



Technical Assistance Consultant's Report

FINAL REPORT TA 4892-CAM "CAPACITY DEVELOPMENT OF FEMALE COMMUNE COUNCIL NETWORKS PROJECT"

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ABBREVIATIONS

ADB:	Asian Development Bank
CC:	Commune Council
CCDP:	Commune Council Development Project
CCWC:	Commune Council for Women and Children
CDP:	Commune Development Plan
CIP:	Commune Investment Planning
CMDGs:	Cambodia Millennium Development Goals
CWCFPs:	Commune Women and Children's Focal Points
D&D:	Decentralization and Deconcentration
DoLA:	Department of Local Administration
DoWA:	District of Women's Affairs
FCCs:	Female Commune Councilors
MoI:	Ministry of Interior
MoWA:	Ministry of Women's Affairs
NEC:	National Elections Committee
NGO:	Non-Government Organization
P/DOWA:	Provincial and District Department of Women's Affairs
PLAU:	Provincial Local Administration Unit
PoWA:	Provincial of Women's Affairs
TOT:	Training of Trainer
WCFPs:	Women and Children's Focal Points
WfP:	Women for Prosperity

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I- BACKGROUND

Women for Prosperity (WfP) supported the implementation of the Asian Development Bank (ADB) financed TA 4892-CAM "Capacity Development of Female Commune Council Networks" from 14 April 2008 to 14 October 2009. The TA, which is piggybacked to Grant 0066-CAM "Commune Council Development Project Phase 2 (CCDP 2)", is executed by the Ministry of Interior. CCDP 2 and supports the implementation of decentralization and deconcentration (D&D) reform. The TA's activities were implemented in five provinces, namely Pursat, Battambang, Kampong Chhnang, Banteay Meanchey, and Siem Reap provinces. The TA has three components as below:

- 1) **Component 1- Training of Trainers (TOT):** Developing the capacity of 109 staff from the Provincial and District Departments of Women's Affairs (P/DoWA) to be able to organize and facilitate Forums for all Female Councilors and Women and Children's Focal Points (WCFPs) in 47 districts of the 5 target provinces. The TOT will focus on the development of Facilitation Skills and Techniques and thematic contents with respect to the role and functioning of commune councils.
- 2) **Component 2- Building the capacity of women councilors and WCFPs:** Supporting trained District and Provincial staff of Women Affairs to organize and facilitate forums in their respective provinces and districts for 489 female commune councilors and WCFPs.
- 3) **Component 3- Establishing networking forums among women councilors and Women's and Children's focal points:** Identifying entry points and practical modalities to advocate for gender mainstreaming and ensure adequate consideration of women and children's issues at the commune level, based on roles and responsibilities of women councilors and women's and children's focal points.

The Women for Prosperity (WFP) was contracted to implement the TA to promote networking forums of women commune councilors in order to (i) share their experiences; and (ii) promote confidence and empowerment in participation, representation in local decision making processes.



