



PADV
(Project Against Domestic violence)

Strategic Planning

2010 - 2012

Developed by

PADV Staff

Phnom Penh, October 2009

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Abbreviation List

ACT	Anti- Child Trafficking
ADHOC	Cambodian Human Rights and Development Association
CCASVA	Cambodian Children Against Starvation Violence Association
CEDAW	Convention of Elimination of all forms of Discrimination Against Women
CLEC	Community Legal Education Centre
CLA	Children and Love Association
CSPN	Community Service Providers Network
CSPM	Community Service Providers Meeting
CVD	Cambodian Vision in Development
CWCC	Cambodian Women’s Crisis Centre
CWDA	Cambodian Women’s Development Agency
DCO	Disadvantaged Cambodian Organization
DV	Domestic Violence
EISP	Education Information Support Program
FPNP	Family Protection Network Program
GP	General Program
HCC	Healthcare Centre for Children
IEC	Information Education Community
LICADHO	Cambodian League for the Promotion and Defense of Human Rights
LAC	Legal Aid of Cambodia
NGO	Non-Governmental Organization
PADV	Program Against Domestic Violence
PAP	Public Awareness Program
SSO	Santa-Sena
VV	Village Volunteers
VCAO	Vulnerable Children’s Assistance Organization

I. Introduction:

This strategic planning was developed by the PADV staff and members of the management team, for the period from 2010 to 2012. It is a result of a workshop that was facilitated by Dr. Meas Nee, from 23rd – 25th May 2005, at the PADV head office and it has been revised and finalized by the leading group, Dr. Michael S. Nhim, Executive Director and his PADV's staff in October 2009 during staff retreat in Mondulkiri province with comments from Board of Directors. The ultimate aim of this strategic planning workshops were to provide opportunity for staff at all levels to participate and reflect on the success and constraints experienced by the organization in the past years and now. Strengths, Weaknesses, Opportunities and Threats (SWOT) analysis was also conducted, for both organization and its community works (stakeholders)

The analysis above, then, allowed the participants to work together to formulate key strategic directions, which will be used as an anchor for PADV operation in the next 3 years – 2010 – 2012 towards its new innovative development approaches.

II. Objectives

1. Build the capacity of PADV staff in strategic planning process
2. To review the success and constraint facing the current operational work of PADV
3. Revisit the organization's vision and mission, and contextual relevancy
4. Conduct SWOT analysis, both at the level of organization and the community
5. Formulate the program goal and objectives and develop expected outcomes
6. Identify the logical log frame each program
7. Identify key existing strategic activities and new initiatives, new program development approaches that can help the organization to meet its objectives and to response the need of the stakeholders
8. Verify the resources that can be mobilized to support the strategic activities

III. Methodology

The methods that are employed during this strategic planning are:

1. Brainstorming via big and small group,
2. Reflection
3. Presentation
4. Exercises

IV. Background

PADV Cambodia (Project Against Domestic Violence) was established in 1995 following the research study “Plates in a Basket Will Rattle” and the December 1994 National and Regional Conference on Intra-Family Violence in Cambodia. It is a local non-governmental organization working to combat domestic violence for other developments in Cambodia in which its program are indicated V. PADV is a resource, research, training and advocacy agency, law enforcement, women’s empowerment, etc which works with other organizations and with the Ministry of Women’s affairs, ministry of Education, Ministry of Health, Ministry of Interior , Local and National authorities and Police high commissioners.. Its objects are:

- Recognition of domestic violence as a public policy priority;
- Increase in public understanding and awareness to a level at which domestic violence is no longer treated as a private problem but is considered unacceptable and is resolutely denounced;
- Increase in ability of the public service providers and key decision makers to understand and effectively address domestic violence;
- Establishment of a professional network of services which provides quality assistance to victims and their families; and
- Increase in the level of assistance to women victims of domestic violence.
- To empower the women and girls in participation in economics and politics
- To adhere and promote the closed-groups and vulnerable people the improvement of health, education and livelihood.
- To encourage men and boys in participation of the related programs which have been designed.

V. Organizational Profile

PADV has its vision to have a society in which all people enjoy life free from violence. With this vision, PADV also shapes its mission as a local non-government organization that works to prevent, reduce and eliminate domestic violence and helps its victims. The core program in PADV including:

- **General program:** General program acts as a support unit which provides a full support to all programs in PADV especially in area of administrative and financing. Lobby and advocacy, fund raisings are also an important part of the program which are mainly lead by Executive Director.
- **Education, Information and Support program:** working closely with local authorities to enhance their capacity toward preventing domestic violence through trainings workshop. set up network at local authority and student network to provide direct service to victims of DV and intervention.
- **Public Awareness program:** works with media to provide accessibility to the public to make DV heard through mobile theatre, radio talk shows and other events.
- **Men Against Violence towards Women Program:** works directly with abuser men, victim women, youth who commit violence, children/students and local authority (*due to the fund finished in February 2009, many activities have been suspended while waiting until the new funding has been signed in April 2009*).
- **Anti Child Trafficking Program:** is part of the Cambodia ACT coalition composed of twelve NGOs. Village Safe Net is a strategy incorporated into the Campaign through workshops; follow up meetings and activities with local officials, police, school directors, teachers, primary school students and other relevant stakeholders in the target areas

- **Family Protection Network Program:** works with families through training, counseling, meetings and workshops to develop sustainable networks, who support families of DV and other forms of abuse in cooperation with other NGOs
- **Women’s Empowerment in Economics and Politics:** To promote women participating the economical growth and the political atmosphere in way of gender equality, good governance, human right and democracy.
- **Health Program:** To promote target closed-group and other vulnerable group and families to have an access to health care including hygiene, water sanitation, toilets, wells and with clean environment living arounding.
- **Education Program:** To adhere and to promote the closed-group and vulnerable people in the target location in providing them the non-education literacy in the way of a basic education in order to the possibility of integration into the state’s school.
- **Micro – Credit Program:** The program is aiming at providing the small credits to the closed-group and target vulnerable group and families in the target location to build up and set up their own small business to scaling up their living incomes and living standards.

A. Vision

Every one in society is living with dignity and a happy family

B. Mission

- Work on gender equality, women's political and economical empowerment, micro credit, various developments program and to prevent, reduce, eliminate domestic violence and helps its victims.
- Work closely in collaboration with the Royal Government of Cambodia, Donors, stakeholders, Media sector, NGOs and IOs, UN, Private sector and other related institutions towards the National Poverty Reduction and comply with the Rectangular Strategy of the Cambodian Government.

C. Values: Key values that have been adopted for PADV are:

- Respect
- Equality
- Accountability
- Transparency
- Commitment
- Professionalism

VI. Major Achievements Up to date

- Through facilitation from PADV, a wider network of institutions, both regional and national, dealing with domestic violence, have been formed across the country.
- Ministry of Woman’s Affairs has recognized the invaluable contributions made by PADV, and ready to support the course of PADV actions to reduce the level of domestic violence and trafficking in the target communities.
- Staffs have expressed an increased knowledge and skill in how to work with cases of DV, drug addiction and trafficking in the community.
- As result of the training provided by PADV, the community people are able to recognize the potential impacts created by DV, and learn more about law related to DV and trafficking and way in which the victims of DV can be helped.
- Victims of DV have been helped on time, through supports from the local police, the court and report from neighbor, and therefore it reduces the level of DV in the community.
- Certain level of behavioral changes have been observed in the community, where more men have expressed their awareness on gender dissemination and are willing to cooperate with PADV activities to curb the level of DV in the community.
- The work of PADV has been strongly supported by the authorities at all levels, right from local, provincial and national government.
- The community people are generally aware about the importance of gender practice and gender balances.
- Through PADV education in programs in the schools and universities, the terms gender and gender equity have often been discussed amongst youth and older children at school.
- As result of PADV works and education campaigns, more women are able to join leadership positions in the village projects and local governments such Village Chief and Commune council.
- Parents and children become highly aware about how trafficking is organized and are able to act collectively to protect themselves or to provide immediate reports to the local authority.
- Through PADV lobbying and education campaigns, the government and civil society groups have accepted DV as one of the contemporary issues that must be dealt with collectively.
- The community reveals an unprecedented behavior relating to the fact that, they must report to the authority when they experience or witness the cases of DV in their community.
- The government expresses a tougher stand against DV and child trafficking, and at the same time, more social services are developed for child protection, compared to 2006

VII. SWOT Analysis:

A. At the organizational Level

Strengths: <ul style="list-style-type: none"> • Registered with Ministry of Interior 	Opportunities: <ul style="list-style-type: none"> • Beneficiaries and others recognized and supported of PADV
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<ul style="list-style-type: none"> • Financial and staff policies are put in place • Organizational bylaw is in place • Skilled and knowledgeable staff • Good communication among staff members. • There are regular staff and program managers meeting • Good cooperation with NGOs and Ministry of women affair, education and Interior • There are mid-tern and annual evaluation • Staff are sensitively responsible • Staff express strong commitment • Regular monitoring supports are provided to staff in field. • Ability to get helps from foreign volunteers. 	<p>work</p> <ul style="list-style-type: none"> • Donors recognized and support PADV • DV law is put in place and reinforced • Strong partners network • Relationship with new donors and able to raise more funds • Government recognized PADV works and trafficking is the social issues • Ministry of education integrated DV issues in education program • PAVD has been recognized as one of the leading agencies in dealing with the issues of DV and trafficking
<p>Weaknesses:</p> <ul style="list-style-type: none"> • Unclear structure • Board of director is not active • Many staff leave the organization • Poor information sharing • Limited relationship with donors • Late reporting • No executive director • Limited English language amongst key staff members • No person responsible for fundraising • Limited knowledge of managers • Lack of materials for supporting operational activities. 	<p>Threats</p> <ul style="list-style-type: none"> • Many organization working in DV (Competition) • Donors changed their directions • Lack of qualified human resources • Difficult to find board members

B. At the program Level

<p>Strength</p> <ul style="list-style-type: none"> • Completed activities as planned • Strong field work practice • Good cooperation with Local authorities and communities 	<p>Opportunities</p> <ul style="list-style-type: none"> • Provincial network is in place • Network with a cluster school is in place • Recognition from donors
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<ul style="list-style-type: none"> • Good cooperation with Other NGOs • Staffs are skilled in working with the community. • There are networks formed, right from national, provincial and local level. • Staff is skilled in report writing and planning. • Good strategy to encourage people to participate all activities 	<ul style="list-style-type: none"> • Networking with local authority for prevention of DV and trafficking is put in place • PADV works have been supported by authorities at all levels. • DV issues have often been broadcasted by media such as radio and television.
<p>Weakness</p> <ul style="list-style-type: none"> • High staff turnover cause some disruption to the community work and reporting process. • Monitoring tools have been unclear to field staff. 	<p>Threats</p> <ul style="list-style-type: none"> • Global economic crisis • Donor change their direction • limited network capacity • Problem was solved not based on legal system, but depend on cultural practices. • Interventions of powerful person

VIII. Current Issues Encountered

- Cultural barriers such as man’s superior behaviors including the informal cultural norms.
- Some people are too poor to think about right base practice, and therefore, they are less interested in participating in the awareness raising activities.
- The impacts of the current economic crisis appear to have left hundred of thousands young people stranded in the city without jobs, and, in the meantime, they are at risk from being exploited in trafficking and sex industry.
- Corruption amongst police and powerful persons.
- The abusers have developed more tactics to exploit women and children for trafficking purposes.
- Lack of participation of women in leadership and in higher positions in the public, NGOs and private sectors.
- Livelihood of vulnerable people are in shortage and under poverty lines of World Bank shown in relation of economical improvement, living standard and the lack of financial support with its capacity building.
- The shortage of a basic education and primary health care are the main issue of the vulnerable people.
- Men and boys are not participated in the improvement of the fixing damages, domestic violence and violence on women.

IX. Key issues addressed by the project for 2010 - 2012

- Lack of fund
- Increased people's migration
- The number of children dropped out of school increases
- Poor law enforcement and advocacy
- Insufficient support from the court system, in dealing with DV issues.
- Increased report of drug addicts
- Lack of appropriate emergency intervention to victims of DV, in remote villages.
- Difficult to change traditional behavior, in relationship between men and women in Cambodian society.
- Insufficient service supports made by the community themselves.

