

**Report
on
Final Evaluation
“ADVOCACY PROJECT”**



January 2021

ACKNOWLEDGEMENT

For this evaluation study, many individuals from various institutions have contributed to collect both primary and secondary data, as well as to analyze them to form valid results.

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It has been a great learning process for us to work with children and adults dedicated to reducing illegal migration, preventing labour and human trafficking and sexual abuse, promoting human rights and migrants' rights, and to abolishing modern day slavery.

Sincerely,

Consultants

Kasumi Nakagawa & Chhun Vireak

Phnom Penh, Cambodia

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LIST OF ACRONYMS

ADHOC	Cambodian Human Rights and Development Association
AHTJP	Anti-Human Trafficking Juvenile Police
CC	Commune Council
CCWC	Commune Council for Women and Children
DoSVY	District Office of Social Affairs, Veteran and Youth Rehabilitation
DoWA	District Office of Women Affairs
FELM	Finnish Evangelical Lutheran Mission
FGD	Focus Group Discussion
IJM	International Justice Mission
IOM	International Organization on Migration
KII	Key Informant Interview
LA	Local Authority
LSCW	Legal Support for Women and Children
MoLVT	Ministry of Labour, Vocational Training
MoP	Ministry of Planning
MOSVY	Ministry of Social Affairs, Veteran and Youth Rehabilitation
MoU	Memorandum of Understanding
MoWA	Ministry of Women Affairs
NCCT	National Committee for Counter Trafficking
NPACTIP	National Plan of Action for Counter Trafficking in Persons
OECD-DCA	Organisation for Economic Co-operation and Development's Development Assistance Committee
OCSE	Online Child Sexual Exploitation
RGC	Royal Government of Cambodia
SEAH	Staff Sexual Exploitation, Abuse and Harassment
TOT	Training of Trainer
UNDP	United Nations Development Program

EXECUTIVE SUMMARY

Project Objective

Chab Dai Coalition is an organization dedicated to the eradication of modern slavery and sexual abuse. Chab Dai has been implementing a three-years (2019 to 2021) project titled “**Advocacy Project**” in Tboung Khmom, Kratie, and Preah Vihear provinces. At the sub-national level, Chab Dai build the duty bearers’ capacity, and strengthened their understanding and practice of a Human Rights Based Approach. At the national level, the project engages with the Cambodian government through assistance in technical and financial support as well as participating in the governmental line ministries’ meeting.

Purpose and Objectives of the Evaluation

This evaluation aimed to collect and analyze data and information to explore whether the project achieved its overall objective, scope and outcomes. The study evaluated the relevance, effectiveness, efficiency, impact, sustainability and documented good practices and lessons learned, and to formulate practical recommendations for the future implementation. It also provides an aspect of challenges and opportunities for the project to implement the activities in the future. In total, 61 respondents (26 females) from Phnom Penh and tree target provinces participated in the study through interview and group discussion.

Key Findings

The evaluation finds Advocacy project has achieved its objectives as evaluated against the five evaluation criteria of the ToR’s objectives as highlighted below;

- **Relevance:** Overall, the project approach engaging with core sub-national and national stakeholders and partner CSOs was identified as effective and good practice. The design of the project (target areas and project activities and approaches for intervention) was highly relevant and responsive to the needs and interest of direct and indirect beneficiaries.
- **Effectiveness:** Since COVID-19 outbreak in 2020, the project faced tremendous challenges; however, most of the intended project objectives were effectively achieved and activities were carried out as initially planned. Disturbance occurred due to political situation in the country and limited staffing for the project, along with Covid-19 pandemic.
- **Efficiency:** The budget allocation was sufficient and cost-effective as reported by the project staff.
- **Impact:** The project provided a wide range of positive impacts at all levels, improved the knowledge and capacity gained by police trainees, linking to the creation of safer community environment, especially for women and children. Also, positive impact was identified for policy and legal reforms, which led to indirect contribution to reduce human trafficking and sexual abuse.
- **Sustainability:** The functions of local police and Local Authority (LA) are expected to be very sustainable provided the on-going decentralization process of the RGC. The knowledge and positive behavior change among key stakeholders will be sustainable and will contribute to the prevention of human trafficking and sexual abuse. The contribution of Advocacy project into the national laws/policies and action plan will be sustained but need continuous monitoring and support to hold RGC accountable for responding to the human trafficking issues by reflecting the actual situation of human trafficking.