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II- PROJECT IMPLEMENTATION

OUTPUTS	DETAILED DESCRIPTION	Achievement/Impacts	Remark
Component 1: Training of Trainers			
<p>(a) Five TOT sessions organized by the Non-Government Organization (NGO) in five provinces</p>	<p>-Five 5-day TOT sessions will be organized by NGO for 109 Provincial of Women's Affairs (PoWA) and District of Women's Affairs (DoWA) staff from 47 districts in five target provinces</p>	<p>- 5 Five-day Training of Trainer sessions have been organized at the provincial level by WfP.</p> <p>- 112 participants from PoWA and DoWA attended the TOT, from 47 districts of 5 target provinces (Battambang, Banteay Meanchey, Siem Reap, Kompong Chhnang, Pursat).</p> <p>- Participants know about facilitation skills and techniques, the role and responsibility of facilitators in the forum, how to organize the forum, how to identify and categorize the issues, problem solving, and development of action plan/solution, how to write report at the end of the forum, prepare lesson plan, lead group discussion and group's presentation, give feed back, and prepare educational energizer.</p> <p>- Active participation during role play on facilitate group discussion, problem solving, giving feed back, prepare lesson plan, and energizer, showed positive impact of participant's understanding of the forum's objectives and their role and responsibilities as facilitators.</p> <p>-The result from pre and post test showed noticeable improvement up to 85% in knowledge.</p>	<p>-Through good working collaboration and coordination with the Department of Local Administrative of Ministry of Interior (DoLA-Mol), Ministry of Women's Affairs (MoWA), PoWA, Provincial Local Administrative Unit (PLAU), 109 participants showed up as planned. The 3 excess numbers are from DoWA in Battambang, with the requested from MoWA and PoWA.</p> <p>-Despite an increased of knowledge, participants claimed that this is new for them. They are used to class room training where they take up the role as trainer/teacher, and give the answer to participants. The new role and responsibility that they have to assume during the forum is to promote full discussion by asking probing question to search for answer from among participants who have the experience.</p>



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<p>(b) Five Demonstration district forums for women councilors and WCFPs</p>	<p>Five demonstration forums held at the district level, will be facilitated by the NGO in the 5 provinces for PoWA and DoWA, after each TOT</p>	<ul style="list-style-type: none"> - 5 Two-day forum's demonstrations have been organized by WfP in consultation with DoLA and MoWA, each, in Kampong Chhnang district,(Kampong Chhnang province), Sampov Meas district(Pursat province) Battambang district (Battambang province) Serey Sophorn district (Banteay Meanchey province) and Siem Reap district (Siem Reap province). - 90 Female Commune Councilors (FCCs) & Commune Women and Children's Focal Points (CWCFPs) attended the five-forum demonstration. They came from 67 communes within 9 districts of 5 provinces. Among those: 2 commune chiefs; 2 first Deputy chief; 7 Second Deputy Chiefs; 62 Commune members; and 17 CWCFPs. By province: 18 communes of Pursat, 18 communes of Kampong Chhnang, 9 communes of Battambang, 12 communes of Banteay Meanchey, and 10 communes of Seam Reap - P/DoWA know how a forum is organized and facilitated through close observation of WfP action during forum, by asking question to WfP for clarification during feed back session at the end of each day, and by their commitment to assume and prepare themselves to take on the responsibilities in organizing future forum. 	<ul style="list-style-type: none"> -With budget constraint, only 57 P/DoWA able to attend and observe during forum demonstration. They participate during reflection session at the end of each day to improve their knowledge and ways to effective facilitate and organize forum. -Since the forum demonstration took place only one time per province to show P/DoWA how forum is conducted and facilitated, only FCCs & WCFPs from communes nearby or within the district where the forum took place were invited to attend the forum.
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Component 2: Developing the Capacity of Provincial/District Women's Affairs Staff, Women Councilors and WCFPs			
<p>(c) PoWA and DoWA staff's facilitation skills build and strengthened through 60 district forums</p>	<p>- 57 PoWA and DoWA trainers (representing 50% of the initial pool of trainees) will facilitate sixty forums, at the district level, to build capacity of 489 women councilors and Women's and Children's Focal Points from 378 communes, of 47 districts</p>	<p>-60 Two-day forums have been organized at the district level (5 demonstration forums by WfP, and 55 forums jointly organized by WfP and P/DoWA staffs).</p> <p>- 464 FCCs & WCFPs from 371 communes attended the forums. They consisted of female commune chiefs, female first and second deputies, female councilors and women and children's focal points.</p> <p>-WfP, DoLA, & MoWA staff met with P/DoWA facilitator team one day prior to the forum's schedule to go over the schedule, clarify issues, and divide responsibilities among team members. As more forums took place, P/DoWA staff gained more and more experiences.</p> <p>-Among the 112 attendees in TOT, 49 P/DoWA facilitators (about 44%) were able to facilitate and organize forums.</p> <p>- P/DoWA facilitators were able to prepare lesson plan & forum's agenda; applied facilitation skills & tips for facilitator in asking probing question & facilitate small and big group discussion. They were able to use their good listening skills to document and summarize participant's ideas; assist participants in the development of action plan/strategy; lead educational energizer; and produce forum's report. Some P/DoWA staffs have acquired capacity to take leading role, and</p>	<p>-After having an opportunity to observe the forum's demonstration, WfP and PoWA worked closely to select facilitators and place them in teams of three, to organize and co-facilitate forums with WfP at the district level.</p> <p>- 489 FCCs & WCFPs expected to attend the forums. Some were absent due to illness, far distance, flood, and conflict of schedule.</p> <p>-FCCs & WCFPs from 7 communes unable to attend the forum due to death, time conflict, and illness.</p> <p>-Despite differences in title, age, political affiliation, the FCCs & WCFPs get along well, form stronger solidarity, and made strong effort to take the action plan that they have mutually developed to implement in their respective commune.</p>



