



Annual Report 2017

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NGO-CEDAW'S BACKGROUND

NGO-CEDAW was founded in 1995 after several Cambodian women activists returned from the Beijing World Conference on Women. NGO-CEDAW has been a nationally registered NGO with Cambodia's Ministry of Interior since October 21, 2009 with registration number 2587.

NGO-CEDAW has more than 20 years of experience advocating for gender equality. NGO-CEDAW comprises a coalition of 37 local NGOs and has significant networks dedicated to the advancement of women.

NGO-CEDAW's role is to monitor and promote the implementation of the UN Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) in Cambodia. We do so primarily through monitoring, advocacy, awareness-raising and capacity building. We are the only Cambodian NGO specifically dedicated to CEDAW implementation.

NGO-CEDAW researches and publishes regular Shadow Reports and follow-up reports to the UN CEDAW Committee. We also advocate on both the national and international levels for the adoption or amendment of key legislation to better implement the recommendations of the UN CEDAW Committee.

We regularly conduct trainings for our members and for the public on CEDAW and women's rights. NGO-CEDAW has a regular radio talk show which has been well-received by the public, who have requested that we continue to create new programs. Furthermore, NGO-CEDAW's dignity Project uses art to link awareness-raising and advocacy on our efforts to improve implementation of law against gender-based violence. We conduct election monitoring from a gender perspective during local and national elections.

NGO-CEDAW has 3 full-time and 2 part-time staff members. We are led by a 7-member steering committee (board) elected by the coalition members at large.

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ACKNOWLEDGEMENTS



We would like to express our deep sense of gratitude to Dan ChurchAid (DCA), USAID, Heinrich Böll Stiftung and the Canadian Embassy for providing us with funding. Without your generous support, we could not continue our efforts to promote the full implementation of CEDAW in Cambodia.

Thank you to NGO-CEDAW's members, particularly those serving on the steering committee for their good cooperation.

Finally, thank you to everyone who participated in our advocacy campaigns and who attended our training events, consultation workshops and radio programs. Your contributions help NGO-CEDAW achieve changes leading to equality among women and men, a necessary condition for stable and harmonious social development in Cambodia.

STAFF AND PARTNER ACTIVITIES

From January 1, 2017 to December 31, 2017, NGO-CEDAW faced many challenges. NGO-CEDAW had a cash-flow problem because we lost a major source of funding and had not been paid by other donors that had promised project funding for 2017 specifically, the government of Cambodia has launched an attack on democratic institutions, particularly media and election monitoring organizations. However, NGO-CEDAW managed to conduct the activities listed below:

STEERING COMMITTEE MEETINGS

There were some changes in the composition of the steering committee in 2017. These changes are explained below:

- Mr. Kheng Piseth, Director of Open Institute (OI) withdrew as a member of NGO-CEDAW due to lack of funding. This steering committee position remained vacant.
- Ms. Virak Bunnarath who was authorized by CCIM's executive director Mr. Pa Nguon Teang to represent CCIM was replaced by Ms. Hok Narin to represent CCIM. Ms. Chan Somaly has also been authorized to represent CCIM since 2016.
- Mr. Toun Vichet, COSECAM officially withdrew as a member of NGO-CEDAW due to lack of funding. This steering committee position also remains vacant.

There are now 7 filled positions on the steering committee; the Constitution of NGO-CEDAW requires 7-9 members. Some members selected a representative who is not a director of the NGO to act as a proxy for the NGO's leadership.

| NGO-CEDAW Steering Committee Members | | | | |
|--------------------------------------|--------------------|--|--------------------------|--|
| No. | Name | Role with NGO-CEDAW steering committee | Position with member NGO | Organization |
| 1 | Dr. Pung Chhiv Kek | Chairperson | President | Cambodian League for the Promotion and Defense of Human Rights (LICADHO) |
| 2 | Mr. Sam Kumtheamy | Member | Director | Neutral and Impartial Committee for Free and Fair Elections in Cambodia (NICFEC) |
| 3 | Ms. Pok Nanda | Member | Director | Women for Prosperity (WfP) |