Recommendations

The following set of concrete suggestions and recommendations are presented for Advocacy to sustain the positive outcome and to improve their outcomes as below;

Project activity operation

- Carry out evidence-based research study for a fair selection of the new target areas (identifying the provinces which needs more professional intervention and supports). The criteria for selection should be the high prevalence of the cases, lack of service providers, and inactive response by duty bearers and so on.
- Conduct a capacity assessment (with new target beneficiaries) to identify their knowledge/skill gaps and local demands so that trainings will be exactly matching with their needs and their level of understanding about legal issues.
- Assist local police officers to set up a strong monitoring system to keep record of all the complaints of human trafficking and child abuse, and re-orient them to regularly report to the national level.
- Carry out campaigns on human trafficking and sexual abuse to wider public and inform them about contact numbers of the local police during such occasions.
- Provide more technical support for police officer and local authority to effectively conduct the community forum, awareness raising or community outreach

Capacity building and training approaches

- Add new chapters in the current training curriculum to respond to new forms of human trafficking, such as Online Child Sexual Exploitation (OCSE), and introduce more innovative approaches in training including;
 - Role plays, especially about the practical methods to interview victim (child) with sensitivities, to allow them to engage more practice for case intervention
 - Case study analysis of sexual abuse, so participants have better ideas by reflect to the lesson they learned from the lecture.
 - Group discussions to be included for the brainstorming about different ideas of participants
 - On topic quiz (test) to assess how the participants understand about each topic – utilize digital or technology application; for example, Kahoot App (<https://kahoot.com/>)
 - Short educational videos (about human trafficking and sexual abuse) to attract the participant for better understanding
- Encourage local police and LA to be more active in participation in the follow-up activity by also providing coaching and mentoring for them to learn the practical application of theories on case by case basis.
- Provide the Training of Trainers (ToT) for selected police officer and LA and the selection criteria should be set up by Advocacy with consultation with provincial police or authority.

National advocacy approach

- Carry out evidence-based research and legal analysis study to identify gaps in the current legal framework to advocate for policy changes
- Improve effectiveness of the quality of collective voices of CSOs/NGOs to the government bodies by strengthening the existing mechanism and also producing more advocacy papers with other network members to raise more awareness.

- Support more national forums/events to discuss about importance of legal reform about human trafficking and sexual abuse.

Organizational development

- Improve the project progress tracking mechanism, such as ensuring that a baseline study is done and mid-term evaluation/end line evaluation is done against a baseline, by strengthening M&E system.
- Allocate at least one more project staff to effectively manage the project.
- Improve the current format of the result matrix to be clearer and easier for reporting.

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1. INTRODUCTION

1.1. Project's Background

Chab Dai Coalition is an organization dedicated to the eradication of modern slavery and sexual abuse. Chab Dai's Advocacy project is the project under the System Strengthening thematic area¹ which focus on "Government entities on both the national and local levels have the knowledge, resources, policy frameworks, and political will to respond effectively and efficiently to cases of modern slavery and sexual abuse." The first project cycle was implemented in 2016 – 2018 and was evaluated in March 2019. By reflecting successes and lessons learned from the Phase 1, this project started as the second project cycle that was carried out for three-years (2019 to 2021) in Tboung Khmom, Kratie, and Preah Vihear provinces.