The issues addressed above were, then summarized as followed

1. Cultural barriers and informal cultural norms
2. Poor law enforcement and advocacy
3. Poor psycho-social services to support to victims.
4. Limited public awareness of gender dissemination
5. Limited capable staff, wanted more professional staff

X. Strategic Planning for 2010 – 2012

A. Target Groups/Target Areas

Over the next 3 years, 2010 – 2012, PADV will be working in the selected areas as follows:

1. Kg Thom Province: in Stuong, Baray and Santhuk District
2. Kg Cham Province: in Prey Chor, Dambae and Memot district
3. Siem Reap Province: Angkor Thom, Banteay Srei and Kralahn District
4. Kandal Province: Angsnoul, Ksach Kandal and Mok Kompeu district
5. Sihanouk Ville: Prey Nouk District
6. Kampot province: Kompong Trolak, Chhouk and Tek Chhouk
7. Kompong Chhnang: Borabo and Tek Pos

The target groups include:

1. The women and children suffer from DV
2. Groups and network of men

3. School and non-school children
4. Network of focal persons
5. Local Authority
6. Police officers
7. Staff from government office for Women's Affairs
8. Community people, and
9. University students
10. Closed-group families

B. Strategic Directions.

1. To promote positive behaviors towards gender respect and practices, that has been dominated by some unparalleled traditional culture on DV. Such cultures include : Man superior in Family, My wife is my property, so I can do what ever I wanted, Women must be ruled by her husband, man is stronger than women, so men have more power over women, women must submit her power to men etc.....
2. To develop strategy of cooperation amongst relevant institutions and advocacy, to ensure better law reinforcement on DV.
3. To identify and develop the quality of social services that can provide effective psycho-social support to victims suffered from DV and trafficking.
4. Enhance gender dissemination and practice in all target communities
5. Improve the quality of organizational performances, so that PADV will be well equipped with professional capacity to achieve its targeted objectives and goals.
6. To empower women in political and economic through promotion of the livelihood, capacity building, social awareness of the poor and disadvantaged women and their families in rural areas with specific directions a) To improve cooperation with local authorities and other NGOs approaching the empowerment, b) To strengthen women's livelihood and business by saving and providing credit loan and vocational training, c) To promote women's ownership by providing capacity building on social awareness including the basic education and health care improvement, d) To promote women's participation and exchange experience towards the promotion of higher position and employment opportunities.

C. Program Descriptions:

Program Goal: All types of violence on target people will be prevented reduced or resolved with upholding and up-grating the livelihood and the promotion of women's empowerment in economics and politics.

Program Objectives: Key strategic objectives set by PADV are:

1. To minimize the negative impact of DV and other forms of abuse, that have been perceived by the people because of traditional roles, through the promotion of positive behavioral changes in people's head, heart and practices. The informal cultural norms will be reduced.
2. To enhance the level of law reinforcement, through strengthening coalitions with relevant institutions and partners organizations, both in government and NGOs.
3. The victims of DV, trafficking and sexual abuse will be able to receive protection, in time of need, and proper social services for psychosocial support are put in place.
4. Gender dissemination and practices are widely spread amongst men and women in the community as well as in the partner institutions that have been targeted by the programs.
5. To improve the effectiveness of PADV's management system, so that this organization will have a strong capability to manage the programs under its supports as the way to pave and improvement to donors and stakeholders.
6. The encouragement and the promotion of the women's empowerment in participation roles of leadership and economical politics as the assets as needs.
7. To improve a better livelihood and living standard together the daily living incomes of the target populations and the closed – group families as planed.

D. Key Strategic Activities

1. Working with relevant experts and institutions, to develop appropriate development process, that allows a better understanding about some key traditional and cultural constraints that could exacerbate the practice of some unpleasant behaviors in DV against women.
2. Providing psycho-social support and interventions to the victims of DV and trafficking by providing social services and counseling.
3. Working with groups of men who are interested in working collectively to reduce the level of violence amongst men.
4. Enhancing the level of awareness and understanding about the consequences of DV, trafficking and drugs, amongst children, through school education and ensure that the related topics are integrated into the school curriculum.
5. To support the formation of the network of focal persons and community service providers in the target villages and beyond, so that they can act collectively to ensure that all victims of DV are well protected, and proper social services support are provided.
6. To improve public awareness on gender mainstream and issues relating to DV, through:
 - Community education, peers discussions.
 - Radio and television shows
 - Organize events relating to DV, during Water Festival,
 - Participating in the 16 days campaigns on DV
 - Celebrate the International Women Day, 8th March.
 - Develop posters on DV

- Organize village presentations and educational campaigns on issues and knowledge regarding to gender and DV.
7. Empower women and men in the target communities, through enabling them with the opportunity to attend workshops and conferences, relating to DV, trafficking and drugs uses.
 8. To promote women's empowerment on economics and politics and to up-grating the livelihood to the target groups

XI. Measuring Key Strategic Outcomes by the program:

Objective 1:

- 1.1. Strategy to overcome the barriers of culture and traditional practices, that are not favored to good gender promotion are minimized and level of DV is identified and shared with other institutions.
1. 2. Significant behavioral changes will be recorded by cases studies, in relation to positive behavioral practices toward gender mainstream practices and DV.
1. 3. At least 35% of the people in the target groups are able to elaborate these cultural constraints, and express their good will in minimizing the negative impacts and attitudes that could favor well practices in gender mainstream and reduce the level of DV in the community.

Objective 2:

- 2.1 The laws related to DV and trafficking will be well elaborated by relevant institutions and local authority such as commune council, village leadership and police.
- 2.2. The community people, especially women and victims of DV are well equipped with knowledge of the law against DV and trafficking, and, furthermore, they are able to organize collective actions to support the victims, when necessary.
- 2.3. The case of DV and trafficking are reported to relevant authorities, and immediate interventions have been taken seriously, based on the laws.

Objective 3:

Proper social supports are put in place or connected to the community focal persons, so that victims of DV and trafficking can received proper psycho-social supports. In this case, at least 80% of DV victims are able to enjoy these services. Such services include:

- The victim will be able seek for protection, in time of danger.
- Psycho-social counseling will be provided, to ensure that the victims are empowered to manage their own stresses and making their best choices by themselves over the problems they have faced.
- The communities of neighbors of DV victims have inserted their power and influence over the abusers, at the time of DV occur in the community.

- Group counseling amongst victims of DV and trafficking is organized, as social safety net and team support building.
- Emergency clinical intervention service is identified, to support the victims who suffer from severe psychological distresses and outrages behaviors.

Objective 4:

4.1 At least 80% of men and women who live in the community are highly aware about the law against DV and trafficking, and therefore they have the capability to voice their concerns to relevant authority, when abuses are reported.

4.2. The knowledge of gender mainstream practice, DV and trafficking are well received by the people who live in the target communities and beyond, and voice of victims are heard by the local authority, especially the village leaders, commune council and local police commission.

4.3 Effective educational materials for public awareness on DV and trafficking are to be developed and shared by other interested institutions, schools in the target communities of PADV.

Objective 5:

5.1 A strong management team will be further built within PADV, so that an effective management, both at the organizational as well as the operational level is put in place, based on strong value practice, democracy and mutual team work environment.

5.2 All PADV internal policies and procedures are reviewed and revised, to ensure high level of relevancy and proper implementation.

5.3 Staff is well equipped with relevant professional skills, in dealing and working with the community as well as dealing with the victims and other involved institutions.

5.4 Staff high turn over are to be minimized through the adoptions of proper motivation systems with a proper management. To have more attraction in employment of staff to PADV within the next three years.

5.5 Alternative tools for monitoring support to the operational activities are identified and used as a basis for recording the overall progress of outcomes generated by the intended objectives set by this strategic planning.

5.6 Strong partnership is built between PADV and other relevant institutions, both in government and NGOs, so that collective activities can be easily organized, to support advocacy campaigns and interventions against case of DV, lack of law reinforcement and trafficking issues.

Objective 6: Empowerment of Women in Economics and Politics

To empower women in political and economic through promotion of the livelihood, capacity building, social awareness of the poor and disadvantaged women and their families in rural areas with specific objectives:

1. To improve cooperation with local authorities and other NGOs
2. To strengthen women's livelihood and business by saving and providing credit loan and vocational training
3. To promote women's ownership by providing capacity building on social awareness and health improvement
4. To promote women's participation and exchange experience

Objective 7: Against Domestic Violence (ADV) for other Developments (Health, Education and Micro-credit programs)

- To promote the target closed group families and vulnerable people in the target areas to have a better livelihood in terms of health care, a basic education and micro credit for a small business.
- To make donors and the stakeholders recognize that those could be done within PADV's scope of works and its strategy planning direction.
- To cutting down the DV by doing these programs and it is as for self-sustainability for not going back again the DV issues as recycling.

XII. The Project Descriptions:

PADV has adopted 10 programs, in order to achieve the project objectives set by this strategic planning. These programs include:

1. General Program (GP)
2. Education Information Support Program (EISP)
3. Public Awareness Program (PAP)
4. Anti Child Trafficking (ACT)
5. Family Protection Network Program (FPNP)
6. Men Stop Violence (MSV)
7. Women's empowerment in Economics and Politics
8. Health Program
9. Education Program
10. Micro – credit Program

The programs are detailed as follow:

1. General Program (GP)

Rational:

The level effectiveness and success of PADV works depend primarily on the capacity of the organization to manage its resources, including human, material and finance, and a way that is accountable and transparency. Furthermore, as social issues relating to DV are now, more complex and

challenged by strong cultural barriers, it is important that PADV must collaborate with other organizations and service providers that have shares common works and activities.

A) Key Objectives:

1. To strengthen the management systems of PADV.
2. To enhance staff's capacity, so that they can work more effectively and professionally with DV, trafficking and other related issues in the program.
3. To ensure the activities of all program go in the direction and measure their impact after 3 years.
4. To promote enforcement of the related laws of DV, trafficking and sexual abuse in order to save victims.
5. To secure support for PADV Program Activities and secure Funding.

B) Key Activities:

- Review all PADV Policy
- Organize regular Staff, MC and Board meeting
- PADV provides internal and external training according to the related field.
- Strengthening the system of monitoring and evaluation in the whole organization(in/ext)
- Increase efforts in lobbying and advocacy in its related field such as with Parliamentarians, heads of department and relevant organizations.
- Participation in NGOs networks related to Human and Women's Rights, Health.
- Compliance with donors' requirements: i.e. reports, audits, budgets, Production of funding proposals to carry out activities.

**LOGICAL LOG FRAME
FOR GENERAL PROGRAM (GP)
2010- 2012**

Program Activities	Objective	Impact Indicators	Expected Outputs	Main of verification	Timeframe
- Review all PADV Policy	- To Strengthening of an Organization.	- All PADV policy is review and update.	- PADV have the up to date policy in place and the Organizational structure, Managements system are smooth.	- All policies are update in place.	on going 3years

<p>- Staffs, MC and Board meeting</p> <p>- PADV's provide in-house and external training to according to the related field.</p> <p>- Monitoring and Evaluation (in / Ext)</p> <p>- Lobbying and advocacy (Parliamentarians, heads of department and relevant organizations) eg. - Round table discussion, Journalist workshop.</p> <p>- Networking: (Deputy Director, Board of Directors, Advisor)</p>	<p>- To Strengthening of staff Capacities.</p> <p>- To ensure the activities of all program go in the direction and measure the impact after 3y.</p> <p>- To enforce the related laws of DV, trafficking and Sexual abuse in order to save victims.</p> <p>- To securing support for PADV Program Activities and secure Funding.</p>	<p>- PADV staffs has regular meeting and staffs have enough opportunities to participate to raise their concerns in the meeting.</p> <p>- Increased capacity of staff at all levels to perform their role in the organization</p> <p>- Quality evaluation and monitoring systems provide essential information</p> <p>- The laws of DV, trafficking and Sexual abuse has been implements.</p>	<p>- The system of Decision-making from bottom-up (core).</p> <p>- PADV's staffs have enough capacities for implements to there work.</p> <p>- All PADV programs have a tool of good monitoring / evaluation system that can help programs to achieve their objectives.</p> <p>- Victim of Domestic Violence, Trafficking and Sexual abuse gain access to service provide by government, NGOs network and the number of trafficking and Sexual abuse cases are reduced in the communes and villages.</p> <p>- PADV would get more support from partner organizations, donors in terms of technical and funding support and</p> <p>- All PADV programs/ donors are aware/</p>	<p>- Staffs attended list and Minute of meeting</p> <p>- Staffs have enough capacities to perform their role in the organization.</p> <p>- Check the activities to reflect with the work plan.</p> <p>- The Victims are protection by DV law.</p>	<p>On going 3 years</p> <p>On going 3 years</p> <p>On going 3 years</p> <p>On going 3 years</p> <p>On going 3 years</p>
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<p>Participation in NGOs networks related to Human and Women's Rights, Health.</p> <p>- Compliance with donors requirements: i.e. reports, audits, budgets Production of funding proposals to carry out activities.</p>		<p>- PADV is a member of several network bodies that works on the similar issue.</p> <p>- Funding secure</p>	<p>understand the achievement of PADV During the time.</p>	<p>- Report of activities.</p> <p>- Report on time close contact with donor.</p>	<p>On going 3 years</p>
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2. Education Information Support Program (EISP)

Rationale:

These activities will strengthen the capacity of Local Authorities and police district officers to make connection between DV theories and practice. PADV has introduced the concept of male Villages Volunteers because it is not physically possible for the female village volunteer to intervene in cases of domestic violence at night. This concept has been extended to include village chiefs who will collaborate with male and female village volunteers in support of victims of DV. PADV has also, introduced the concept of Community Service Providers' Network (CSPN) which involves working more closely with victims at village level, and a students' network which enables the free flow of information on DV, trafficking and drug addiction. This introduction of CSPN is a response to the recommendation of the PADV core program evaluation. The Student's network has been introduced in response to the success of school presentation.

Previously PADV had two separate programs, one being Education Program and the other Information and Support Program. Due to changes in staff, these two programs have been combined to form one program being, Education Information Support Program.

A. Objectives:

1. To build capacity and educate Local Authorities as Focal point persons so they understand DV, its costs, trafficking, drug addiction, gender dissemination and service provider skills, in order to accomplish the roles in their obligation to enforce the law and provide assistance to victims of all forms of violence.
2. To strengthen and supervise Village Volunteers who will disseminate domestic violence and gender information in their villages and assist the victims of violence.
3. To raise middle school students' awareness on DV, gender dissemination, the trick of child trafficking and the effects of drug addiction.
4. To increase University students' understanding of DV and how to make a happier family.