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		<p>others assisted them, but they supported and helped each other initiatives and carried out their work assignment till the end of the forum's session.</p> <p>-The capacity of P/DoWA's facilitators from 5 provinces are classified in rank as follow:</p> <ol style="list-style-type: none"> 1) Pursat; 2) Battambang; 3) Kg. Chhnang; 4) Banteay Meanchey; 5) Siem Reap 	
<p>(d) FCCs and WCFPs competence increased through participation in sixty forums and applying strategies developed during the Forums into heir community development</p>	<p>The NGO together with MoWA and DoLA staff will assist PoWA and DoWA staff to apply their TOT skills and techniques during the Forums.</p> <p>The NGO will conduct monitoring with male councilors and communities to assess competence and confidence of female councilors and WCPFs</p>	<p>-WfP and P/DoWA successfully organize 55 forums to FCCs & WCFPs.</p> <p>-WfP & P/DoWA formed teams of facilitator to take charge in organizing forums for FCCs & WCFPs in 5 provinces at the district level.</p> <p>- FCCs & WCFPs have an opportunity to meet each other three times during the project implementation, to learn, share, and exchange of personal and professional experiences as well as forming stronger support network and solidarity.</p> <p>- Majority of the FCCs & WCFPs claimed that they have effectively used the skills and information provided during forums in their daily work such as advocacy/lobby with commune chiefs and other council members to support their ideas and to recognize their contribution; public</p>	<p>-Due to lack of budget for transportation, DoLA & MoWA staffs take turns in attending forums along with WfP to assist P/DoWA in their performance.</p> <p>-With budget constraints, instead of conduct monitoring with male councilors and communities to access competence and confidence of FCCs & WCFPs; WfP, DoLA & MoWA put all theirs efforts in strengthening the capacities of P/DoWA & FCCs & WCFPs during forum, and monitor the assignment given to them.</p> <p>- 76 (16%) FCCs & WCFPs still having difficulty or lack of competence in applying the strategies and/or working with CCs, with reasons such as limited of knowledge, experience and education, newly appointed/elected, different political affiliation,</p>



