administration and finance officer and information and communication officer. In June, the selection committee selected two candidates for these two positions. They are:

- Ms. Sok Seang Heap, administration and finance officer: Started her work on July 7, 2014
 - Ms. Touch Reaksmeay, information and communication officer: Started her work on August 4, 2014.

The staff now consists of three full time staff: coordinator, administration/finance officer and information /communication assistant. In addition, we have a part-time webmaster. During 2014, three interns came to work in our office for 3 months. We had one student volunteer. We had one international volunteer lawyer.

- Steering committee (SC):

Our steering committee consist of 9 people. They are as listed below:

NO.	NAME	POSITION	ROLE IN SC OF NGO-CEDAW	INSTITUTIONS
1	Dr. Pung Chhiv Kek	President	Chair	Cambodian League For The Promotion And Defense Of Human Rights (LICADHO)
2	Mr. Hang Puthea	Director	Vice Chair	Neutral and Impartial Committee for Free and Fair Elections in Cambodia (NICFEC)
3	Ms. Pok Nanda	Director	Member	Women For Prosperity (WFP)
4	Mr. Pa Nguon Teang	Director	Member	Cambodian Center for Independent Media (CCIM/VOD)

5	Mr. Ath Thun	Director	Member	Cambodian Labour Confederation (CLC)
6	Ms. Chim Manavy	Director	Member	Open Institute (OI)
7	Mr. Heng Sam Orn	Secretary General	Member	Independent Democracy of Informal Economy Association (IDEA)
8	Ms. Ou Tep Phallin	Vice president	Member	Cambodian Food and Service Workers Federation (CFSWF)
9	Mr. Toun Vicheth	Director	Member	NGO Coalition to Address (Sexual) Exploitation of Children in Cambodia (COSECAM)

- **Sub-committees:**

At the annual membership conference, we restructured the sub-committees and selected new committee coordinators and members. The new sub-committees of NGO-CEDAW will work with their members in implementing the CEDAW monitoring tool and framework.

IX. CONCLUSION

- Throughout the year 2014, numerous achievements via different activities have been made by NGO-CEDAW and its members.
- We have been able to count on the constant support from different donors and partners, notably DCA/CA, UNWOMEN, PYD and IWRAW-AP and CAMBOW.
- NGO-CEDAW has conducted several highly successful training workshops on CEDAW-related topics. We have been able to raise awareness of CEDAW through NGO-CEDAW website, radio talk shows, publications and campaigns at the national and regional levels to promote women's rights and gender equality.
- NGO-CEDAW also played a very active role in coordinating members to meet and lobby with relevant government officials, international bodies and agencies to push the Cambodian government to put more efforts on the implementation of the CEDAW.
- NGO-CEDAW successfully conducted a membership survey and the survey report is developed.
- The CEDAW Monitoring tool and framework have been finalized and publicized for NGO-CEDAW members and other CSOs.
- Successfully recruited two full-time staff members.
- NGO-CEDAW developed internal regulations and financial procedures in order to create improved efficiency and transparency.
- NGO-CEDAW sub-committees have been updated with clearer roles and responsibilities to implement CEDAW, using our new monitoring tool and framework.
- We have developed a new strategic plan for 2015-2018. Strategic goals include: developing a network of resource persons on CEDAW, on strengthening cooperation and information-sharing among members, and strengthening capacity and coordination among and within sub-committees. NGO-CEDAW will provide ongoing support and mentoring to subcommittee, enabling them to developing joint advocacy plans and better

monitor CEDAW implementation. NGO-CEDAW will create a communal database of published resources, data on CEDAW implementation provided by sub-committees, and referral information. This information will be collected and reviewed on a regular basis, allowing for more effective shadow reports to the CEDAW committee and increasing the accountability of the Cambodian government. Furthermore, the database will aid in the daily work of the member NGOs, creating better access to justice and services for women throughout the country.

X. ANNEXS

Annex 1: Pre and Post- test Assessment for advocacy workshop on 15-17 September 2014

PRE-TEST ASSESSMENT WORKSHOP - CEDAW TRAINING-WORKSHOP ON ADVOCACY

Please answer the following statements by ticking one box only to show how much you agree or disagree with the statement:						
Ref	Statement	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
1	I know what women's human rights the CEDAW protects	6	20	5	2	1
2	I know what was recommended to Cambodia by the CEDAW Committee in 2013 (in the Concluding Observations from CEDAW)	3	13	11	6	1
3	My organization has a clear set of advocacy goals	5	22	5	2	0
4	My organization has an advocacy plan/ strategy	3	20	6	5	0
5	My organization takes effective action for advocacy on some women's human rights	4	20	9	1	0
6	I feel able to develop an advocacy plan/ strategy	3	22	5	5	0
7	I know what parts of the CEDAW Concluding Observations our organization can use in its advocacy work	2	16	10	4	2
8	I understand the four main themes/ types of advocacy work	1	13	8	10	12
9	I know where to find resources to help in advocacy work	3	11	10	9	1
10	I know which partner organisations in NGO-CEDAW are working on similar issues and advocacy to my organization.	2	12	10	6	4
11	I know how we can monitor the results of our advocacy	1	10	12	8	3

POST –WORKSHOP ASSESSMENT- CEDAW TRAINING-WORKSHOP ON ADVOCACY

Please answer the following statements by ticking one box only to show how much you agree or disagree with the statement:

Ref	Statement	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
1	I thought the facilitation of this workshop was effective and helpful	11	22	0	0	0
2	I expect to be able to use the learning from this workshop to improve the advocacy that my organization does	7	23	3	0	1
3	I know what women’s human rights the CEDAW protects	5	26	1	0	1
4	I know what was recommended to Cambodia by the CEDAW Committee in 2013 (in the Concluding Observations from CEDAW)	3	23	5	2	0
5	This workshop was relevant to my work	13	16	4	0	0
6	The material and ideas in this workshop were understandable to me	2	10	3	16	2
7	I feel able to develop an advocacy plan/ strategy	4	21	6	2	0
8	I know what parts of the CEDAW Concluding Observations our organization can use in its advocacy work	4	21	7	1	0
9	I understand the four main themes/ types of advocacy work	3	13	8	7	2
10	I know where to find resources to help in advocacy work	5	19	4	5	0
11	I know which partner organisations in NGO-CEDAW are working on similar issues and advocacy to my organization.	3	21	6	3	0
12	I know how we can monitor the results of our advocacy	3	23	2	4	1
13	I know clearly what actions I will take to implement this training when I return to my organization	5	24	3	1	0
14	The workshop was well organized and administrated	10	20	1	0	1
15	The venue and food for this workshop was satisfactory	11	20	1	0	1
16	Overall I have found this workshop to be useful for my personal development	19	11	1	2	0
17	Overall I have found this workshop to be useful for my work	16	16	1	0	0

Annex 2: RToT training report

Annex 3: Member survey report

Annex 4: Situation analysis report

Annex 5: Internal policies and financial procedure

Annex 6: NGO-CEDAW Strategic planning

Annex 7: Advocacy tool framework

Annex 8: CEDAW monitoring tool and framework