B. Key Activities:

- Organizing training on DV to community focal point persons, commune councils, village chiefs, district police and staff from women affairs.(5days)
- Provide training to Middle school students. (2 days)
- Organize Education Session of Village Volunteers (VV)
- Organize presentations and discussions about the issues of DV and other forms of abuse to university students.
- Support regular Community Service Providers Meeting (CSPM)
- To assist all victims to get available services from Service Providers Network (CSPM). These include the providing of emergency fund and basic counseling to victims.
- Support to NGOs network meeting, to discuss, lobbying and advocate for the reinforcement of DV, women rights and trafficking, and to improvement social service for the abused victims.

**LOGICAL LOG FRAME FOR EDUCATION INFORMATION
SUPPORT PROGRAM (EISP)
2010- 2012**

Programs/Components	Objectives	Impact	Expected Outputs	Mean of	Time
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		Indicators		Verification	Frame
<p>EIS Program : Activity 1 :</p> <ul style="list-style-type: none"> • 5 - Day Focal Point Training (2 tr.x 3 pro x 3 yrs =18training) <p>Location Areas:</p> <p>Kg.Thom province</p> <ul style="list-style-type: none"> • Baray •Stoung <p>Kandal province</p> <ul style="list-style-type: none"> • Angsnoul •Koh Thom <p>Kg.Cham province</p> <ul style="list-style-type: none"> • Prey Chhor • Memot <p>Target Group : 38 ppts. Police Inspector & WA district C Council & Police Post : 6ps Village committees : 30pers (2pers.x 5 villages x 3 com.)</p>	<ul style="list-style-type: none"> •To build capacity and educate local authorities as focal point persons so that they understand DV, trafficking, drug addiction, gender dissemination and service provider skills in order to accomplish the role in their obligation to enforce the law and provide assistances to victims of all forms of violence. 	<ul style="list-style-type: none"> •18 Training courses to be provided to 684 participants from district level including commune council, police post and village chief of the 3 target provinces. <p>(38 participants/training)</p> <ul style="list-style-type: none"> • Attendance list. • <u>Pre-Post Test</u> 	<ul style="list-style-type: none"> •Participants attending the training will understand DV, and they acknowledge that DV is a social issue. •Local authorities & police officers share information and knowledge with their staff and to the grassroots people. •Local authorities & police officers intervene all cases of DV to help victims and take action against abusers. They also, the victim where to get other available services. •The numbers of DV cases and violence are reduced. 	<ul style="list-style-type: none"> •Attendant list •Pre & Post test. •Daily evaluation form. •Final evaluation form. •Monitoring report. •Mid-Term meeting. 	<ul style="list-style-type: none"> • Feb • March • June • July • August • Sept
<p>Activity 2 : •2-day Middle school student Training.</p> <p>Location Areas :</p>	<ul style="list-style-type: none"> • To raise DV awareness, gender dissemination, trafficking and drug addiction to students. 	<ul style="list-style-type: none"> • 18 training will be provided to 540 middle school students from 6 districts of 3 provinces target areas. <p>(<u>30 students/ training</u>)</p>	<ul style="list-style-type: none"> • Middle school students from 6 districts of 3 provinces target areas attended the training. They acknowledge that DV is a social 	<ul style="list-style-type: none"> •Attendant list •Pre & Post test. •Daily evaluation form. •Final evaluation 	<ul style="list-style-type: none"> • Feb • March

<p>Kandal = 6 courses</p> <p>Kg. Thom = 6 courses</p> <p>Kg.Cham = 6 courses</p>		<ul style="list-style-type: none"> • <u>Attendance list</u> • <u>Pre-Post Test</u> 	<p>issue. They will share information of DV with their families and relatives. They also share information of DV, the trick of child trafficking and the effect of drug addiction with their friends. They will inform local authority to do intervention in case of DV, drug smuggling and child trafficking</p>	<p>form.</p> <ul style="list-style-type: none"> •Monitoring report. •Mid-Term meeting. 	<ul style="list-style-type: none"> • May • June
<p>Activity 3 : Education Session of Village Volunteers (VV) 2 times /1vv/ month</p> <p>Location Areas : Dangkor District, P.Penh</p> <p>Chom Chao Commune Dangkor Commune Prey Veng Commune</p>	<ul style="list-style-type: none"> • To raise DV awareness, Gender dissemination, the trick of child trafficking and the effect of drug addition. 	<ul style="list-style-type: none"> • 10 VVs in Cham Chao • 6 VVs in Dangkor • 5 VVs in Prey Veng • Village volunteers will conduct their education session on DV , gender dissemination, child trafficking and the effect of drug addiction to grass roots people. <p>(30 pp./month/1 vv) (30ppx21vvx12m.x3ys)</p>	<ul style="list-style-type: none"> • Grass-roots people participated the presentation on DV and Gender dissemination conducted by 21 village volunteers. •Grass-roots people will understand the wheel of DV and its costs. They learnt the best way to avoid DV and how to make happy family. They will intervene in case of DV and inform local authorities on all forms of abuses. DV cases and violence's are reduced. 	<ul style="list-style-type: none"> • Attendant list • Monthly quarterly, Annual report. • Monitoring report. • Evaluation report • External report. • Home visit 	<p>January</p> <p>to</p> <p>Dec</p>

		<ul style="list-style-type: none"> • 22,680 grass-roots people attended VV's education session. • Attendance list 			
<p>Activity 4 :</p> <p>•Presentation to students : 3 Universities at P. Penh :</p> <p>Location Areas:</p> <ul style="list-style-type: none"> ✓ University of Health Sciences ✓ Royal University of Law and Economic ✓ National Institute Education <p>Target Group : 2nd and 3rd year Student 1st year student for NIE</p>	<ul style="list-style-type: none"> • To increase students' understanding of DV. and how to make happy family. 	<ul style="list-style-type: none"> • 9 Presentations on DV will be provided to 1800 student of the Royal University of Law and Economic, the University of Health Sciences & the National Institute of Education. (a half day presentation) 200 st.x 3 Uni.x 3 y = 1,800 st. • Attendance list • <u>Pre-Post Test</u> 	<ul style="list-style-type: none"> • Students to be aware on DV. They acknowledge that DV is a social issue. They learn that non-violent communication is the best way to stop domestic violence and to make a happy family. • Students disseminate DV and gender issues to their friends and relatives. 	<ul style="list-style-type: none"> • Attendant list • Pre & post test • Activity report • Annual report 	<p>November</p> <p>and</p> <p>December</p>

<p>Activity 5 : ♦ Community Service Providers Meeting (CSPM) (4times/y x 3 y : 12 times)</p> <p>Location Areas:</p> <p>Kg.Thom province ♦ Baray ♦Stoung</p> <p>Kandal province ♦ Angsnoul ♦Ksach Kandal</p> <p>Kg.Cham province ♦ Prey Chhor ♦ Memot</p>	<ul style="list-style-type: none"> ♦ To build network at the communities in order to collect data of victims of all forms of abuses. ♦ To ensure that all victims will get available services from Service Providers Network (CSPN). 	<ul style="list-style-type: none"> ♦ 684 CSPN from 6 districts of 3 provinces target areas were participated the Meeting conducted by EISP staff. (12 times) ♦ They will submit report of interventions and referral cases of the victims. ♦ They do monitoring/ follow up cases of victims of all form of abuses. ♦ Attendance list. ♦ Minutes 	<ul style="list-style-type: none"> ♦ CSPN cooperated with local authorities in order to intervene and provide services to victims. ♦ CSPN inform/ counsel victims about the available services so that they can make decision to get assistance outside their communities. ♦ Victims problems were solving at the Meeting. 	<ul style="list-style-type: none"> ♦ Attendant list ♦ Reports of DV intervention and referral cases collected by local focal point ♦ Monitoring/ follow up on cases of DV ♦ Minute of local focal point meeting 	<ul style="list-style-type: none"> ♦ March ♦ June ♦ September ♦ December
<p>Activity 6 : ♦ Middle school Student Meeting (4times/y x 3 y = 12 times)</p> <p>Location Areas:</p> <p>Kg.Thom province ♦ Baray ♦Stoung</p> <p>Kandal province ♦ Angsnoul ♦Ksach Kandal</p> <p>Kg.Cham province ♦ Prey Chhor ♦ Memot</p>	<ul style="list-style-type: none"> ♦ To build network with student at district level to encourage them to share knowledge of DV, child trafficking and the effect of drug addiction to their : - families/ relatives - friends and teachers 	<ul style="list-style-type: none"> ♦ 540 middle school students from 6 districts of 3 provinces target areas participated in the Meeting conducted by EISP staff (12 times). ♦ They will report what they had done at home and at school on DV, child trafficking and drug addiction cases. ♦ They do monitoring/ follow up cases of drug addict. ♦ Attendance list. ♦ Minutes of the Meeting 	<ul style="list-style-type: none"> ♦ Middle school students get better knowledge from the meeting : - The costs of DV and the best way to stop violence. - Some article related to trafficking and drug smuggling. ♦ They share education session on DV, child trafficking and the effect of drug addition with their class mates and with students at others schools. ♦ Drug addiction at school 	<ul style="list-style-type: none"> ♦ Attendant list ♦ Report ♦ Minute meeting ♦ Monitoring/ follow up 	<ul style="list-style-type: none"> ♦ March ♦ June ♦ Sept ♦ Dec

			<p>decreased.</p> <ul style="list-style-type: none"> • Student aware of trafficking trick. 		
<p>Activities 7 : Village Volunteer bi-monthly meeting : 6 times/y x 3 y = 18 times)</p> <p>Location Areas : Dangkor District, P.Penh - Chom Chao Commune - Dangkor Commune - Prey Veng Commune</p>	<ul style="list-style-type: none"> • To strengthen, monitor and supervise program activities. 	<ul style="list-style-type: none"> • 10 Village Volunteers of Chom Chao Commune, 6 Village Volunteers of Dangkor Commune and 5 Village Volunteers of Prey Veng Commune will participate separately the meeting at their communes. (18times) • Attendance list 	<ul style="list-style-type: none"> • Village volunteers present the development of their education session of each month. • Team leaders each commune presents the number of participants in each education session. • They raise the problem occurring in their communes and solve problems together. • Village Volunteers become confident to collaborate with 	<ul style="list-style-type: none"> • Attendant list • Minute meeting • Monitoring & Supervision • Monthly Mid-Term Annual report • External report 	<ul style="list-style-type: none"> • January • February • April • May • July • August • October • Nov

			local authorities. Commune police officers committed to assist victims of DV and take action against the abusers.		
<p>Activities 8 :</p> <ul style="list-style-type: none"> • Village Volunteer and Stakeholder Mid/End-Year meeting : (2 times/y x 3 y = 6 times) <p>Location Areas : Dangkor District, P.Penh</p> <p>Chom Chao Commune Dangkor Commune Prey Veng Commune</p>	<ul style="list-style-type: none"> •To share information between Village Volunteers and Stakeholders to find the best way to do intervention and solve problems. 	<ul style="list-style-type: none"> • 21 Village Volunteers , 38 Village Chiefs, 3 commune chiefs and 3 police officers from 3 commune target areas will participate. The meeting is conducted by EISP staff 6 times/ 3 years. 65 persons will participate for each meeting. • 390 persons participated the Meeting for 3 years. • Attendance list. 	<ul style="list-style-type: none"> • Team leaders of each commune present the number of participant in their education sessions for 6 months and yearly. • They raise problems occurring in their communes and solve problems together. •Commune chief, police officers and village chief will cooperate with village volunteers to arrange the education session for VV's. • Local authorities do intervene on all cases of DV. They will provide services to victims and take action against the abusers. •VVs become confident to advocate people to be aware of DV and its costs and collaborate with local authority to intervene all cases of violence. 	<ul style="list-style-type: none"> • Attendant list • Minute meeting • Monitoring & Supervision • Mid-Term Report 	<ul style="list-style-type: none"> • June and • Dec

<p>Activities 9 : Emergency fund and basic counseling to victims : (\$400./y x 7 boxes = \$2,800. 00)</p> <p>Location Areas:</p> <p>- PADV, Phnom Penh</p> <p>- Kg.Thom province ♦ Baray ♦Stoung</p> <p>- Kandal province ♦ Angsnoul ♦Ksach Kandal</p> <p>- Kg.Cham province ♦ Prey Chhor ♦ Memot</p>	<ul style="list-style-type: none"> ♦ To support and assist victims of all forms of abuses. 	<ul style="list-style-type: none"> ♦ Victims will come to PADV and district women’s affairs to get basic counseling. ♦ US\$ 8,400.emergency fund is needed to allocate to 7 emergency boxes(P.P and 6 districts) for 3 years. ♦ Victims were informed of Network Ngo’s which have services to support victims. ♦ Direct follow up to victims and follow up by phone. ♦ Record the number of the victims. 	<ul style="list-style-type: none"> ♦ Victims will receive support and assistances from PADV and District Women’s Affairs to solve their problems. ♦ Victims will be empowered to decide the best way to deal with their problems and be able to get available services to assist them. ♦ Victims will be free from violence/suffering. 	<ul style="list-style-type: none"> ♦ Victims' files ♦ Receipts ♦ Request forms ♦ Report 	<ul style="list-style-type: none"> ♦ January and ♦ Dec
<p>Activities 10 : ♦ Survival Education Day (1 times/y x 3 y = 3 times) Victimized Empowerment Day</p>	<ul style="list-style-type: none"> ♦ To motivate and encourage victims to share opinions and experiences in a relaxed place. 	<ul style="list-style-type: none"> ♦ 25 victims from shelter and at home will be invited to take 3 day trip/year. ♦ 75 victims will participate the 3 days trip for 3 years. ♦ Attendance list 	<ul style="list-style-type: none"> ♦ Victims get an opportunity to relax and share experiences with each others. ♦ They leave with a pleasant appearance and hope of getting a brighter future. 	<ul style="list-style-type: none"> ♦ Monitoring ♦ Direct follow up with victims and by phone ♦ Attendant list ♦ Report 	<ul style="list-style-type: none"> ♦ October