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	<p>relation with other institutions/NGOs to financially support commune projects and activities; identify & prioritize issues which respond to the community's need and incorporate them into commune development plan; developed action plan/strategy on issues that arise and request for support from the commune councils; gained more trust from commune chiefs and male council members to be assigned in different commune committees, especially in solving disputes; gained knowledge on how to integrate gender in decentralization system or initiate project that benefit women and children; the information about Cambodian Millennium Development Goals (CMDGs) helped them to begin documenting and collecting data to show improvement of local service delivery such as civil registration, child & maternal mortality, children's vaccination, health check up for pregnant women, domestic violence, land dispute, school registration & drop out, building of community pre-school, hygiene and sanitation which include building of toilets etc...</p> <p>-There are 51 issues identified by FCCs & WCFPs during forums. And a total of 42 issues have been resulted and developed into action plan for implementation back in their respective commune.</p> <p>- 84% of participants applied the strategies developed during forum: 87 FCCs & WCFPs (19%)</p>	<p>and live far from commune.</p> <p>- The top five issues that FCCs & WCFPs able to successfully implemented are:</p> <ol style="list-style-type: none"> 1) Domestic violence; 2) Encourage parent to take children for 7 kinds of vaccination, and register for school; 3) Register newly born child & newly wed for married certificates; 4) Pregnant women go for health check up; 5) Advocate for resource allocation supporting FCCs & WCFPs.
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		<p>provided written report back to the forums with acknowledgement (stamps) from commune chiefs, 148 FCCs & WCFPs (32%) provided report back without acknowledgement, and 153 FCC & WCFPs provided verbal report to the forum.</p> <p>-With the experience learned from the forum and through written information on card collected, with an exception of being permanent member of Commune Council for Women and Children (CCWC), many of the FCCs & CWCFPs were assigned to be members of different committees such as planning, procurement, disaster management committee, land dispute committee, Committee to develop Decca, civil registration committee, land measurement committee, project monitoring/evaluation committee etc...</p>	
Component 3: Establishing Networking Forums among Provincial/District staff, Female Councilors and WCFPs			
<p>(e) Five evaluation wrap-up sessions of forums will be organized by the NGO in five target provinces;</p>	<p>The NGO will organize five wrap-up sessions (2.5 days per sessions) to assess (i) the achievements and impact of the 18 month Forums on community development and male councilors; (ii) Facilitation skills of PoWA and DoWA staff and (iii) confidence and competence of FCCs and WCFPs.</p>	<p>Five 2.5-day evaluation wrap-up sessions organized by WfP, MoWA & Ministry of Interior (Mol), each in 5 target provinces, at provincial town.</p> <p>- 5 Wrap Up Session (2.5 days) were organized with an overall goal & objectives to evaluate the whole project, which involved about 1,053 people (536 female and 517 male) who are P/DoWA officers, District Office members, Commune chiefs, first & second deputies of commune, commune councilors, WCFPs, and commune</p>	<p>- National Election Committee (NEC) scheduled voter registration in conflict with the schedule of wrap up session, therefore, some commune chiefs and clerks were not able to attend, but they sent first or second deputies instead.</p> <p>- Some districts were flooded due to hurricane Kethsana, which prevent some participants from attending the wrap up session.</p>