Under the Advocacy project Phase 2, two approaches were taken: capacity building at the sub-national level and advocacy at the national level. At the sub-national level, Chab Dai builds the duty bearers' capacity, and to strengthen their understanding and practice of a Human Rights Based Approach through a series of specialized training on broad human rights issues surrounding human trafficking. At the national level, the project engages with the Cambodian government through assistance in technical and financial support as well as participating in the National Committee For Counter Trafficking (NCCT) and Ministry of Women Affairs (MoWA)'s meetings and provide feedback and policy recommendations to strengthen Memorandums of Understanding (MoUs) between the Cambodian government and foreign governments (China, Vietnam, Myanmar and Lao) to better assist Cambodian victims who have been trafficked across borders.

Table 1: Project overall goal and objectives

Overall Goal:	<i>Duty bearers assist suspected abuse and human trafficking victims. Victims know their rights and take action when they have been violated.</i>
Outcome 1:	<i>Community members report suspected human trafficking and exploitation cases and these cases are properly investigated by duty bearers (police and local authorities)</i>
Outcome 2:	<i>Strengthened knowledge of relevant national-level actors concerning human trafficking and appropriate responses and best practice</i>

1.2. About the Evaluation

1.2.1. Purpose of evaluation

This evaluation aimed to collect and analyze data and information to explore whether the project achieved its overall objective, scope and the various outcomes – and if so, how successful was the project in its impact, and if not, the specific areas the project failed to

¹ Other thematic areas include Movement Building, Community Empowerment and Survivor Restoration. For more detail see Chab Dai, What We Do, at <https://www.chabdai.org/what-we-do-overview>.

achieve its outcomes. It also provides an aspect of challenges and opportunities for the project to implement the activities in the future.

The outcome of the evaluation will be given and used by the donors to:

- Identify way to improve or shift project activities
- Facilitate changes in the project
- Present the success and values of the project to stakeholders and public, and
- Assist in making evidence-based organizational decisions

1.2.2. Evaluation criteria

This evaluation mainly followed the general rules for program/project evaluation, the Organisation for Economic Co-operation and Development's Development Assistance Committee (OECD-DAC)'s guidance as follows:

Table 2: Evaluation criteria and key mapping questions

Criteria	Key Mapping Questions
Relevance	<ul style="list-style-type: none"> - <i>The extent to which the project activity is suited to the priorities and policies of the target group, recipient donor, and national development priorities.</i> - <i>Relevance of the projects' design to stakeholder needs, the existing context & problems</i> - <i>Design focus: is the theory of change appropriate and still feasible? Specific objective & outcomes; indicators; analysis of whether critical assumptions are holding, and whether changing circumstances beyond project's control/influence are affecting project progress.</i>
Effectiveness	<ul style="list-style-type: none"> - <i>Determine the project's effectiveness at reaching its objectives by describing and assessing how the project was or was not able to achieve the intended activities, outputs, and outcomes.</i> - <i>The extent to which a project activity attains its objectives.</i> - <i>Level of contribution to community engagement (police)</i>
Efficiency	<ul style="list-style-type: none"> - <i>The outputs (qualitative and quantitative) in relation to the inputs whether those two are matching.</i> - <i>Is project implementation deliveries were made as planned?</i> - <i>Is financial expenditure in line with achievements?</i> - <i>What internal gaps and weaknesses (incl. coordination mechanism) can be adapted/changed to strengthen effectiveness of the project?</i> - <i>Assessing the recent modification/adaptations in project activities due to COVID 19 pandemic and its economic consequences. Have those adaptations been successful, are any changes recommended?</i>

- Impacts**
- *The positive and negative impacts/changes produced by project interventions, directly or indirectly, intended or unintended.*
 - *This involves the main impacts and effects resulting from the activity on the local social, economic, environmental and other development indicators.*
 - *What difference has the project made to beneficiaries and stakeholders?*
 - *What are the intended and unintended, positive and negative, long term effects?*
 - *How many people were impacted, from where and how?*

- Sustainability**
- *The extent to which the benefits of an activity are likely to continue after the project funding has been withdrawn.*
 - *What is the project outlook? Will achieved benefits last (exit strategy)?*
 - *To what extent did the benefits of the project continue beyond the project's initial activities?*
 - *Was the project able to adapt to the changes in the community and context in which they worked?*
 - *In what ways did beneficiaries and stakeholders retain the benefits of Chab Dai's services and activities after the project activities were completed?*
 - *Have FELM's capacity-building efforts towards the supported partner organization yielded permanent, positive change in the partner's modus operandi?*

1.2.3. Project progress evaluation

The level of project activity achievement against end of project will be evaluated and assessed based on the following scale color. This is mainly focus on the **self-evaluation/assessment by the Advocacy project team**. For the result of "Analysis of project progress evaluation and the indicator achievement" please see [Annex 1](#).