		<ul style="list-style-type: none"> • Report 			
<p>Activities 11 :</p> <ul style="list-style-type: none"> • NGO's Network Meeting <p>Location Areas: PADV Office, P.Penh (4 times/y x 3 y = 12 times)</p> <p>Target Group : MoWA P.Penh WA Municipality NGO's</p>	<ul style="list-style-type: none"> • To build networks with NGOs and government institutions in order to work together to promote women's rights and advocate the Judicial system to reconsider self-defense crimes. 	<ul style="list-style-type: none"> • 18 NGO's and 2 representatives from MoWA will attend the Meeting at PADV regularly for 3 years. • Attendance list • Report 	<ul style="list-style-type: none"> • NGO's and representatives from MoWA and P.P Women's Affairs Municipality share information and raise issues of victimized women in order to solve problems together. • Participants will report the achievement of the meeting to their superiors. • Victims are referred and get available assistances. 	<ul style="list-style-type: none"> • Attendant list • Minute taker of meeting • Report 	<ul style="list-style-type: none"> • March • June • Sept • Dec
<p>Activity 12 :</p> <ul style="list-style-type: none"> • Monitoring / Supervision A. Village Volunteers <p>(6 times/y x 3 y = 18 times)</p> <p>Location Areas : Dangkor District,P.Penh - Chom Chao Commune - Dangkor Commune - Prey Veng Commune</p> <p>B. Training Focal Persons</p> <p>(2 times/ y x 3 y = 6 times)</p>	<ul style="list-style-type: none"> • To strengthen, monitor and supervise program activities. • To measure the effectiveness of the program activities • To ensure and maintain that all activities at field Works are consistent to the program plan. 	<ul style="list-style-type: none"> • 21 Village Volunteers will be monitored and supervised by EISP staff regularly as planned (18 times for 3 years). • Record the techniques/ process of each village volunteer during his/her education session. • Monitoring / supervision will be conducted 2 times /year by EISP staff. • 576 persons will be invited to participate in 	<ul style="list-style-type: none"> • Village Volunteers received feed-back about the lack of techniques / process for their education sessions. • They gain more skills and techniques to perform their duties effectively. • They will be confident to do work in communities. 	<ul style="list-style-type: none"> • Attendant list • Interview form • Report • The document for monitoring & result of analysis. 	<ul style="list-style-type: none"> • February • April • July • Sept • October • December

<p>Location Areas :</p> <p>Kg.Thom province ♦ Baray ♦Stoung</p> <p>Kandal province ♦ Angsnoul ♦Ksach Kandal</p> <p>Kg.Cham province ♦ Prey Chhor ♦ Memot</p>		<p>the interview process for 3 years. (96p./1timex 6ts = 576p.)</p> <ul style="list-style-type: none"> ♦ Participant List ♦ Attendant List ♦ Questionnaire ♦ Report 	<ul style="list-style-type: none"> ♦ Strengths and Weaknesses will be identified. ♦ New process will be used in order to improve the program activities. ♦ Curriculum and contents have to be revised or updated. 		
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3. Public Awareness Program (PA)

Rationale:

PAP, after completing an internal evaluation, has chosen to use cinema shows and radio live talk back, as new ways to reach a larger grass roots audience, who can then recognize and prevent DV. The empowerment of women and female students is critical to breaking the chain of DV and reducing all violent acts against women. By promoting a stronger and more confident woman we help to build a happier family.

A) Objectives:

- 1- To instill a permanent awareness of DV, DV law, human rights, trafficking, sexual abuse, and gender dissemination within the grass root population.
- 2- To change negative attitudes in terms of understanding of DV issues, DV law, gender, trafficking and sexual abuse of all victims.
- 3- To prevent and reduce the effects of DV on children, and as well the related issues of drug addiction, trafficking and sexual abuses.
- 4- To promote women in the community and female students in the school about general knowledge on human rights, DV and all form of abuses in order to make a happy family.
- 5- To strengthen, monitor and supervise program activities.

B) Key Activities:

- Support to Outreach program, through village presentations and school forums.
- Community Women Empowerment and Female Student Empowerment workshops on human rights and gender equality
- Distribution of IEC Materials for public educations
- Organize radio live Talkback
- Provide support to the organization of public events such as International Women's, Day, 16 Days Campaign, and educational campaigns during Water Festival.




**LOGICAL LOG FRAME
FOR PUBLIC AWARENESS PROGRAM
2010- 2012**

ROGRAMS/ COMPONENTS	OBJECTIVES	IMPACT INDICATORS	EXPECTED OUTPUTS	TIMING
1. Outreach program	- To instill a permanent	- 72 times to grass roots.	Villagers understand and accept DV	

<p>- Village presentation</p> <p>- School forum</p> <p>• Target Areas are :</p> <ul style="list-style-type: none"> ➢ Kampong Cham province: Prey Chhor and Memot district. ➢ Kandal province: Angsnoul and KhsachKandal district ➢ Kompong Thom province: Stoung and Baray district. <p>• Target Groups are:</p> <ul style="list-style-type: none"> ➢ Grass root people ➢ students and teacher and local authorities 	<p>awareness of DV, DV law, human rights, trafficking, sexual abuse, and gender mainstreaming within the grass root population</p> <p>- To change negative attitudes in terms of understanding of DV issues, DV law, Gender, trafficking and sexual abuse of all victims.</p>	<p>28800 people will attend the (400persons/time for 3years).</p> <p>- 72 presentations to grass roots. 10800 people will attend the presentation (150persons/time for 3years).</p> <p>-72forum to students. 10800 students will attend the forum (150Student /time for 3years)</p>	<p>and other form of abuses as a social issue and gender mainstreaming. They will share information and experience to their neighbor and relatives on the impact of DV, gender equality power and controlled and the trick of trafficking and drug addiction.</p> <p>They will collaborate reporting to local authorities all cases of abuses.</p> <p>- Student understands of accept DV and other form of abuses as a social issue. They will share information and experience to their friends, relatives on the impact of DV, gender equality power, controlled and the trick of trafficking and drug addiction.</p>	<p>From January to November</p>
<p>2. Communities Women Empowerment</p> <p>• Target Areas are:</p> <ul style="list-style-type: none"> ➢ Kampong Cham province: Prey Chhor and Memot district. ➢ Kandal province: Angsnoul and KhsachKandal district ➢ Kompong Thom province: Stoung and Baray district 	<p>To promote women in the community and students in the school about general knowledge on human rights, DV and all form of abuses in order to make family happy.</p> <p>- To prevent and reduce the effects of domestic violence on children, and as well the related issues of drug addiction</p>	<ul style="list-style-type: none"> • 6 times capacity building with women in grassroots in PADV target areas (for 3years) • 108 times for group discussion with women in target areas. (for 3years) • 288 women will attend group discussion every 2 months (16persons/6 time/ year for 3 year). • 6 times capacity building with 	<ul style="list-style-type: none"> • Women understand and accept DV and other form of abuses as a social issue, human right and gender equality, power and control. They will share information and experience to their neighbor and relatives. • Women become more energetic and have self confidence dealing with their livelihood, good communication in family and social network. • Women form sustainable Women Empowerment Group and PADV 	<p>From January to November</p>

<ul style="list-style-type: none"> • Target Groups are: <ul style="list-style-type: none"> ➤ Grass roots women in PADV target areas and students. 	<p>,trafficking and sexual</p>	<p>student in school of PADV target areas (for 3years)</p> <ul style="list-style-type: none"> • 108 times for group discussion with Student in target areas. (for 3years) • 180 students (boy and girl) will attend group discussion (10Student /6time for 3 year) • 3 Annual General Meeting (AGM) with PADV of Women Empowerment Group and Student Empowerment Group. 	<p>acts as resource and will continue follow-up activity</p> <ul style="list-style-type: none"> • AGM of Women Empowerment Group to form new plan of activities for upcoming year • Student understand and accept DV and other form of abuses as a social issue and gender equality power and control • They will share information and experience to their friends ,neighbors and relatives • The student become more energetic and have self confidence dealing with their livelihood, good communication in family and social • Students will form sustainable Student Empowerment Group and PADV acts as resource and will continue follow-up activity • AGM of Student Empowerment Group to form new plan of activities for upcoming year 	
<p>3. IEC Materials Production.</p> <p>Posters, T-shirts, Story book, calendars, TV spot &. Browser</p>	<p>To change negative attitudes in terms of understanding of DV issues, DV law, Gender, trafficking and sexual abuse of all victims.</p> <p>-To distribute to communities to broaden public perceptions and attitudes in terms of understanding of Domestic Violence trafficking, gender</p>	<ul style="list-style-type: none"> • 60,000 posters with messages will distribute to target group and network of PADV in 24 provinces (for 3 years). • 12000. T-shirts will distribute for outreach, village and school forum (for 3 years). • 60,000.calendars will distribute in PADV target areas (for3years) 	<ul style="list-style-type: none"> • Target groups understand the meaning of all messages concerning DV, Trafficking, Drug addiction and Sexual abuses. • Target group, networking group and victims will be able to get information about the trick of 	<ul style="list-style-type: none"> ➤ to June ➤ January to March ➤ December to January

	issue, sexual abuse, and Drug addition and other human right abuses.	<ul style="list-style-type: none"> • 20,000 Brochures. will distribute to PADV network, community people and local authorities (for 3 years) • 300 Flipcharts will distribute to PADV network, community people and local authorities • 3 Educational TV spot for 3 minutes will be produced. • 144 times TV spot broadcasting to 4 channels. 	<p>trafficking and drug addiction. They can find out the place to get assistance or to file complaints.</p> <ul style="list-style-type: none"> • Grass roots people understand and accept DV and other form of abuses as a social issue. They will share information and experience to their neighbors and relatives on the impact of DV and the trick of trafficking and drug addiction. 	<ul style="list-style-type: none"> ✚ January ✚ July ✚ July
<p>4. Radio live Talkback.</p> <ul style="list-style-type: none"> • Radio live talk show • Roundtable discussion. 	- To broadcast on air to change negative attitudes in terms of understanding of DV issues, DV law, Gender mainstreaming, trafficking and sexual abuse of all victims. Drug addition and other human right abuses.	<ul style="list-style-type: none"> • 7callers will call in the program for 1 time. • 141 times of one-hour radio live talkbacks will broadcast in radio FM103.and FM99.50 • 9 times one and half hour roundtable discussion will conduct through Radio FM103. 	<ul style="list-style-type: none"> • People who listen to radio will share experience from speakers which deal with many family topics and helps the public with to understand how to assist victims and build a stronger and happier family. 	✚ January to December
<p>5 Public event</p> <ul style="list-style-type: none"> • International Women's Day. 	To inform public about the event that help promote women rights.	<ul style="list-style-type: none"> • 1500 people will participate in 2 events at PADV target areas. 	<ul style="list-style-type: none"> • Participants have opportunity to get information from these events and they share ideas & experience during questions & answers. 	<ul style="list-style-type: none"> ✚ March 8, 2010-1012 ✚ November 30,

<ul style="list-style-type: none"> • 16 Days Campaign. • Water Festival. 	<p>- To create a dialogue with men about women's and children's social issues.</p>	<ul style="list-style-type: none"> • 600 cyclo drivers and 300 motor drivers will participate in the water festival ceremony in Phnom Penh. 	<ul style="list-style-type: none"> • The participants become more aware of women and children rights, gender equality and domestic violence issues. 	<p>2010to2012  December 2010 to2012</p>
<p>6. Monitoring / Supervision <u>Target areas</u> ➤ : Kampong Cham province: Prey Chhor and Memot district. ➤ Kandal province: Angsnoul and KhsachKandal district ➤ Kompong Thom province: Stoung and Baray district. <u>Target groups</u> <ul style="list-style-type: none"> • Grass roots people. • Students and Teachers in secondary school. </p>	<p>To measure the effectiveness of the program activities, to ensure and maintain that activities are consistent to the program design</p>	<ul style="list-style-type: none"> • Weakness and strength point will be identified and new measures will be applied to strengthen the program activities. • Attendance list • Questionnaires • Report 	<ul style="list-style-type: none"> • Monitoring and Supervision will conduct 2 time/year. • 75 participants from target areas were interviewed 	<p> June  December</p>

4. Anti-Child Trafficking Program (ACT)

Rationale:

ACT is part of the Cambodia ACT coalition composed of twelve NGOs. Village Safe Net is a strategy incorporated into the Campaign through workshops, follow-up meetings and activities with the local officials, police, school directors, teachers, primary school students and other relevant stakeholders in the target area. ACT acknowledges the need for education and assistance to children high-at-risk and the need to educate the community on trafficking and child abuse.