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	<p>All the Chief Councilors and clerks from the target communes will attend the wrap-up sessions.</p>	<p>clerks. The first full day of the wrap up session aimed to evaluate the confidence and competence of FCCs & WCFPs, and another one and half day to assess and evaluate P/DoWA performance.</p> <p>- Representative from 378 commune councils, in 5 provinces, gathered to hear and learn about the forum process, reviewed and discussed of their common concerned, and made commitment to support, assist, and facilitate each other need, mainly for FCCs & WCFPs, for better performance of council's affairs, improve working coordination among councils members, CCWCs, and other institutions to strengthen social service delivery that benefit their own constituencies, especially women and children, such as civil registration, education, health, legal protection for women & children etc...</p> <p>-Commune chiefs and clerks recognized the benefit of having FCCs & WCFPs involved in commune daily affairs, and committed to support, assist and participate with FCCs & WCFPs propose plan and activities.</p> <p>-Commune chiefs and clerks committed to call councils and CCWC meetings regularly, therefore, an approximate of 2,296 male councilors and 1,484 male members of CCWC from 378 communes in the 5 target provinces are sensitized to women's and children's issues and support women's greater participation and representation in</p>	<p>- Commune chiefs and clerks had opportunities to work together to find ways to help the FCCs & WCFPs in their performances, and the same time, recognized the need to improve their working conditions.</p> <p>- After some clarification and discussion, both sides came up with good solutions and recommendation to support and facilitate each other work as well as to have the work flow go smoothly and transparently. The FCCs & CWCFPs made strong effort to lobby and advocate for stronger support from commune chiefs and clerks, which they assure that it will benefit the whole council's effort in providing good services to the population, especially women and children. The recommendation from both side were presented and discussed, and all recognized and accepted the need for improvement. Some major points which were agreed included: Conduct regular/monthly meeting of CCWC and Commune Council (CC), in which women and children issue will be on the agenda; assist FCCs & WCFPs in their planning, budgeting, and report writing; process the request from FCCs & WCFPs in a timely matter; involve in the activities with FCCs & WCFPs; improve working coordination among Commune Councilors</p>
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<p>- Formation of female commune councilor's network.</p> <p>f) Training curriculum on How to organize and facilitate forum has been produced with consultation from Mol</p>	<p>- Topics included in the curriculum aimed to provide essential information, skills</p>	<p>local decision-making processes and structures.</p> <p>- Among the 5 provinces supported by ADB, 3 provinces, Siem Reap, Battambang, and Pursat, the female commune councilor's network was recognized by Mol through WfP's other project supported by GTZ, PACT, Oxfam G.B. Since ADB covered the whole communes in each of the 3 provinces, the FCCs & WCFPs are now become members of the network. The network represented by 6 FCCs as facilitators in each province, recognized by provincial authorities and Mol. They are currently lobbying with provincial authorities and all decentralization stakeholders for sustainability of the forum as instructed by Mol. Two other provinces of ADB are new to the idea, but with the presence of DoLA at the forum's side and at the wrap up session, good examples were shared on how the network can possibly sustain.</p>	<p>(CCs) and CCWCs; provide financial support to FCCs & WCFPs to attend training and/or forum for capacity building.</p> <p>-Some FCCs & WCFPs were able to facilitate discussion & group work, to some extent during the presentation and report back of the assignment, through observation of P/DoWA's performance during forum's session.</p> <p>- It took WfP 3 years to empower the female commune councilors before starting to hand over the forum to them. Through close working cooperation and coordination with staff from DoLA, provincial governor, PLAU, and district governor, Mol issued a letter recognized the effectiveness of the forum and instructed provincial governor to find ways to mobilize financial resources to sustain the forum for female commune councilors network, and to incorporate the activities into the provincial budget's plan for its sustainability.</p>
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<p>and MoWA</p>	<p>and techniques for participant to effectively organize and facilitate a forum. The TOT curriculum is divided into FOUR different sections: Introduction with goal and objectives of training; Facilitation skills; Tips for facilitator; Problem solving format & Pre-Post test format.</p>	<ul style="list-style-type: none"> - A total of 200 copies of curriculum have been produced and distributed to participants, ADB staff, Mol, DoLA, MoWA, PoWA, PLAU, provincial governor's office, and provincial governors that presided over the opening and closing ceremonies, and some remain at WfP for record. -The facilitation skills that have been formulated into curriculum, can be used as tools for facilitator. -P/DoWA able to follow instruction given in the curriculum to organize forum for FCCs & WCFPs. -Curriculum has been translated into English language and <u>submitted to Mol, MoWA, and ADB.</u> 	<ul style="list-style-type: none"> - Facilitation skills encouraged people participation, and thus helped the FCCs & WCFPs to build their confidence and competence through sharing and learning from each other personal and work experiences. - Curriculum can be used by P/DoWA, DoLA, PLAU, in other provinces.
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III. Case Study

GOOD HYGIENE, GOOD HEALTH



Ms. Srey Phal, 56 years old, married, has some experience in medical field and later become a primary school teacher, was elected for two mandates as member of Trapang Chhorng commune, Bakan district, Pursat province. She comes from a poor family.