Table 3: Sample of color analysis of the project progress self-evaluation/assessment

Criteria/Color	Description
Green	Achieved
Yellow	On target to be achieved (almost achieved)
Red	Not on target to be achieved (Problem and Reason will be provided)

1.2.4. Study Limitations

Despite the fact that the evaluation study was successfully carried out with the support of Advocacy project team and staff, the consultant team encountered some challenges and the notable limitations are listed down below:

- Due to the time and budget constraints, the sample sizes for the data and information collection were relatively small (61 participants) compared with the project population (key stakeholders and direct beneficiaries). For instant, only 2 national institutions, National Police and NCCT were engaged in the study. Therefore, the outcomes cannot be assumed for all participants/stakeholders.

- No baseline study was conducted to assess the level of improvement by duty bearers directly attributed to the intervention by this project.
- The evaluation study team could not participate in any training sessions conducted by Chab Dai, thereby assessment of the actual quality of the training was not done.
- Project outcome information from July to December 2021 was not available at the time of the evaluation study due to a delay of the annual report completion. Therefore, the consultant team could not review the whole annual 2021 report.
- Due to Covid-19 pandemic prevention measures and the restrictions, most of the KIIs with key stakeholders were conducted virtually or via phone calls; and therefore, some interviews were not as effective as they have been due to unstable internet connections and technical error.
- Terminologies used in the project were not consistent; “sexual abuse”, “sexual exploitation”, and “sexual trafficking,” those terms were interchangeably used by local policy officers and it was difficult to identify how the project assisted their knowledge improvement.

2. METHODOLOGY

2.1. Approaches for Data Collection

Main approach for data collection was *inclusive, participatory and rights-based approach*. Special attention was paid in regard to the Protection Policy and Code of Conduct of Chab Dai Coalition, specifically Global Staff Sexual Exploitation, Abuse and Harassment (SEAH) Policy.

In this evaluation, both **quantitative**² and **qualitative**³ methods were utilized to collect information and conduct discussions with a range of key beneficiaries and stakeholders, providing them with an opportunity to describe achievements, challenges, and good practice and lessons learned and to reflect on significant changes and results of changes from project interventions. Mainly four methods were utilized for this study, namely;

- **Desk review:** all project documents, including project proposal, logical framework, annual reports, financial report, internal and previous evaluation and other documents related to current status of issues related to human trafficking, sexual abuse, and migration at the target areas and nationwide.
- **Consultations with the management team and staff members of the project:** the consultation was conducted for the work-plan formulation, design of research (target areas, target groups, sampling), questionnaires for the research or other form of data collection. Also, to identify key issues (successes and challenges) to obtain an overview of the project implementation.
- **Online interview/field work interviews/visits:** Key Informant Interview (KII) and Focus Group Discussion (FGD) with the police officer. Based on the situation of Covid-19 and MoH’s protection measures, some interviews were conducted online and by phone call.

² Progress measured in number and percentage against indicators of the project.

³ Progress measured in narratives and quality against indicators of the project, including unexpected outcome/impact.

- **Direct observation:** research team directly observed the participants' participation in the project and materials that were produced by the project and how they have been used

2.2. Data Collection Tools/Interview Guides

The evaluation team considered the questionnaires in the study as a foundation to assess the changes through the project intervention.

- Semi-structured questionnaires for individual interview/KII: Face-to-face and online interview/consultations with a wide range of stakeholders, using "semi-structured interviews" with a key set of questions in a conversational format.
- Structured questionnaire for FGD with the police officer (trained and untrained police officer in the target provinces by Advocacy Project)

Note: All the interviews were conducted in Khmer.