Objectives:

1. To provide forum for open discussions on all child trafficking
2. To provide training on all child trafficking to children in primary schools
3. To provide direct assistance to high-at-risk and victim children of trafficking
4. To strengthen law enforcement by training community leaders and local authorities

Activities:

- organize workshops and meetings to provide education on trafficking and child abuse for students
- Conduct Campaign 12 December - Nation Against Human Trafficking
- organize local workshops with local authorities, police, teachers and other key persons in the community
- ACT Program, school administrators, teachers and local authorities collect data on child survivors and high-at-risk children to trafficking
- provide Train the Trainer for adult networks and child peer education
- provide support for child victims

**LOGICAL LOG FRAME
FOR ANTI-CHILD TRAFFICKING
2010-2012**

Objectives: To contribute in ensuring that the rights of and dignity of trafficked children in Cambodia are protected and upheld

PROGRAMS/ COMPONENTS	OBJECTIVES	IMPACT INDICATORS	EXPECTED OUTPUTS	MEAN OF VERIFICATION	TIMING
<p>1. Capacity building of local authority and strengthening child protection networks (CPNs) and child peer educator networks</p> <p>1.1. Workshop</p> <p>Target Area: Kandal Province -Mok Kompul District</p> <p>Target Groups: - Local officials, police, school directors, teachers, primary school students and other relevant stakeholder in the target areas</p> <p>1.2. Training of Trainer</p>	<p>-to build the competence of civil society and commune authority in protecting children and victim of trafficking through the community education;</p>	<p>1.1.1. 2 workshops are conducted. -300 participants participate in the community education in which 165 of them are child participants (100 participants per year)</p> <p>1.2.1. 9adults are selected from community</p>	<p>Local government and child protection networks are aware strengthened and mobilized on child trafficking prevention and protection of victims of trafficking from a human rights perspective</p>	<p>-Attendance Sheet -Minute of workshops -Report from networks -Documentation -Report on cases received</p>	<p>May2010 May2011 May2012</p> <p>June2010 June2011 June2012</p>

<p>Target Area: Kandal Province -Mok Kompul District</p> <p>Target Groups: - child protection networks and Child Peer Educator</p> <p>1.3.Refreshers trainings</p> <p>Target Area: Kandal Province -Ksach Kandal District</p> <p>Target Groups: - child protection networks</p> <p>1.4.Provincial workshops</p> <p>Target Area: Kandal Province -Kandal Stung District -Sa ang District -Ksach Kandal District -Mok Kompul District</p> <p>Target Groups: - Local officials, police, school directors, teachers,</p>		<p>education to be the active networks. - 6 training is conducted to adult networks</p> <p>1.3.1. 18adults are selected -1 training is conducted to adult networks</p> <p>1.4.1. 150 people are participated the provincial workshop in different target districts which 20 of them are children</p>			<p>June2010</p> <p>March2012</p>
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<p>primary school students and other relevant stakeholder in the target areas</p> <p>1.5. Summative workshops</p> <p>Target Area: Kandal Province -Mok Kompul District</p> <p>Target Groups: - Local officials, police, school directors, teachers, primary school students and other relevant stakeholder in the target areas</p> <p>1.6. Community Training</p> <p>Target Area: Kandal Province -Ksach Kandal District</p> <p>Target Groups: - General people and children</p>		<p>1.5.1. 1 workshop is conducted. -100 participants participate in the community education in which 55 of them are child participants</p> <p>1.6.1. 3 training is conducted. -75 participants participate in this even</p>			<p>May 2012</p> <p>March 2010</p>
<p>2. Community education through raising the awareness</p>	<p>-to strengthen and expand the Child Protection Networks to</p>		<p>Thanks to sensitization campaigns and training provided by the project,</p>	<p>-Record and report cases on trafficking as well as achievement made by</p>	

<p>to vulnerable group in community</p> <p>2.1.Follow up awareness</p> <p>Target Area: Kandal Province -Mok Kompul District</p> <p>Target Groups: - Local officials, police, school directors, teachers, primary school students and other relevant stakeholder in the target areas</p> <p>2.2.Awareness raising conducted by child Protection Networks and Child Peer Educator</p> <p>Target Area: Kandal Province -Mok Kompul District</p> <p>Target Groups: - Students in primary school, general people and other relevant stakeholder in the</p>	<p>conduct awareness raising in community to vulnerable group;</p>	<p>2.1.1. 2follow-up meeting are conducted -100 participants participate the community education in which 55 of them are child participants</p> <p>2.2.1. 92 trainings conducted by adult networks and child peer educator in the communities; 25 participants in each training.</p>	<p>cooperation between media and stakeholders active against trafficking is increased and information on this issue is both improved from a child rights perspective and able to raise awareness and mobilize the general public</p>	<p>child and adult networks to project coordinator -Minute of meetings -Documentation -Report</p>	<p>-Aug-Feb2010 -Aug-Feb2011</p> <p>-Sep2010-Feb2011 -Sep2011-Feb2012</p>
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<p>target areas</p> <p>2.3.Quarterly meeting</p> <p>Target Area: Kandal Province -Mok Kompul District</p> <p>Target Groups: -child protection network -Child Peer Educator</p> <p>2.4.Awareness-raising by ACT</p> <p>Target Area: Kandal Province -Mok Kompul District</p> <p>Target Group: - Local officials, police, school directors, teachers, primary school students, media sector and other relevant stakeholder in the target areas</p> <p>2.5.Meeting with relevant stakeholders</p>		<p>2.3.1. 4Quarterly meeting will be conducted with 9child protection networks and 30child peer educators</p> <p>2.4.1. Campaign December 12 against Child trafficking will be conducted by ACT (1 campaign a year) 1,000 people are participated the Campaign December 12 against Child trafficking in the target area which 60% of them are children</p> <p>2.5.1. 3meeting is conducted with 60 participants (20 person</p>			<p>Sep2010- Feb2012</p> <p>-Dec2010 -Dec2011 -Dec2012</p> <p>April2010 Agus2010 Dec2010</p>
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<p>Target Area: Kandal Province -Mok Kompul District</p> <p>Target Group: - Local official and polices</p>		in each even)			
<p>3. Livelihood improvement for the vulnerable families</p> <p>3.1.Agriculture technical training</p> <p>Target Area: Kandal Province -Ksach Kandal District -Mok Kompul District</p> <p>Target Group: -High- at- risk and Victims of trafficking</p> <p>3.2.Vocational skills training to the victim children</p> <p>Target Area: Kandal Province -Ksach Kandal District -Mok Kompul District</p> <p>Target Group:</p>	<p>-to empower trafficked children/survivors in order to protect themselves from re-victimization, rebuild their own lives and protect other children.</p>	<p>-100 child survivors and high-at-risk children to trafficking are supported from community and the project -100 children/families are counseled before providing skills/trainings -100 child survivors and high-at-risk children to trafficking are supported to have life skill, vocational training, small business, schooling -100 agreement are made with family/guardians of children -80 children use their skill as core job to generate income -80 children are reintegrated into</p>	<p>The poorest families, vulnerable girls and boys increased their economic status through gaining relevant agriculture and knowledge and generating their ideas to establish jobs for making income.</p>	<p>-Minute of meeting -Attendance list -Report on child cases to be supported by the project -Field visit -Home visit -Community report</p>	<p>Apr, 2010- Mar,2012</p> <p>Apr,2010- Mar,2012</p> <p>Apr,2010- Mar,2012</p>

<p>Target Area: Phnom Penh</p> <p>Target Groups: Media Sectors</p> <p>5.1.2.Training</p> <p>Target Area: Phnom Penh</p> <p>Target Groups: Media Sectors</p>		<p>media (television and film, radio, print and internet).</p>	<p>review of media guidelines on reporting on trafficking cases involving children and also pertinent domestic legal provisions on media reporting</p>		<p>July2010</p>
<p>5-2. Promotion of national and regional networking among specialized journalists</p> <p>5.2.1 Meeting with Media</p> <p>Target Area: Phnom Penh</p> <p>Target Groups: Media Sectors</p>	<p>In order to strengthen child protection systems in especially protective measures, local partners will provide actors who are involved in anti-trafficking action information on how to deal with children victims of trafficking in line with human rights standards.</p>	<p>20 Participants will be selected from different media (television and film, radio, print and internet).</p>	<p>During the project, exchanges of information between journalists of different countries will be promoted in order to enhance coverage on child trafficking. The result of the two previous activities conducted, meetings with the media will be held at national level. They will be geared towards the formation of a national pool of media professionals who are supportive of anti-trafficking efforts and bound by a code of ethics for responsible reporting.</p>	<p>- Minutes of the workshop - Pictures</p>	<p>Nov2010</p>

5. Family Protection Network Program: (FPNP)

Rationale:

FPNP has established network members at villages, communes and district levels which include children and parent representatives, local authorities and policemen. They have strengthened themselves through support of training, workshops, and network meetings. As well grassroots have accessed education on DV. All of them understand the cause and effect of DV and understand DV is a large social issue and everyone must work together to solve and prevent all cases of abuse, as well as support victims and change attitude and behavior of abusers.

A) Objectives:

1. To educate community on cause and impact of DV, drug addiction, trafficking and rape of children.
2. To strengthen children's understanding of DV, all forms of abuse and social morality
3. To change attitude and behavior of victims and abusers to reduce DV
4. To promote cooperation between children and local authorities
5. To train network members as resource persons who prevent children from being victimized and assist victims of DV and all forms of abuse.

B) Key Activities:

- Conduct awareness-raising activities by showing short videos, role play, Community Education Session and drama on DV, trafficking, sexual abuse, drug addictions, gender equity and children's rights.
- Conduct public forum with children.
- Conduct Mobile Libraries in the target villages.
- FPNP will conduct a quarterly meeting one time per district at community level.
- FPNP staff will provide counseling to victim and abuser.
- FPNP will support emergency assistance fund for victims of abuse as needed for healthcare, food, transportation for counseling and referral for legal assistance.
- FPNP will conduct Training Workshops for cluster schools on issues such as DV, sexual abuse, drug addiction, trafficking and relevant laws.
- FPNP will conduct Follow-up Meetings for target groups in target districts, in order to strengthen their involvement in following-up and reporting on cases identified in their schools and local communities.

LOGICAL LOG FRAME FOR FAMILY PROTECTION NETWORK PROGRAM 2010-2012

Project Goal:

1. Ensure the engagement between the Local Authorities and Civil Societies in order to apply the Gender Equity, the concept of Democracy, the principles of Good Governance, Decentralization and De-concentration in Local Governance

Project Purpose:

2. To build the capacity of the Commune Councilors on relevant Laws, Democracy, Gender, Leadership, Good Governance, Decentralization and De-concentration;
3. To open up greater engagement between the local authorities and citizens, to change the attitude of the Commune Councils and the general public towards recognizing the importance of the grass-root people's needs including the rights to ownership their properties and assets such as land and housing.
4. To conceptualize the Commune Councilors in Social Development Project and Gender mainstreaming in the Commune Development Plans and the Commune Investment Program.

Year 2010:12 months

Output	Activity	Indicator	Means of verification
<p>Activity 1: Meeting with District Governors</p>	<p>The project conducts a half-day meeting with the District Governors and district stakeholders to discuss about the possibility between PADV's project and the district in coordinating and operating the project implementation.</p>	<ul style="list-style-type: none"> ▪District governors attend a meeting. ▪ PADV has access the real information at the district level. ▪ Good networking, cooperation and possibility from district governors will be shown. ▪ Strongly supports from Provincial Governor. 	<p>Attendance List. Meeting Report/minute. Progressive Report Monitoring Report</p>
<p>Activity 2: Meeting with NGOs serving in PADV's district area</p>	<p>In order to build the partnership, the project commits to build network and cooperation with all NGOs serving in PADV's district area through out the meeting to discuss about the various issues and recommendation in solving those concerns.</p>	<ul style="list-style-type: none"> ▪ The currently information and services have been shared among.....NGO's representatives and PADV ▪ Networking and Cooperation system between NGOs and PADV for improving working condition is shared. 	<p>Attendance list. Meeting Report/minute. Progressive Report (Monthly, Quarterly). Monitoring Report</p>

<p>Activity 3: Meeting with Commune Councils and Village Unit members.</p>	<p>Prior to implement its operation, the project conducts a half-day meeting with the Commune Councilors and the members of the Village Unit at the commune hall. The purpose of the meeting is to assess the commitment, willingness, leadership capacity in dealing with both internal management and social issues.</p>	<ul style="list-style-type: none"> ▪local authorities have opportunity to report and share ideas and recommendations to each other; ▪ The commitment of the local authorities have been shown; ▪ Some resolutions and recommendations have been raised to deal with the social issues. 	<p>Attendance List Meeting report/minute Progressive report (Monthly, Quarterly). Monitoring report</p>
<p>Activity 4: Organizing the Consultation Meeting with all relevant stakeholders serving in PADV's district areas</p>	<p>After having a completion of each partial sector, the project conducts a Consultation Meeting with all stakeholders, including District Governors, District Gender Focal Point Person of the DoWA, NGOs, Commune Chiefs, and the Chiefs of Village Unit to identify the issues on gender-based violence to find out the strategy and recommendations in dealing with these contexts.</p>	<ul style="list-style-type: none"> ▪relevant stakeholders have joined group discussion and share their comments on services and the quality of work to be done. ▪ The Commune Councils and the members of the Village Unit are empowered to apply their roles and responsibilities in promoting community development. ▪ All NGOs partners continue networking with PADV. 	<p>Attendance List Meeting Report /minute Progressive Reports (Monthly, Quarterly). Monitoring report.</p>