Ms. Srey Phal claimed that the WfP's Forum provided her with great opportunity in life to explore her own potential and to learn real life experiments from other elected female councilors. The skills on advocacy/lobby helped her to overcome her challenges with commune chief and other male council members as well as with the villagers. They supported her initial ideas and projects. Other successful practices that promoted her image in the community as well as her ability to carry out the work assignments came from communication/public relation, problem solving and people's mobilization's provided during forums. She initiated a project on hygiene and sanitation, submitted for approval from the council, and mobilized support from the community such as contribution of labor, money, materials, to build a total of 20 toilets for poor families and female widows, to promote hygiene and reduce poverty. With her abilities to facilitate, mobilize, and encourage people's participation in problem solving, she receives on going invitation to assist other female councilors from other communes under the Local Administrative and Reform Program of PACT, and from the Rural Sustainable Cambodia Organization (NGO), to be facilitator/trainer on the issues of domestic violence's prevention & trafficking, and migration. She said that she gains more and more experiences not only from the skills provided by the forum but through listening from other female councilors, and from her actual work's performance within the commune as well as in the community. Her hard work really paid off, as she is able to save enough money from different NGOs' invitation to buy a motor bike so that she can mobile to work.

WOMEN AND LEADERSHIP

Ms. Svath Vary, 38 years old, has three children, and attended 9 years of school. Ms. Svat Vary was elected twice in Sras Raing commune, Mongkul Borey district, Banteay Mean Chey province. In the first mandate, she was elected as second deputy chief of commune, but was not assigned to be member in any commune sub-committee. There are 7 members in the council, 6 men and 1 woman. She said that her position was overlooked perhaps due to her political affiliation (from an opposition party), and also because she is a woman. Regardless of the lack of recognition from her male colleagues, she tried her best to do her work whenever and/or what ever possible. At the second mandate, she was re-elected but as first deputy chief of commune and was invited to attend the forum jointly organized by WfP, Mol and MoWA. She said that she has learned many experiences and skills to overcome challenges. She always use the forum as ways to convince the commune chief and other



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male councils to show support for women and children and to appreciate women's experiences and contribution in the development of commune plan and serving the people's interest.

Ms. Vary has improved her communication skill and able to presented her ideas and opinion well with relevant documents during regular meetings of the commune council, and meetings of the commune committee for women and children. Her male colleagues started to appreciate the information and experiences shared by her, and her ability to present the interest of the commune as well as her ability in problem solving. With this recognition, she was assigned to be in different commune sub-committees such as in the project management, women and children, procurement, conflict resolution, and planning & budgeting committees.

In addition, Ms. Svath Vary has been elected as Deputy Provincial Commune/Sangkat Association of Banteay Mean Chey, and as member of the National League of Commune/Sangkat Association. She was assigned to be among coordinators/ facilitator's group for the National League of Commune/Sangkat Association. And with her involvement in the provincial's responsibilities, she collects information from all communes for the association to further submit to the National League of Commune/Sangkat. **Ms. Svath Vary** said that ***"Women for Prosperity is her mother, who give her the confidence and the know how to improve her life"***.

PRE-SCHOOL IS THE BASIC FOUNDATION FOR CHILDREN



Miss Phoeuk Hoeung, age 43, single, was elected twice as member of Khlong Porpork commune, Toeuk Phos district, Kampong Chhnang province. With only 8 years of education, she realized that when a person is illiterate, or has little chance to attend school, he/she will not have full confidence to decide what they want to do in life, and as for women, their lives will always depend on some one else. When she got elected in the first mandate, she felt that other council's members under valued her, but she determined to change this perception to the best of her ability. So, she started to make school toys from resources that exist in the community, and often gathered young children together to teach them to play educational game, learn different colors/shape/size, count numbers, to identify household tools and utensils. She was selected by Save the Children Organization to be "Mother of the Children in the Village". These activities are very much appreciated by the parents as it helped some mother to earn some income from selling the toys. Due to her good gestures, effort and dedication, she gained the respect from male colleagues in the council, and was supported by the people in the commune which led to her re-election in the second mandate.