| | | | | |
|---|---|--------|-------------------------------|--|
| 4 | Ms. Chan Somaly Ms. Hok Narin (both are authorized representatives of CCIM/VOD, but CCIM has only one vote) | Member | Media and Network Coordinator | Cambodian Center for Independent Media (CCIM/VOD) |
| 5 | Ms. Heng Chenda | Member | Gender Committee | Cambodian Labour Confederation (CLC) |
| 6 | Mr. Vorn Pao | Member | President | Independent Democracy of Informal Economy Association (IDEA) |
| 7 | Ms. Ou Tephallin | Member | Vice president | Cambodian Food and Service Workers Federation (CFSWF) |

In this reporting period, NGO-CEDAW conducted 3 meetings with Steering Committee members.

The first meeting to discuss joining the Situation Room, election observation work, organizing of International Women's Day activities was held on January 24, 2017 with 6 participants (4 female).

The second meeting was held on April 21, 2017, with 9 participants (4 female). An external consultant presented the draft DCA 3-year project evaluation report. The SC provided comment and feedback to the evaluator to improve the evaluation report. The Committee also agreed to change the title of Ms. Chim Channeang from coordinator to General Secretary of NGO-CEDAW since she was already performing the job requirements of that position.

The third meeting was held on November 13, 2017 with 6 participants (5 female). SC Members discussed NGO-CEDAW's funding situation and status of ongoing projects.

MEMBER MEETINGS

In this reporting period, NGO-CEDAW held three meetings with NGO-CEDAW members and several planning meetings with NGO-CEDAW partners such as UN Women, Save the Children and GADNet

to coordinate advocacy to amend the DV Law. On February 9, 2017, NGO-CEDAW organized a meeting with NGO-CEDAW members to announce the recruitment of commune election observers. All members requested assistance in selecting observers. There were 28 participants (18 female). The meeting was held at NGO-CEDAW's office. After the meeting, NGO-CEDAW members sent the names of their staff and their target group who volunteered to be election observers.



- On June 26, 2017, NGO-CEDAW conducted a second member meeting to follow up on the implementation of the CEDAW monitoring tool and the preparation of the CEDAW shadow report. There were 17 participants (14 female). The meeting was held at the NGO-CEDAW office.
- On August 29, 2017, NGO-CEDAW conducted the 3rd member meeting with 30 participants (24 female) at NGO-CEDAW's office. The purpose of the meeting was to select the priority issues for CEDAW shadow report. Participants worked in groups to identify not only which issues should be addressed in the report, but which members would contribute evidence on these key issues.

CAPACITY-BUILDING TO NGO-CEDAW PARTNERS

NGO-CEDAW provided a presentation on the implementation of CEDAW in Cambodia to young dynamic women (a target group of Gender and Development for Cambodia (GADC)). The presentation was part of the Learning event on Gender and SDG organized by GADC on Feb 27-28, 2017 at Khmer Surin restaurant in Phnom Penh.

On March 22, 2017, NGO-CEDAW provided 2nd presentation on CEDAW framework and how it can be monitored to the issues related to gender inequality at Sunway Hotel organized by GADC.

On March 17, 2017, NGO-CEDAW provided presentation on the implementation of CEDAW in Cambodia and the challenges women facing at the Fifth Technical Working Group on a Labour Rights for Female Construction Workers project facilitated by Legal Support for Children and Women (LSCW) at Sunway Hotel.

On May 25, 2017, NGO-CEDAW provided a training on key CEDAW principles to female union leaders organized by ACIL).

CONSULTATION WORKSHOP ON THE PROPOSED AMENDMENT TO DV LAW



On May 4, 2017, NGO-CEDAW in cooperation with GADNet and Save the Children conducted a consultation workshop on the proposed amendment to the domestic violence law. The consultation was held at Diakonia Center in Phnom Penh with 80 participants (51 female) from NGO-CEDAW members and national and international partners. NGO-CEDAW's partner, Save the Children produced a video documentary on the

research findings of DV and the reason for the proposed amendment to the law. GADNet presented the background of the CEDAW Compliance Framework project. NGO-CEDAW presented the key specific recommendations to amend the DV law to bring it into compliance with CEDAW. NGO-CEDAW received many constructive comments from the participants (minutes of the event are attached).