		<ul style="list-style-type: none"> ▪ The result of Consultation will be used in strategic planning to improve services to fit grassroots' needs. 	
<p>Activity 5: Organizing the Project Orientation</p>	<p>There will be an orientation sessions conducting at the district level, by cluster communes. The participants are composed of the Commune Councilors, Clerks, Chiefs of Village Unit, District Gender Focal Point Person, Provincial Facilitator Team (PFT), District Facilitator Team (DFT), District Planning Committee (DPC) and NGOs serving in this district.</p>	<ul style="list-style-type: none"> ▪ participants received messages from the orientation session ▪ The CCs and the village units have access to the project's goal, objectives and its importance which could be considered as capacity building in social development. ▪ Strong cooperation between PADV and the Commune Councils were built 	<p>Attendance List Orientation report Progressive Report (Monthly, Quarterly). Monitoring Report</p>
<p>Activity 6: Conducting the Warming Up Session on Law on Administration Management of the Commune/Sangkat:</p>	<p>As the numbers of Commune Councilors and Members of the Village Unit are newly elected in the Second Mandate of the Commune Council, PADV considers that the Commune Council members do not yet deeply understand about the community development and the</p>	<ul style="list-style-type: none"> ▪trainees who are composed of CCs, Clerks, and VUs received training course on the Law on Administration Management of the Commune/Sangkat. ▪ The Commune Councils are better understanding of 	<p>Attendance List Orientation report Progressive Report (Monthly , Quarterly) Monitoring report</p>

	actions taken to properly implement the good governance to address the social issues which could be responded to the communities.	their roles and responsibilities. <ul style="list-style-type: none"> ▪ The concept of the commune mapping is clarified to the local authorities. 	
Activity 7: Coaching the Commune Councilors and the members of the Village Unit to get better know their community:	<p>Step 1- The Commune Councilors and the Village Unit members identify the main resources of their respective villages at the village level.</p> <p>Step 2- The Commune Councilors and the Village Unit members organize group discussion at the commune level to finalize the collected information from the villages and to bind the complete information as commune documents.</p>	<ul style="list-style-type: none"> ▪ The CCs and the members of the Village Unit are coached to practice the village mapping. ▪ The CCs have opportunity to get better know their communities such as geographic basis natural resources, human resources, people's living condition, level of education, the social and political issues. ▪ Citizens are selected to act as CMCs. 	Attendance List Orientation report Progressive Report (Monthly , Quarterly) Monitoring report
Year 2011-2012: 24 months.			
Activity 8: Conducting On-Site Training:	The project provides a two-day training session on Principles of Good Governance, Decentralization, De-concentration, Democracy, Gender and the meaning of the	<ul style="list-style-type: none"> ▪ Target groups received the training courses. ▪ The Principles of Good Governance and the concept of D&D, 	Attendance List Training report Pre/post Test Progressive Report (Monthly, Quarterly).

	Social Issue to trainees including the CCs, VUs and CMCs. The training will be conducted by commune at the commune level.	Democracy and Gender are well understood by the participants	Monitoring report.
Activity 9: Providing training course to the newly selected CMC:	In order to be efficient in working with the community, PADV conducts a One-Day Training course at commune level, by each commune. There will be.....training courses, one course per commune; aims at building capacity of newly selected CMCs on roles, responsibilities and monitoring skills.	<ul style="list-style-type: none"> ▪CMCs received the training course; ▪key representatives of CMCs are voted among the..... CMC's members; ▪ The CMC's members are aware of playing roles and responsibilities to promote the community's participation and the engagement between the Commune Councils and Citizens; ▪ The grassroots villagers have opportunity to build up their leadership capacity and involve in the community development 	Attendance List Training report Pre/post Test Progressive Report (Monthly , Quarterly) Monitoring report
Activity 10: Providing Training Course on Conflict Transformation:	This activity is aimed at preventing and deterring violence against communities by involving villagers and local authorities in the attempt to find	<ul style="list-style-type: none"> ▪participants (....CCs, 6Clerks,VUs,CMCs) received the training course ▪ The participants receive 	Attendance List Training report Pre/post Test Progressive Report

	<p>a solution for the problem of Community.</p> <p>The project highlights the effects of the issue, ways to solve the problem and the CC's role in intervention of people and the roles of communities that are able to play in ending it. The training session is conducted for two days at the commune level, by each commune.</p>	<p>skills/ways to manage and reconcile the social conflicts, and skills on how to respond to, minimize and prevent the problem...</p>	<p>(Monthly , Quarterly) Monitoring report</p>
<p>Activity 11: Providing training course on “Civil Society Outreach</p>	<p>The training focuses on the Outreach Activity Process and Methodologies, skills of meeting facilitation, public speaking, problem identification, and skills of financial management. The project plans to conduct..... training courses to the members of the Commune Councils, Clerks, the members of the Village Units, and the members of CMCs.</p>	<ul style="list-style-type: none"> ▪participants (.....CCs,Clerks,VUs,.....CMCs) received the training course ▪ All participants gain skills on preparation of outreach activity plan, meeting facilitation, public speaking, collecting social problem and needs, analyzing and prioritizing the social issues. ▪ The Meaning of the Social Issue and outreach session are better understood by the local authorities. 	<p>Attendance List Training report Pre/post Test Progressive Report (Monthly , Quarterly) Monitoring report</p>
<p>Activity 12:</p>	<p>The Outreach Activity will be</p>	<ul style="list-style-type: none"> ▪ Allocated Funds in the 	<p>Attendance List</p>

<p>Coaching CCs to practice implementing Outreach Activity (OA):</p>	<p>conducted into 3 following steps:</p> <p>Steps 1 – The meeting will be conducted at the commune section. It is venues for engaging commune councils, CMCs and Village Chiefs in focused discussions on identifying social issue by comparing the existing CIPs with the current social issues raised by the meeting members. At the meantime, CCs also set up OA’s schedules and criteria for selection of OA’s attendees and responsibility for conducting several further village meetings. Then, they proposed the Village Chiefs to identify target beneficiaries to participate in the OA session, and to seek for the appropriate places to enable the meeting.</p> <p>Step 2 – The several meetings will be conducted within various villages based in the commune. The attendees are composed of grass-root people, youth and</p>	<p>amount of USD per each commune is provided;</p> <ul style="list-style-type: none"> ▪ All target groups are coached to practice conducting the Outreach Activity within their various villages. ▪ Approximately Citizens have opportunity to voice out and raise their daily concerns to the meetings conducted by the CCs. ▪ The local leaders have opportunity to reach the citizens and gather seriously social issues, particular the issue of Land Dispute. 	<p>Training report Progressive Report (Monthly , Quarterly) Monitoring report.</p>
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	<p>under-represented groups. It is aimed to gather information on current social issues from targeted villages, which are necessary needed to intervene on time. During the half-day outreach activity process, all attendees will be encouraged to discuss and raise social issues.</p> <p>Step 3 – Duration of the Step 3, the CMCs and the members of the Village Units were invited to join in the meeting with the Commune Councils at the commune hall to strictly identify the priority social issue needed and suggest ways in which the commune can form linkages with PADV to develop the SDP proposal.</p>		
<p>Activity 13: Organizing a Reflection Workshop:</p>	<p>Based on the results of the Outreach Activities conducted by all target communes, PADV organizes a half-day workshop at the district hall to sum up the achieved results of the outreach activities. According to this</p>	<ul style="list-style-type: none"> ▪relevant stakeholders received message from the workshop ▪ All NGOs are expected by the Commune Councils to support the CIP. 	<p>Attendance List Training report Progressive Report (Monthly , Quarterly) Monitoring report</p>

	<p>workshop, the commune councils can have opportunity to prioritize the main social issue in which they can identify for developing their Social Development Project Proposal. Furthermore, the workshop expects that the hot social issues raised by each commune are considered by all NGOs to be integrated in their program.</p> <p>Therefore, this integrated program is expected to support the Commune Investment Program (CIP) during the process of the District Integration Workshop (DIW). Otherwise, the commune councils can be able to mobilize the co-funding to contribute to their SDP Proposal. There will bepeople participating in the workshop.</p>		
Activity 14: Development of Social Development Project Proposal (SDP):			
14.1- Providing Training Course on	The training will be conducted at the commune level, by each commune. The training topics	<ul style="list-style-type: none"> ▪participants (.....CCs,Clerks,VUs,CMCs) received the 	Attendance List Training report

<p>Social Development Project (SDP) proposal development</p>	<p>include skills of:</p> <ul style="list-style-type: none"> o Prioritizing social issue; o Designing action plan; o Preparing Project Budget; o Financial management; o Seeking for partner; o Developing Project Proposal. 	<p>training course</p> <ul style="list-style-type: none"> ▪ All participants gain skills on problem prioritization, designation of project action plan and budget, mobilization of co-funding to support its SDP and skill on project proposal writing. 	<p>Pre/post Test Progressive Report (Monthly , Quarterly) Monitoring report</p>
<p>14.2- Coaching the CCs to develop the SDP proposal:</p>	<p>In this step, PADV field staffs go deeply into each commune to coach the Commune Councilors, CMCs and the members of the Village Unit to establish the SDP proposal based on the prioritized issue</p>	<ul style="list-style-type: none"> ▪ The CCs, Village Units and CMC's representatives are coached to develop the SDP proposal; 	<p>Attendance List Training report Progressive Report (Monthly , Quarterly) Monitoring report</p>
<p>14.3- Coaching the CCs to implement its SDP proposal:</p>	<p>PADV plays the important role in coaching and monitoring the CC's management and provides technical assistance to the CCs and other persons who are involving in the project implementation. The main coaching tasks included:</p> <ul style="list-style-type: none"> o Finalize project action plan; 	<ul style="list-style-type: none"> ▪ Allocated Funds in the amount of USDper each SDP is transferred to each commune; ▪ The citizens seem to be happy that the Commune Councils take action responding to their needs; ▪ The engagement between the local authorities, especially the Commune 	<p>Attendance List Training report Progressive Report (Monthly , Quarterly) Monitoring report.</p>

	<ul style="list-style-type: none"> ◦ Prepare budget milestone for running the SDP activities; ◦ Prepares the Fund Allocated to the Commune's SDP; ◦ Build on the partnership to seeking for.....% matching Fund and Co-Funding to support the Social Development Project. ◦ Guide the CCs to practice implementing the series of activities in accordance with the SDP's action plan and preparing progress and financial report. 	Councils is built.	
<p>Activity 15: Coaching the CMCs to apply their roles into their daily tasks</p>	<p>The project commits to provide the on-going coaching activity to the CMCs who have completed their initial training and begun work as volunteers. We continued support for volunteers to organize Bi-Monthly Meetings among their teams; and our field staff provides an available-hour</p>	<ul style="list-style-type: none"> ◦ CMCs are coached to organize the meeting with their colleagues every two months; ◦ The CMCs have opportunity to learn more about the working condition, share ideas and access the updated information from each 	<p>Attendance List Training report Progressive Report (Monthly , Quarterly) Monitoring report</p>

	sharing activity in these meetings to further enhance their knowledge and capacity. In addition, we visit their work in the villages and provide technical support when needed.	other	
Activity 16: Organizing Quarterly Meeting with NGOs:	In order to be efficient in working with the other NGO partners and in reaching the needs of the communities, the project shall be initiated ensuring the quantity and the quality of the networking and cooperation with each other. We commit to building relationship and partnership with members of NGOs serving in the district to update information and the effectiveness of the working mechanism to be done for improving the project implementation to reach the project objectives and goal.	<ul style="list-style-type: none"> ◦ The good networking and cooperation between PADV and other..... NGOs have been built; ◦ The updated information and recommendations for improving the project services have been raised. 	Attendance List Meeting report/minute Progressive Report (Monthly , Quarterly) Monitoring report

6. Men Stop Violence (MSV)

Intervention

MSV works at a community level to address the problem of gender-based violence, especially domestic violence through conducting group discussions with perpetrators, perpetrators' partners, youth using violence and the general community. MSV also conducts public forums for youth and adults and provides training to stakeholders. In addition, MSV provides support counseling with people in the target group.

Stakeholders are a core-group of community members who carry out activities at a village and commune level aiming at reducing gender-based violence in the community. They are utilized to support the target people, raise awareness about the importance of non-violence through monthly education sessions with villagers and direct intervention in the case of domestic violence or violence.

MSV works in close collaboration with local authorities such as commune councils, police, women commune members, village authorities and local NGOs working in the target area.

Target group/beneficiaries

- Children who suffer directly from domestic violence and other forms of abuse.
- Children who may or may not suffer from violence but are part of the "Student Support Networks" which has an educational and preventative focus.

Overall objectives

Overall Objective: Children from violent and poor families accessible to education.