With the support from the villagers, **Miss Phoeuk** wants to do more good for the people, especially for women and children. She said that she was fortunate to attend the forum supported by ADB. She was able to learn different skills and hear from other female

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councilors and WCFPs experiences on how they get involve in helping women and children as well as how they overcome their challenges. She was appointed by the council to be member and chair different commune committees of the commune such as the committees on procurement, caring for young children, and the CCWC. She initiated a project on building community pre-school for the commune, and able to convince members of CCWC and the council to support the project by providing the land. Finally, a community pre-school was built with contribution from the children's parent and some individuals. The community pre-school received 30 children. She said that her dream become a reality. She did not stop there, she works with CCWC members and CC's members to make plan on issues related to birth registration for new born child, encourage pregnant women to go for regular check up and deliver baby at the health clinic. She established a woman's group to educate children, especially girls that abandon school, involved in solving problem of domestic violence, and involved in CIP/CDP. In her own words *"I could not have done all of this without the FORUM"*.

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IV- PROJECT ANALYSIS AND RECOMMENDATION

It was recognized by everyone involved in the project that the project designed was great, not only the capacity of FCCs & WCFPs were strengthened but also P/DoWA staffs. Strong effort in coordination between the two ministries, MoI and MoWA, and their line staff, PLAU and P/DoWA, brought the project to achieve successful implementation which can be replicated elsewhere. It improved working collaboration of the two ministries and their line departments staffs, working in full partnership to raise awareness and consciousness on gender equality & equity from national to the local level. This project complemented other project such as Commune Council Development Project and others as it is one of a kind that started by providing opportunity for women who are decision makers at the local level to come together for capacity building through self learning and self organization, and develop self-confidence and competence to effectively carry out their work assignments. By having an opportunity to come to the forum 3 times during the TA implementation period, with the same people, they actually bring what they have learned from the forums to apply in their daily work, and report back of their challenges at the following forums for sharing of experiences and learning from actual practices. Their skills have been strengthened through attending formal trainings and on the job trainings. And once they are empowered, but still having some challenging issues to address, they could exchange views on best practices and lessons learned through the forums.

The impact of the project can be evaluated in 3 steps. First, the completion of all activities set out in the work plan. Second, achievements of the TA's results. And third, the project's activities can be replicated elsewhere.

A total of 112 P/DoWA staffs from 47 districts of the five provinces attended the TOT organized by WfP, as planned. They actively participated in the trainings, which included role play, group work, and pre-post test result.

The Women for Prosperity organized 5 Two-day forum's demonstration for FCCs & WCFPs, in 5 provinces, with participation from 90 FCCs & CWCFPs from 67 communes. A total of 57 P/DoWA observed how the forum is organized and facilitated and prepared themselves to assume full responsibilities for future forum.

MoWA, MoI, DoLA, P/DoWA, PLAU, and provincial & district authorities, put strong efforts to coordinate and organize a total of 55 forums for FCCs & WCFPs, co-facilitated by P/DoWA and WfP. A total of 49 P/DoWA among 112 P/DoWA, have actively involved and successfully organized and facilitated the forum for FCCs & WCFPs. The competency of P/DoWAs have been strengthened through knowledge and skills transferred, change in attitude, and behaviors during the time of their performance. They build on their commitment, enthusiasm and energy through understanding and ownership.

As for the FCCs & WCFPs who attended the forums, a total of 51 issues were identified, of which 42 issues were resolved and developed into action plan for all participants to take back and try to implement in their respective communes. It showed that 84% of participants were able to improve their communication and working collaboration with commune chiefs who support them to implement the strategies developed by the forums. In addition, the commune chiefs have full confidence to appoint them in different commune committees. Most of the FCCs & WCFPs participated in the councils' daily works, and able to apply skills and information provided by the forums into their daily works such as lobby with male commune

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chiefs, councilors and clerks to promote good governance, transparency & accountability of commune affairs, strengthen social service delivery that benefit women and children. They have also been involved in Commune Investment Planning (CIP) and Commune Development Plan (CDP), assigned to help in solving problem in commune affairs, initiate new ideas or projects, propose issues for discussion and adoption during CCWC & Council's meetings, etc...