MEMBER ASSEMBLY AND CAPACITY BUILDING

From December 15 through 18, 2017, NGO-CEDAW conducted its annual member meeting and capacity-building workshops for its members in Siem Reap. The workshop was conducted at Khemara Hotel from December 16 through 18 and included sessions on CEDAW principles, the Optional Protocol, the 2013 Concluding Observations, general recommendations from the CEDAW Committee, and the revised draft shadow report. There were 25 participants (3 male). In a comparison of pre- and post-test results, participants demonstrated an increase in their knowledge from 80% very poor, 16% poor and 4% average at the pre-test to 7.14% very poor, 14.28% poor, 28.57% good and 50% very good at the post-test.



STAFF UPDATES

Capacity-Building

NGO-CEDAW's staff attended training:

- On July 11-13, 2017, NGO-CEDAW's general secretary and finance officer attend a finance workshop organized by DCA at Rock Royal Hotel in Kep.
- On August 9-10, 2017, NGO-CEDAW's general secretary and communications officer attended a workshop on ICT and photography organized by DCA at Orchidee Restaurant in Phnom Penh.

Regional activities:

- On 3-5 August 2017, NGO-CEDAW's consultant attended a regional law and policy workshop on Women's Economic Rights organized by IRAW-AP in Chiang Mai, Thailand. At the workshop, participants reviewed draft laws and applied the CEDAW Compliance Framework to comment on the laws and create action plans for further advocacy.

b/ Interns/Externs

NGO-CEDAW had one national extern and 2 international interns in 2017. All were active before and just after the commune elections. They contributed to the election monitoring program and the collection of evidence for the shadow report.

c/ Staff Turnover

NGO-CEDAW's administration and finance officer resigned from NGO-CEDAW and was replaced by a new staff member. The job position was changed slightly and the job title is now Finance Officer.

ADVOCACY AND AWARENESS-RAISING

INTERNATIONAL WOMEN'S DAY

Activities in cooperation with members/partners

On March 8, 2017, project staff joined the celebration of International Women's Day with Cambodia Labor Confederation (CLC) and 10 other unions with around 378 participating garment factory workers and union members (80% of them are women). NGO-CEDAW took the opportunity to encourage young female workers to participate in election observation.

NGO-CEDAW also issued a joint statement calling for legal amendments, treaty ratifications, and other measures to improve gender equality. Our joint press statement was covered by local media:

- a) Khmer Times article published on Thursday, 9 March 2017:
<http://www.khmertimeskh.com/news/36284/>.
- b) Radio Free Asia program aired on Wednesday, 8 March 2017:
<http://streamer1.rfaweb.org/stream/KHM/KHM-2017-0308-1230.mp3>

NGO-CEDAW also conducted two live radio talk shows:

In coordination with its member Voice of Democracy / Cambodian Center for Independent Media (VOD/CCIM), we streamed a video on the topic of "Divorce and Laws" on March 3, 2017 from 4:00pm - 5:00pm and rebroadcast it on March 8, 2017 from 4:00-5:00pm.

In coordination with its member Women's Media Centre (WMC), NGO-CEDAW conducted a roundtable discussion broadcast live on March 7, 2017 from 9:10 - 10:00am and rebroadcast it on March 8, 2017 from 9:10-9:35am.