LOGICAL LOG FRAME 2010 - 2012

Activities	Indicators	Means of Verification
1. Orientation Meeting to inform MSV activities, set up network (stakeholders who consist of teacher, school principals, local authorities...) and to set criteria for students to get scholarship	<ul style="list-style-type: none"> • 31 participants(local authority, teachers, school directors) participate in the meetings • A three-day training provided to Stakeholders on how to conduct talking education sessions, intervention, problem solving, prevention of child trafficking as well as to support children to go schooling in order them to know how to effectively work in this area. • Participants are able to understand the objectives and the activities of program, and are willing to participate and cooperate. 	<ul style="list-style-type: none"> • List of participants • Report after completion of meeting
2. Selection of the student for scholarship	<ul style="list-style-type: none"> • 150 students recruited (50 % female students) 	<ul style="list-style-type: none"> • Questionnaires completed

<p>program:</p> <ul style="list-style-type: none"> • Develop a tool as a set qualification for selection of children • Conduct the individual interview to select children for the program. 		<ul style="list-style-type: none"> • Activity Report
<p>3. Child club:</p> <ul style="list-style-type: none"> • Provide awareness raisings on child rights, domestic violent, trafficking, life skills and reading activities through child clubs set up. 	<ul style="list-style-type: none"> • 5 child clubs set up in five different schools. • 3,600 students attend child club activities. • Each club meets twice a month. • At least 80% of students learn about domestic violence, gender- based violence, power and control, children's rights and trafficking. 	<ul style="list-style-type: none"> • Participant lists. • Self-report • Monthly report • Monitoring & home visits
<p>4. Public Forums</p> <ul style="list-style-type: none"> • Prepare questions and answers for discussion and arrange the facilities for the event • To contact TV station for broadcasting of forum activities 	<ul style="list-style-type: none"> • 3,000 students attended forum • 70% of student participated in the forum understand gender issues, child rights and child abuse, child trafficking, and especially domestic violence.. 	<ul style="list-style-type: none"> • List of Participants • Report on the event • Annual evaluation
<p>5. IEC Materials</p> <ul style="list-style-type: none"> • T-shirt production • Poster Calendars 	<ul style="list-style-type: none"> • 3,500 T-shirts will be produced and distributed to target groups. • 5000 poster calendars will be produced and distributed to target groups. • Community people will have an increased awareness of domestic violence and child abuse issues. 	<ul style="list-style-type: none"> • Number of production materials in stock. • Distribution lists. • Annual evaluation
<p>6. Monthly Meeting with Stakeholders</p> <ul style="list-style-type: none"> • To collect information whether students absent related to domestic violent • To document the progress of the project and to find solutions to response to the problem 	<ul style="list-style-type: none"> • 31 stakeholders joint one day meeting regularly on a monthly basis. • Stakeholders are active to take actions to reduce domestic violence such as conducting talking education sessions, intervening in cases of domestic violence, solving problem in the community, prevent child trafficking as well as to support children to go schooling. 	<ul style="list-style-type: none"> • Participants list • Monthly reports from each stakeholders • Monitoring of stakeholder activities by following up on reports provided by stakeholders. • Annual evaluation
<p>7. Outreach activities: provide awareness raisings of domestic violent in communities through screen showing of spots (PSA) along with quiz show</p>	<ul style="list-style-type: none"> • 10 outreach activities • 6,000 local people participated in the events. 	<ul style="list-style-type: none"> • Activity report • Monthly report • Annual evaluation
<p>8. Monitoring</p> <ul style="list-style-type: none"> • To find out how the project has been achieved. 	<ul style="list-style-type: none"> • 12 monitors conducted by project implementers calls "home visit" which will be conducted on a monthly basis. 	<ul style="list-style-type: none"> • Set questionnaires for monitoring. • Reports of interventions cases are done by

	<ul style="list-style-type: none"> • 6 monitors conducted by director or deputy director which will be conducted once every two months. • 5 schools is monitored • 31 stakeholders, and some selected families is monitored • The children are equipped with some specific skills that will help them to live free from violence in their family. 	<p>the local authorities</p> <ul style="list-style-type: none"> • Collect case studies from the target groups. •
<p>9. Scholarship Support</p> <ul style="list-style-type: none"> • To set up the criteria and rules for scholarship • To select children for scholarship • To follow up on children's studies 	<ul style="list-style-type: none"> • 30 children (15 females and 15 males) in each of the five schools targeted will receive scholarship. • 80% of children can gain access to school and complete a school year. • 80% Children learn to develop social and life skills. 	<ul style="list-style-type: none"> • Selecting list • Monthly reports • Monitoring • Annual evaluation

7. Women's Empowerment Program (Economics and Politics)

Strategies and Activities

STRATEGY 1: Promotion of women's economic empowerment

Main Activity 1: Strengthening the capacity of women to equitably contribute to and benefit from economic growth.

Main Activity 2: Strengthening the business enabling environment to support poverty reduction and broad-based economic growth, and enable women to equitably benefit from new employment opportunities.

Main Activity 3: Strengthening legislation and enforcement mechanisms to equitably protect the rights of male and female workers.

STRATEGY 2: Promotion of women's political empowerment

Main Activity 1: Increasing the proportion of women in the judicial branch.

Main Activity 2: Building the capacity and confidence of women who aspire to leadership positions in the civil and military services.

Main Activity 3: Increasing the proportion of women in the legislation branch.

Main Activity 4: Strengthening the enabling environment for women in politics and public decision making at all levels and in all branches of the government.

Main Activity 5: Strengthening female leadership at the sub-national level.

Main Activity 6: Building a more supportive environment for women in the executive branch (politically appointed and in the civil services).

**LOGICAL LOG FRAME
2010 - 2012**

GOAL:

1. To empower women in political and economic through promotion of the livelihood, capacity building, social awareness of the poor and disadvantaged women and their families in rural areas

OBJECTIVES:

5. To improve cooperation with local authorities and other NGOs
6. To strengthen women's livelihood and business by saving and providing credit loan and vocational training
7. To promote women's ownership by providing capacity building on social awareness and health improvement
8. To promote women's participation and exchange experience

PROGRAMS/ COMPONENTS	OBJECTIVES	IMPACT INDICATORS	EXPECTATIONS
STRATEGY 1. BUILD WOMEN'S CAPACITY on gender, law, and problem resolution			
Activity 1: Provide training on gender awareness	To promote women's ownership by providing capacity building on social awareness and health improvement	<ul style="list-style-type: none"> - 250 Participants were attended the trainings - 10 sessions were conducted - 3-day training were conducted - 25 participants/session - Level of understanding 70% 	<ul style="list-style-type: none"> - Sex and gender role has been accepted and - Household chore and business has been shared - Decision making has been discussed first. - Their business has been cared by men and
Activity 2: Provide training on women's right	To promote women's ownership by providing capacity building on social awareness and	<ul style="list-style-type: none"> - 250 Participants were attended the trainings - 10 sessions were conducted - 3-day training were conducted - 25 participants/session - Level of understanding 70% 	<ul style="list-style-type: none"> - The women knew their right clearly - 10 % of woman committees participated in - The women accessed their right better.

	health improvement		
Activity 3: Provide training on Legal law	To promote women's ownership by providing capacity building on social awareness and health improvement	<ul style="list-style-type: none"> - 250 Participants were attended the trainings - 10 sessions were conducted - 3-day training were conducted - 25 participants/session - Level of understanding 70% 	<ul style="list-style-type: none"> - The women understand about the law and - They have confidence and competency in
Activity 4: Provide training on Problem solving	To promote women's ownership by providing capacity building on social awareness and health improvement	<ul style="list-style-type: none"> - 120 Participants were attended the trainings (3 of each group leaders (3x40 groups), 4 sessions were conducted - 3-day training were conducted - 30 participants/session - Level of understanding 70% 	<ul style="list-style-type: none"> - The saving and credit program has been m - They attended conflict resolution in the co
Activity 5: Provide training on Improve safety and health of farmer	To promote women's ownership by providing capacity building on social awareness and health improvement	<ul style="list-style-type: none"> - 150 Participants were attended the trainings - 5 sessions were conducted - 3-day training were conducted - 30 participants/session - Level of understanding 70% 	<ul style="list-style-type: none"> - The beneficiaries' health has been better. - Their houses have been prepared in impro
STRATEGY 2: BUILD WOMEN' CAPACITY on vocational training			
Activity 1: Provide training on Gender and small scale business	To promote women's ownership by providing	<ul style="list-style-type: none"> - 125 Participants were attended the trainings - Level of understanding 70% - 5 sessions were conducted - 3-day training were conducted 	<ul style="list-style-type: none"> - Business has been organized beneficiaries - Their business has been expanded - Their income has been increased - Their living condition has been better

management	capacity building on social awareness and health improvement	- 25 participants/session	
Activity 2: Provide training on Gender and food processing	To promote women's ownership by providing capacity building on social awareness and health improvement	- 125 Participants were attended the trainings - Level of understanding 70% - 5 sessions were conducted - 3-day training were conducted - 25 participants/session	- Their agricultural product has been re-cycled - Their business has been expanded - Their income has been increased - Their living condition has been better
Activity 3: Provide training on Gender and animal raising	To promote women's ownership by providing capacity building on social awareness and health improvement	- 125 Participants were attended the trainings - Level of understanding 70% - 5 sessions were conducted - 3-day training were conducted - 25 participants/session	- Health of their animals has been improved - Product of their animals has been increased - Their income has been increased - Skill of their animal raising has been better - Their children have been sent to study at school
Activity 4: Provide training on Gender and vegetable planting	To promote women's ownership by providing capacity building on social awareness and health improvement	- 125 Participants were attended the trainings - Level of understanding 70% - 5 sessions were conducted - 3-day training were conducted - 25 participants/session	- Product of their vegetable planting has been increased - Their income has been increased - Skill of their vegetable planting has been better - Their children have been sent to study at school
Activity 5: Provide	To promote	- 125 Participants were attended the trainings	- Their budget has been managed well

training on family Planning for budget management	women's ownership by providing capacity building on social awareness and health improvement	<ul style="list-style-type: none"> - Level of understanding 70% - 5 sessions were conducted - 3-day training were conducted - 25 participants/session 	<ul style="list-style-type: none"> - Their income has been increased - Their expense has been decreased - Their expense has been implemented well - Their children have been sent to study at s
Strategy 3: PROMOTE WOMEN'S PARTICIPATION			
Activity 1: Public forum on women's right	To promote women's ownership by providing capacity building on social awareness and health improvement	<ul style="list-style-type: none"> - 300 Participants were attended the public forum - Understanding level of participants 75% - Speaker promised to answer some issues later - 3 Speakers come from other institutes including 1 is provincial governor, 1 is district governor, and one more is women's affair department - Topics: women and politic - Duration: 1 day - 12 Questions were asked by the participants - 3 Speakers replied participant's questions - Quality of speakers were promoted women in politic 	<ul style="list-style-type: none"> - Women's right has been showed - Women's voice has been played - Women's decision making has been confi - Women's leadership has been discussed - Women enhancement has been paid attent
Activity 2: Study tour	To promote women's participation and exchange experience	<ul style="list-style-type: none"> - Duration 3 days - 60 participants were participated (45 borrowers, 15 commune chief) - Understanding level 70% - 6 Staff were participated this study tour - Place: Battambang province - Topic: Credit and small business - Host Organization: Social Development in Rural (SDR) - Lesson learned: How to organize credit, saving, meeting, and how to run business successful 	<ul style="list-style-type: none"> - Women's experience related to credit prog - Women's leadership has been seen and str - Women's decision making has had strong - Credit performance has been better.
Activity 3: Annual Meeting/discussion	To promote women's participation and exchange experience	<ul style="list-style-type: none"> - 90 participants were participated in the meeting (1 of each group leaders, 60 groups), 1 of each commune councils (15 communes) and 1 of each commune police (15 communes) - Agenda: Report the result of the project, internal evaluation - 75% Active women - During: 1 day 	<ul style="list-style-type: none"> - The result of the project has been found o - The number of business in families has be - The family income has been increased - The health of beneficiaries has been increa - Knowledge and skill has been improved b - Debt has been decreased

Expected Output / Targets	Activities	Performance indicators	Responsible PADV, Dep. at MOWA / CNCW	Source of Budget			
				2010	2011	2012	
1. Fair representation and active participation of women at national level	1.1 Advocate with political parties and relevant institutions to include female candidates in top positions on party lists for national elections and in appointments to the Senate	Proportion of female candidates in top position on party list for national election and in appointments to Senate increase	CNCW MOWA: DGE Cooperate with NA and Senate	✓	✓	✓	In-country, Overseas and Private Funds
	1.2 Support policy dialogue and develop advocacy materials / messages on appropriate forms of affirmative action and quotas for all levels	Appropriate forms of affirmative action and quotas for all levels identified	CNCW MOWA: DGE, DI Cooperate with MoInf, SSCS, NA and senate	✓	✓	✓	In-country, Overseas and Private Funds
2. Fair representation and active participation of women in elected and appointed office at sub-national level	2.1 Lobby political parties and relevant institutions to include female candidates in top positions on party lists for sub-national level bodies	Proportion of female candidates in top position on party list for sub-national level bodies	CNCW MOWA: DGE Cooperate with MOI and political parties			✓	In-country, Overseas and Private Funds
	2.2 Raise awareness of the public on the importance and benefit of women's participation as people's representatives	Increase in number of women as people's representatives	MOWA DGE, DI, CNCW Cooperate with MOI, and MoInfo	✓	✓	✓	In-country, Overseas and Private Funds
	2.3 Lobby for recognition and support for equal (fair) representation of women on Board of Governors of municipality / province and district / khan	Number of women on Board of Governors in municipalities / provinces, districts / khans increased	MOWA DGE, DI, CNCW Cooperate with MOI, and MoInfo	✓	✓	✓	In-country, Overseas and Private Funds