A total of 5 two-half day wrap up sessions were jointly organized, with participation of 1,053 participants, who are representatives from MoWA, DoLA, provincial governor, PLAU, district office, commune chiefs, first & second deputies of commune, commune councilors, clerks, FCCs, WCFPs, all came from 378 communes within 47 districts of 5 provinces. The wrap up session at the end of the TA provided commune chiefs & clerks and FCCs & WCFPs with opportunity to clarify remaining issues and find common solution to improve coordination, increased transparency and accountability of the commune budgets, strengthen social service delivery, budget allocation for works supporting women and children etc...

Despite the completion of activities set out in the project planned, there are some lessons learned. Among the 102 P/DoWAs attended TOT, only 49 P/DoWA have the opportunity to practice what they have learned into forum's organization. Some of P/DoWAs took up new positions as deputy of district and provincials, which is one great success story of the project. Continued capacity building is needed for the new comers and for these councilors who are in the areas not covered under the TA. Those who have moved on to new positions can use the skills to effectively perform their work, and the women network can be extended at every level of decision making structures. It is unfortunate that there are some DoWA staffs who are newly recruited and/or contractual, who has no or little opportunity to practice due to lack of competency (confidence, skills, experience ...), limited budget and short length of contract. Some young women showed great potential but lack of certainty to become permanent staff of DoWA. They need further strengthening of their capacity and provide with same opportunity as other because these skills will shape their future careers.

The implementation of the TA was delayed due partly to the preparations for the national election in 2008, busy schedule of commune works, which prevented participants from attending the forums and wrap up sessions as planned. And with budget constraints, participants were unable to receive the actual cost of transportation coverage to attend the forums, and the visit to some communes were not possible.

Regardless of their political affiliation, FCCs & WCFPs get along well during the forums and after forums. They made strong efforts to prepare action plans during the forums. They actually form strong solidarity and network through exchange of personal and work experiences.

The project comes to an end with successful stories to share. It is also clear that the project provides Mol, MoWA, P/DoWA with activities to replicate in other provinces. In addition, there are some recommendations that need to be considered as follow:

Technical Assistance Consultant's Report

P/DoWA	FCCs & WCFPs
<ul style="list-style-type: none"> - Refresher course - Provide facilitation skills to the newly, young, and contractual P/DoWA, separately - Skills in public speaking to build up confidence - Listening skills - Skill in asking probing question and encourage full participation - Skill in synthesis of ideas and summary the discussion - Skill in team building/group work - Skill in problem solving & conflict resolution - Skill in writing concept paper & budgeting - Train or provide information related to decentralization, prakas, guidelines etc... 	<ul style="list-style-type: none"> - Skill in public relation - Skill in lobby/advocacy - Skill in minutes taking and reporting - Skill in conducting meeting's efficiency - Skill in team building/group work - Skill in providing report back and feed back - Skill in facilitation - Skill in mainstreaming gender - Skill in filing and documentation (administrative work) - Skill in problem solving & conflict resolution - Skill in writing concept paper & budget - Knowledge of some laws, prakas, guideline that benefit women and children - Exchange visit/study tour visit

Every one appreciated forums, and wished that it could take place at every districts, as they provided opportunities for people to learn through sharing life experiences, and from discussion and formulation of solution. It was also recognized that the budget to organize the forums was limited, especially for the daily subsistent allowance and transportation. It was recommended that for future work the cost should be actual and flexible to the real situation. It was suggested that the forums should also involve male councilors & clerks, and village members, and provide them with enough time for discussion and clarification.

The forum should be replicated to other remaining provinces. Government ministries should coordinate and form partnership to implement gender policies stated in their mandate and monitor closely their staff's performance, by providing the FCCs & WCFPs an opportunity to meet in a big event such as wrap-up session, where they came up and present their success stories and challenges, give them so much pride to continue their work for women and children with dignity. Recognition from the commune chiefs during wrap up session gave strength to the FCCs & WCFPs that their hard works are being appreciated and valued