Social media/ development and use of innovative approach to incorporating media in awareness-raising activities (Dignity Project)

As part of International Women's Day (8 March), NGO-CEDAW staff worked with two external artist consultants to produce a short video spot on domestic violence. The video featured a famous female activist who is very popular in promoting women's rights on her Facebook "TV" page with 429,611 followers. This video spot was posted on the celebrity's page and promoted on the Dignity Facebook page. It was very popular, and the public started to participate by sharing their own experiences and opinions regarding domestic violence. We received 15,000 likes, 5,300 shares, 530,000 views and 140 comments. <https://www.facebook.com/djnanatv/videos/588913351315260/>

16 DAYS CAMPAIGN



During the 16 Days Campaign against Gender-based Violence from November 25, 2017 through December 10, 2017, NGO-CEDAW conducted four live radio talks shows and streaming videos on the topic of "Domestic Violence and the Current Domestic Violence Law" in coordination with its members Voice of Democracy (VOD) / Cambodian Center for Independent Media (CCIM) and Women's Media Centre (WMC). Each live show was 50 minutes long. The shows were later edited for length and rebroadcast or podcasted. Responses to VOD shows:

- December 4, 2017 - Second online TV live show: Conducted from 9 am to 10 am (50 minutes) with 11000 likes, 114 shares and 12,000views two expert speakers.

(<https://www.facebook.com/VODkhmer/videos/1698558300195985/>). This 50-minute live show was edited to 25 minutes and re- posted 2times with response as below:

- December 10, 2017 with 146 likes, 12 shares and 3,600 views.
(<https://www.facebook.com/VODkhmer/videos/1698814070170408/>) and;
 - December 12, 2017 with 139 likes, 11 shares and 3,000 views
(<https://www.facebook.com/VODkhmer/videos/1707259629325852/>).
- November 29, 2017 - First online TV live show: Conducted with 565 likes, 47 shares and 10,000 views (<https://www.facebook.com/VODkhmer/videos/1692865677431914/>) and re-podcast on December 1, 2017 with 78 likes, 2 shares and 2,400 views (<https://www.facebook.com/VODkhmer/videos/1694112043973944/>).

CEDAW MONITORING / SHADOW REPORT PRODUCED



Throughout 2017, NGO-CEDAW collected evidence of key issues related to women's rights for inclusion in the Shadow Report to be submitted to the UN CEDAW Committee. Much of the data upon which this report is based was obtained through application of NGO-CEDAW's monitoring tool. This tool consists of guidance on the collection of evidence and extensive questions designed to gather information linked both to specific articles of CEDAW and to 15 key topics related to women's rights. NGO-CEDAW conducted multiple trainings on use of this tool to its staff and members over a period of several years. The tool was refined based on members' experience and suggestions. The final tool was applied in 2017 by NGO-CEDAW, its 37 member NGOs, and related networks to conduct a

detailed survey of challenges faced by Cambodian women and potential means of alleviating those challenges. 17 INGOs, non-member Cambodian NGOs, and government entities were interviewed for this report.



NGO-CEDAW was also invited by the Cambodian National Council for Women (CNCW) to select 10 representatives from its membership to attend a consultation on the RGC's State Party draft report to the CEDAW committee. NGO-CEDAW and its members participated in this event on October 13, 2017.

NGO-CEDAW also conducted a civil society consultation workshop on November 16, 2017 to present the draft shadow report and collect comments from participants. The event was held at Diakonia Center in Phnom Penh, and there were 63 participants (51 female, 3 transgender women, 1 lesbian) from civil society including both members of NGO-CEDAW and non-member organizations and students. The consultant presented the draft report, then facilitated group work to provide comments on key topics covered by the report. Through



this activity, the shadow report was improved through the inclusion of input from individuals and organizations representing minority or disadvantaged groups, including disabled individuals, migrant workers, sex workers, LGBTQ, rural women, and members of indigenous groups. NGO-CEDAW consolidated information from members and partners into the CEDAW shadow and as of late December the report was being finalized to respond to some issues raised in the RGC's report.