	2.4 Capacity development and coaching of women to carry out their work effectively on Board of Governors in municipalities / provinces, districts / khans	Capacity strengthened of women on Board of Governor in municipalities / provinces and district / khan	MOWA: DGE CNCW Cooperate with MOI	✓	✓	✓	In-country, Overseas and Private Funds
	2.5 Capacity development of women elected and appointed to government office at national and sub-national levels	Capacity developed of women elected and appointed to government office at national and sub-national levels	MOWA: DGE, CNCW Cooperate with MOI	✓	✓	✓	In-country, Overseas and Private Funds
	2.6 Support capacity development of female candidates in the 2012 commune council elections	Female candidates in the 2012 commune council election have increased capacity	MOWA: DGE, CNCW Cooperate with MOI			✓	In-country, Overseas and Private Funds
3. Representation of women in civil service at all levels improved, including in senior positions	3.1 Cooperate and advocate to develop and implement the policies and procedures on promotion and recruitment of civil servants are gender responsive	Policies and procedures on promotion and recruitment of civil servants are gender responsive	MOWA DGE, CNCW Cooperate with CAR and SSCS	✓	✓	✓	In-country, Overseas and Private Funds
	3.2 Work with the Royal School of Administration in gender responsive curriculum and increase enrolment of female students	Programs at RSA are Gender responsive Number of female students at RSA	MOWA: DGE Cooperate with RSA	✓	✓	✓	In-country, Overseas and Private Funds
	3.3 Cooperate with Women Civil Servants' Association (WSCA) in safeguarding the rights and welfare of women civil servants	Rights and welfare of female civil servants addressed and monitored	MOWA: DGE Cooperate with WCSA, MOI and SSCS	✓	✓	✓	In-country, Overseas and Private Funds
	3.4 Support leadership and management skills development of women civil servants	Leadership and management skills strengthened of women civil servants	MOWA DGE Cooperate with training institutes and universities	✓	✓	✓	In-country, Overseas and Private Funds

8. Health Program

The program is aiming at similar as the Education Program in terms of target groups and target location. The size and the scope of work is the same as the Education Program. It is aiming at promoting and adhere the primary health care through education, training of how to live in a clean environment relating clean drinking, hygiene eating and clean sleeping. It is also planning to provide toilets and water sanitation including well-digging.

LOGICAL LOG FRAME 2010 - 2012

PROGRAMS/ COMPONENTS	OBJECTIVES	IMPACT INDICATORS	EXPECTED OUTPUTS	MEAN OF VERIFICATION	TIMING
STRATEGY 1: Promoting the primary health care					
Orientation and consultation with local governors, NGOs and stakeholders	To improve cooperation with local authorities and other NGOs	District Governors had co-operations with clear objectives	Target local partners agreed to these activities	- Attendance list - Minute of meeting - Documentation - Pictures	2010 – 2012
Conducting several primary health care related to the topic and areas of works as planned	To promote closed-groups and vulnerable people having opportunities reaching and knowing how to write and read as a basic education	350 closed-groups families and other 500 vulnerable people were attended this literacy classes.	- By 2012, those target group gaining the knowledge a basic education in health care. PADV has cooperated with stakeholders in providing its services. The project has been recognized and had good cooperation. Good comment has been provided. The project has been paid attention by local authorities with highly appreciated.	Progress reports, monitoring reports. Baseline survey and Records at local authorities and local governmental health offices.	2010 – 2012

9. Education Program

This program is designed to provide non-education to the closed groups and all vulnerable people who most at risk in this area of work. This can be a step up to integrate them into the state school on the result has been produced. It will work exactly the target location that PADV is implementing of relevant provinces and districts whereas the closed-groups are existed.

LOGICAL LOG FRAME 2010 - 2012

PROGRAMS/ COMPONENTS	OBJECTIVES	IMPACT INDICATORS	EXPECTED OUTPUTS	MEAN OF VERIFICATION	TIMING
STRATEGY : Promote non-education literacy					
Orientation and consultation with governors and NGOs stakeholders	To improve cooperation with local authorities and other NGOs	District Governors had cooperatios	Target local partners agreed to these activities	- Attendance list - Minute of meeting - Documentation - Pictures	2010 – 2012
Non-Education classes conducted	To promote closed-groups and vulnerable people having opportunities reaching and knowing how to write and read as a basic education	350 closed-groups families and other 500 vulnerable people were attended this literacy classes.	- Those target group gaining the knowledge a basic education. PADV has cooperated with stakeholders. The project has been recognized and had good cooperation. Good comment has been provided. The project has been paid attention by local authorities	Baseline survey and Records at local authorities and local governmental education offices	2010 – 2012

10. Micro-Credit Program

GOAL

To better increase through promotion of the livelihood, capacity building, and social awareness of the poor in general and disadvantaged women and their closed-group families in the target locations

OBJECTIVES

To improve cooperation with local authorities and other NGOs

To strengthen family's livelihood and business by saving and providing credit loan and vocational training

To promote family's ownership by providing capacity building on social awareness and health improvement

To promote family's participation and exchange experience

LOGICAL LOG FRAME

PROGRAMS/ COMPONENTS	OBJECTIVES	IMPACT INDICATORS	EXPECTED OUTPUTS
STRATEGY 1: Promote Women's Livelihood			
Activity 1: Orientation training with governors and NGOs stakeholders	To improve cooperation with local authorities and other NGOs	<ul style="list-style-type: none"> - 38 Participants were attended the this meeting (provincial governor, Women's affair department, District governors, District policemen, Commune chief, Commune policemen, Village chief) - During 1day - Topics: Presentation PADV project and partnership 	<ul style="list-style-type: none"> - PADV has cooperated with stakeholders. - The project has been recognized and had good cooperation - Good comment has been provided - The project has been paid attention by local authorities
Activity 2: Establish loan and saving group	To strengthen women's livelihood and business by saving and providing credit loan and vocational training	<ul style="list-style-type: none"> - 40 loan group chiefs have been elected - Documents and sheets related to loan and saving record have been produced and available for use - 40 saving group chiefs have been selected - Each of the 1,000 members has deposited the saving of 1,000 Riel - Each group will be composed of 15-35 members - 8 times of meeting in order to create loan groups 	<ul style="list-style-type: none"> - Women have been selected as group leaders at least 75% - Women have been selected as group members at least 75%
Activity 3: Provide 3-day training on the	To strengthen women's livelihood and	<ul style="list-style-type: none"> - 1,000 borrowers have attended the training - Topics: Credit principle and policy - Duration: 3 days 	<ul style="list-style-type: none"> - Credit and saving principle has been accepted and respected - The first loan cycle has been started after trainings - Installment has been paid for every month

credit and saving principle and policy	business by saving and providing credit loan and vocational training	<ul style="list-style-type: none"> - 40 session have been conducted - Place of workshop in Kampong Siem district - 75% of participants understanding of credit and saving 	
Activity 4: Provide loan and saving	To strengthen women's livelihood and business by saving and providing credit loan and vocational training	<ul style="list-style-type: none"> - 1,000 borrowers deposited 1000 riel for saving and get credit loan for their business - Each borrower has received loan of \$50 to \$100 for the 1st cycle. - Each cycle duration is 8 month 	<ul style="list-style-type: none"> - Credit and saving principle has been respected - 75% of beneficiaries increased their income - Beneficiaries' business have been set up and run w saving - Their business has been expanded and strengthened
Activity 5: Conduct Monthly Meeting	To promote women's participation and exchange experience	<ul style="list-style-type: none"> - The repayment rate is 100% for each cycle. 40 saving groups have been formed. - The amount of saving will be increased cycle by cycle All activities of the borrowers are constantly well informed - The meetings were conducted to establish loan and saving group - The meetings were conducted every month and every cycle. Each of the 1,000 borrowers has capital to earn income. Each of the 1,000 borrowers has taken back the loan with complete interest and principal. 	<ul style="list-style-type: none"> - The credit program has been improved - The saving and credit committees have knowledge to - The minute meeting was set up by themselves

XIII. Contributions of PADV to the Strategy

A. Enabling Strategy:

- Install a strong and effective management team for PADV.
- Recruitment of a professionals, deputy director, advisors, counselor and fund raising coordinators.
- Reinforce the implementation of all organizational and personnel policies and procedures.
- Adopt appropriate monitoring system in PADV and good working environment, in order to obtain more professional staff with PADV.
- Ensure strong system of transparency and accountability exists within the organization as well as in the community work.
- All adopted core values are implemented, and staff are provided the opportunity to reflect on those values on a regular basis.

- To have active and pro-active board of directors, that will help to maintain power balance within the organization.
- To have a clear strategy direction and strong leadership in way of long term innovative development approach.

B. Organizational Structure

See Annex A

C. Contributions from PADV:

1. Human Resources:

a. Members of Board of Directors:

- 5 members of board directors

b. Members of Management team:

- 1 Executive Director
- 2 Directors (1 Program and 1 Operations)
- Fund Raising Team and Professional management team
- 8 Program and line managers

c. Support staff:

- Administrators
- Finance and Admin Assistants (Phnom Penh and Province)
- Cleaners (Phnom Penh and Province)
- Drivers (Phnom Penh and Province)
- Guards (Phnom Penh and Province)

d. Professional staff:

- 14 Educators
- 20 Community workers
- 14 Counselors and group of lawyers

2. Material & Equipments

- Desk top computers
- Lap top computers
- Photocopy machines

- 4 Telephone lines
- Email is available to key management positions
- Diesel generators

3. Means of Transportation

- 8 Cars (Phnom Penh and Province)
- 22 Motor Bikes (Phnom Penh and Province)

4. Office space:

- 1 Central office in Phnom Penh
- 7 Branch offices in different provinces

XIV. Sustainability of the Program

The sustainability of the PADV programs will be based on the following development aspects:

1. Ownership of the local support services

PADV will put its strong emphasis on the enhancing the ownership to the community mechanism, such as the works of the local authorities, police district officers, community focal persons and the family networks, where, in the future, these local institutions will be managed and operated independently, with out support from PADV. Empowering local service support systems is the core strategy that will help PADV to achieve this importance stage of development.

2. Public awareness

Public awareness plays an importance role in promoting changes in the head and heart of people and, so that they can work collectively to eliminate the acts of domestic violence, providing protection to women, children who suffer from abuses and trafficking, and to promote rights of women and children in the target community and beyond. Training, workshops, media talk back, education and peer discussions amongst children and university students are the tools that can help to generate public awareness, amongst general population, and thus, the issues relating to DV remain one of the public agenda that have to be dealt, now and in the future, and all women and children must be protected by the law.

3. Financial sustainability

Although financial assistance from donors to support PADV operation still be needed, the organization various strategies will be adopted to minimize the level of financial cost provided by the existing donors. These strategies include:

- PADV will build its connection and partnership with new donors that have shared common goals, so that more financial assistances can be mobilised to supports the future works of PADV.
- PADV will work with the existing community mechanisms and networks, to design a phasing out plan from some communities that have expressed strong capability in managing the program by themselves.
- PADV has to step up its efforts in mobilizing technical and services providing from other partners, both, from the government and non-governmental organizations, to support women and children suffer from abuses and trafficking, rather than depending on PADV alone to do everything by themselves.
- The Organization has its own General Service Income (GSI) operations which could be partly support to some parts of its body relation the daily expenses. GSI gains from a variety of services such as providing trainings, materials, private donations and consultancies etc;.

XV. Partner Organizations

The following is the list of partner organizations that will be involved in providing support, both technical and professional support to PADV during the implementation of this program:

1. Women Affairs at all levels – Ministry, provincial and district
2. Government Department of Education at the district level
3. Ministry of Interior, Department of Police Commission and District police
4. Ministry of Health
5. Ministry of Justice including all levels of courts
6. NGOs: NGO Forum, CEDAW, CLEC, LICADHO, CDP, ADHOC, CWCC, CWDA, HCC, Mitsamlanh, Nyemo, Harga, VCAO, CCASVA, CLA, CVD, DCO, Homeland, Krusa Thmei, SSO, NGO CRC and LAC.

XVI. Implementation, Monitoring and Evaluation

Each year, PADV will organize a staff retreat, in which the achievements and challenges of the current year will be reviewed. The annual plan for the forthcoming year will also be developed and/or reviewed based on the indicators planned for the following year. Annual objectives and activities will be drawn from the strategic plan. The annual plan will be formulated at the end of each year, and it will be implemented at the start of coming year.

Monitoring and evaluation will be conducted in different ways such as baseline survey and follow up annual survey and/or project review, monthly project team meeting, quarterly reflection and annual retreat. An external evaluation of the strategic plan will be conducted early 2012.

For internal purposes, reports will be produced on monthly and quarterly, semester and annually basis, and based on the requirements of external stakeholders (donors, government, members etc...)

XVII. Appendix A (PADV Staff Structure)