PUBLICATIONS AND DISSEMINATION

In 2016, NGO-CEDAW continued to distribute the following publications to member organizations, partners, authorities and workers, unions and to the public.

| DESCRIPTION | QUANTITY |
|---|----------|
| CEDAW Convention | 1070 |
| Domestic Violence Law explanation leaflet | 500 |

| | |
|---|------|
| Domestic Violence Law booklet | 1550 |
| Law on Suppression of Human Trafficking and Sexual Exploitation | 850 |
| Booklet: Dignity Project | 20 |

ELECTION AND VOTER AWARENESS

COMMUNE ELECTION MONITORING

The local elections in every commune of Cambodia were held on June 4, 2017. NGO-CEDAW coordinated election monitoring activities with other civil society groups by attending regular Situation Room events. Throughout the month leading up to the event, NGO-CEDAW recruited more than 500 volunteers to serve as short-term election day observers and another 50 to be election lead observers. The election observation efforts by NGO-CEDAW had the following aims:

- encouraging youth and women's participation in democracy by engaging them in observation activities
- Promoting accountability in the elections by physically observing election processes; and
- Collecting gender disaggregated data on participation at all levels of the election process as a baseline for Cambodia.

A- Trainings for election observers



Before the election, 2 young men and women from each province (25 provinces) were selected and trained in two separate training courses to become election lead observers.

a/ First training for lead observers

The first training for lead observers were conducted from April 25 to 27, 2017 at Diakonia Center in Phnom Penh. The training was

aimed at increasing the capacity of selected lead observers from over 25 provinces on election regulations and procedures. The training was attended by 50 lead observers from 25 provinces, of

whom 38 were female (76%) and 44 were youth under the age of 35 (88%). The training was productive, with active engagement from participants, who expressed interest in continued involvement in democratic activities in the future, including election observation. Most of them were also interested in using the Magpi app.

Through pre and post-test result comparison, participants increased their knowledge from 43% at pre-test to 65% at post-test. 50% of participant who got 65% score at post-test.

b/ Second training for lead observers

NGO-CEDAW conducted the second three-day training for lead observers from May 14-16 at Tonle Bassac II restaurant/conference center in Phnom Penh. The training was attended by 49 lead observers from 25 provinces, of whom 35 are female (71.42%) and 45 are youth under age 35 (91.83%). The training was designed using participatory methods and went well overall. Participants were actively involved throughout the activities.



Through pre and post- test result comparison, participants increase from 16% average score at pre-test to 65% average score at post-test. 56% of participants have got 65% score at post-test.

c/ Training for short-term observers

NGO-CEDAW also conducted 13 trainings to short-term observers throughout Cambodia. 497 short-term observers (260 female or 52.31%) and 428 youth under 35 (86%) were trained.

B- Election day observation



Cambodia's commune elections were held on June 4, 2017. NGO-CEDAW deployed 567 observers on Election Day to observe 476 polling stations spread across all 25 provinces of Cambodia.

- After the election, NGO-CEDAW collected observers' incident report forms, results sheets and checklists, while also performing administrative closing tasks. Out of the 567 observers deployed, 502 observers (266 female, 418 youth) submitted timely reports (incident reports or election day checklists). In total, NGO-CEDAW collected 464 election day checklists. The number of checklists does not exactly correspond to the number of observers submitting checklists because some observers worked in pairs and submitted a joint checklist, while mobile observers submitted multiple checklists.
- NGO-CEDAW also received 49 incident report forms. NGO-CEDAW staff worked with a consultant to input the data collected from checklists and reports into a database to be consolidated into the election monitoring report.

Key findings from the election observations:

NGO-CEDAW observers reported that:

- Women are not underrepresented in voter list in monitored areas. 52% of registered voters are female (in line with the population as a whole).
- The gender of people actually voting and using replacement ID cards to vote appears the same as that of registered voters (52% female)
- Women are well represented as polling station staff (49%) but not as leaders of polling stations. Only 29% of chiefs are female and 39% of deputy chiefs
- Women are underrepresented among political party agents sent to monitor the election (29% are female for all political parties combined).
- Some, but not all polling stations gave preferential treatment in lines and assistance to pregnant women. Many polling stations were grouped together in a single pagoda or school, so that many people could not walk to their polling station. Most of these locations also had steps leading into the polling place. Overall, accessibility can be improved.
- The number of women elected dropped since the last election in 2012. Female members of commune councils dropped from 18% to 17%. Not only has the government failed to meet its own goals for improving women's role in leadership to 25%, but has taken a step backwards.

C- Joint statement on the results of the commune election

After the election, NGO-CEDAW coordinated with member and partner organizations to endorse a joint statement. 30 members of NGO-CEDAW endorsed the joint statement. NGO-CEDAW recommended temporary special measures be put into place before the national election. These measures include quotas, reserved seats, or alternating genders on party candidate lists, with women to be listed at the top of the list for 50% of each party's candidate lists and women listed second in the remaining lists. The statement was shared to NGO-CEDAW members, partners and media. NGO-CEDAW also submitted the joint statement to the National Election Committee (NEC) and Ministry of Women Affairs (MoWA) at the end of June.

The joint statement was covered by at least three media outlets. Radio Free Asia (RFA), Voice of Democracy (VOD) and Women’s Media Center (WMC) reported the statement and its contents.

NGO-CEDAW received a response from MoWA through an open statement, accepting the fact that the number of women declined. MoWA expressed their commitment to continue their efforts to find other ways to promote the participation of women.

VOTER REGISTRATION DISSEMINATION



NGO-CEDAW coordinated with lead observers who conducted voter registration awareness activities in 12 provinces in October 2017.



Lead observers conducted voter registration dissemination activities 23 times in the following 9 provinces:

1. Koh Kong
2. Takeo
3. Pursat
4. Banteay Mean Chey
5. Siem Reap
6. Kratie
7. Rattanakiri: NGO-CEDAW also hired an indigenous translator to conduct dissemination in the local language.
8. Kampong Thom: mobile public dissemination activities via loudspeaker.
9. Preh Sihanuk: mobile public dissemination activities using loudspeakers



FOLLOW UP MEETINGS WITH LEAD OBSERVERS

A. First follow-up meeting

After the election, NGO-CEDAW successfully organized the first follow-up meeting with lead observers on July 30, 2017. The meeting was held at Tonle Bassac II restaurant in Phnom Penh. There were 31 lead observers who attended (21 female, 1 transgender man, 1 transgender woman, 2 indigenous men, and 30 youth). The meeting was to share and discuss the preliminary election observation results; for the observers to reflect on their experiences and opinions on the election processes and this project; and to train the lead observers on the draft voter registration procedures and plan voter registration activities including dissemination of information to lead observers' communities about their rights in the voter registration from September 1 to November 9, 2017.

The results of the discussion summary are follows:

a/ Reflection on election observations and project

Lead Observers reported:

- Feeling confident after participating in two trainings for lead observers and able to disseminate their new knowledge to short-term observers.
- Increased knowledge on election processes, procedures, role of election officials and code of conduct of election observers.
- Increased both knowledge and capacity to become leaders and coordinators in election-related activities.
- They were given an opportunity to communicate with villagers and become better known among their communities
- Good cooperation with election officials on Election Day

b/ Challenges/Weaknesses

- Some lead observers had never been involved in the election processes before, so they did not feel confident.
- NGO-CEDAW had fewer observers than other NGOs, so deployed them widely to remote areas. Most observers were not deployed with partners. Those observers working alone missed recording some information on the checklist when they were out for bathroom breaks or lunch. For example, those observers had difficulty obtaining gender disaggregated voter numbers since the election officers did not count the number of men or women who actually voted.
- Time constraint in communication /updating information between NGO-CEDAW staff and observers about changes in regulations or checklists close to the Election Day.
- Budget to support lead and mobile observers was very low.
- Reporting form via Magpi App, did not work well on the Election Day; in some areas the report form disappeared when NGO-CEDAW made an update, and the new version was shown a few days after election.
- One observer had a road accident in Koh Kong province because he voted in his home village but then traveled to observe in another area.

c/ Recommendations to address the challenges

- Deploy more observers in the national election
- Short-term observers should only be deployed in the same location where they vote
- All activities must be planned properly ahead of time to avoid natural disaster (raining season in some areas means it takes more time to complete work) and safety of observers.
- Increase budget for mobile observers including communication and transportation cost.
- Solving technical problem with Magpi App.

- Revise checklist form to ease data-gathering process.

d/ General observations to be included in NGO-CEDAW's findings in final report

- Many observers felt that political party agents did not properly understand their roles and election procedures. For example, some incidents happened, but they did not make a complaint and/or were not aware that a violation of procedure had occurred.
- Some election officers were not well informed of election procedures and their roles.
- In Rattanakiri, polling stations were very dark; no light system set up. It was hard for voters especially older people.
- In Rattanakiri, election officials could not speak and understand the indigenous language; they could not provide instructions to indigenous voters.
- Young people, especially the new voters, seemed not care to learn about election regulations.
- One voter in Kampong Thom used her daughter's ID card to vote without notice by election officers.
- The use of replacement ID forms was very messy and confusing on the election day. People held three different types of the form. Some could vote and some couldn't because the election officers were not well informed of which form would be allowed by National Election Committee.
- In Kratie, election officers issued replacement ID form to villager on June 3 (the day before the election when officials were supposed to stop issuing the forms and election campaign) from the morning till 3pm.

e/ Planning:

According to NGO-CEDAW's original plan, each lead observer would conduct dissemination to community people in their area through group information sessions and leaflet distribution. The dissemination activities would be conducted by lead observers from September to November 2017 on the result of women participation in the commune election and voter registration (new voters as well as update voter registration information) for the national election scheduled for July 2018.

Some lead observers, suggested giving them the flexibility of designing dissemination activities with the same amount of money to conduct mobile awareness instead. This way, they could more widely spread the information to their villagers, including those who cannot read or travel to meetings.

B. Second follow-up meeting

The second follow-up meeting with lead observers was conducted from November 28-30, 2017. The meeting held at Picnic Resort in Kampong Som (Preah Sihanouk) province with 24 participants (16 female, 1 indigenous man, 3 LGBT). Participants were from 14 provinces (Koh Kong, Kratie, Kampong Chhnang, Kampong Thom, Kampot, Takeo, Tboung Khmum, Banteay Meanchey, Pursat, Preah Sihanouk, Siem Reap, Kampong Cham, Rattanakiri and Svay Rieng). At the meeting NGO-CEDAW informed lead observers about changes in the project, and led a discussion of the possibility of planning for future activities. Lead observers also shared their results and challenges in conducting voter registration dissemination activities.

FINANCIAL OVERVIEW

NGO-CEDAW's most significant financial challenge were cash-flow problems. The first was caused by delays in the signing of contracts with our donors at the beginning of the year, since we had no projects that carried over from the previous calendar year. The second was due to the unexpected and sudden loss of a major source of funding in mid-2017. This funding was meant to cover the majority of NGO-CEDAW's administrative costs since most donors primarily support specific activities rather than salaries and office expenses. As a result, NGO-CEDAW had a cash-flow problem at the end of the year. Fortunately, we resolved the problem by obtaining additional funding from a different donor.

| DONORS | TOTAL AMOUNT (rounded) |
|---|------------------------|
| Dan ChurchAid | US\$ 62,081.56 |
| Heinrich Böll Stiftung | US\$ 10,000.00 |
| Canadian Embassy (direct payment to vendors for activities) | US\$ 15,838.00 |
| USAID | US\$ 35,142.45 |
| Total: | US\$ 123,062.01 |

CHALLENGES/RISKS

Communication with donors. NGO-CEDAW staff learned through the delays in signing contracts how to be more efficient in communicating with donors. This included strategies for maintaining better contact and regular updates. Additionally, NGO-CEDAW developed better record-keeping and minute-taking methods.

Election monitoring strategies. Through NGO-CEDAW's work with lead observers and reflection activities, NGO-CEDAW identified particular challenges in registering and training observers, and in collecting observation reports. NGO-CEDAW staff created revised strategies for implementing election observation activities which will be used in future elections.

NGO-CEDAW went through a change in staff this year. NGO-CEDAW did not have a clear policy for staff training, so began to collect reading materials for new staff and procedures for addressing the training of new employees.

NGO-CEDAW continued to work on policies to improve office efficiency. For example, NGO-CEDAW adjusted its lease to rent a larger space and had to move furniture, supplies and paperwork, creating the need to create a better procedure for organizing the office, so that items could be easily located and retrieved.