2.3. Analysis Approach and Process

The consultant team analyzed and finalized evaluation based on triangulation of evidence from different data collection methods; both primary and secondary data sources.

- The secondary data was collected and examined prior to the fieldwork.
- The primary data was collected through field work (KII) with target groups.
- Both primary data and secondary data were cross-examined to produce valid analysis and results.
- A summary of findings was written based on the interpretations and analysis of the data. Then, a first draft report was made and validation meeting as a form of internal meeting held on 30 November 2021. In the meeting, comments and feedbacks were provided by the participants and those were incorporated into the draft and final report.
- Throughout the process, the consultant team closely worked with the management team by updating the progress and sharing any concerns that were identified in the process.

2.4. Ethical Consideration

Throughout the study process, the consultant team strictly followed and respected the Protection Policy and Code of Conduct of Chab Dai Coalition, specifically Global Staff Sexual Exploitation, Abuse and Harassment (SEAH) Policy. The consultant operated on principles that are in line with the vision, mission and values of Chab Dai and followed its standards when interacting with vulnerable people.

- The written consent form was signed prior to participation in the interviews. Verbal consent was also gained based upon the context and suggestion from the participants.
- A research team set up an emergency reporting line.
- All information and data were kept confidential by the consultant team.

2.5. Geographic Coverage and Sampling

The project evaluation study engaged 61 respondents (26 females) from Phnom Penh, Tboung Khmum, Kratie, and Preah Vihear provinces. Those participants included local police

officer (50% were trained by Advocacy project while 50% were not), and national, provincial and district stakeholders who have collaborated with Chab Dai Coalition under Advocacy project (for the detail information of participants please see [Annex 4](#)).

3. FINDINGS AND DISCUSSION

3.1. Relevance

Key Mapping Questions

- *The extent to which the project activity is suited to the priorities and policies of the target group, recipient donor, and national development priorities.*
- *Relevance of the projects' design to stakeholder needs, the existing context & problems*
- *Design focus: is the theory of change appropriate and still feasible? Specific objective & outcomes; indicators; analysis of whether critical assumptions are holding, and whether changing circumstances beyond project's control/influence are affecting project progress.*

The overall goal of the project was to see “Duty bearers assist suspected abuse and human trafficking victims.” And Chab Dai provided the capacity building for local police officers to be able to effectively respond to human trafficking and sexual abuse cases. At the same time, project activities also focus on the national capacity building by providing technical inputs for policy frameworks through advocacy, and provided necessary resources in combating all type of human trafficking and sexual abuses cases.

“Sexual abuse is more serious than other crimes, because of lack accessibility to information regarding self-protection and carelessness of parents who often leave their small girls at home alone, and go to work whole day, so that the perpetrators take chances to commit crimes.”

- Female police, Kratie

Overall, the study found that the design of the project (target areas and project activities and approaches for intervention) was highly relevant and responsive to the needs and interest of direct and indirect beneficiaries.

The selection of the target areas for the project was based on the high prevalence numbers of the supported cases in these three provinces compared to others under another project of Chab Dai called “Case Management Support Project (CMSP)”. According to KIIs and FGDs with 60 sub-national authority and local police, all of them (100%) confirmed that project target areas were the right places for Chab Dai to implement the human trafficking and sexual abuse project (Advocacy project). National authorities also expressed strongly agreed that those 3 provinces are the right target provinces. Apparently, these three provinces were reported as the point of origin of the victims for sexual trafficking as well as labour trafficking (domestic workers)⁴ but little supports were provided for local police to effectively intervene the situation.

⁴ Yon Sineat and Daphne Chen (Jan 18, 2018); Sen David (Mar 28, 2018); Soth Koemsoeun (Dec 29, 2020); CCTimes (Dec 2, 2020), Kim Sarom (Mar 17, 2021), Ly Hoang, (Feb 29, 2020); and Tran Techseng (Dec 2, 2020).

"It is difficult for me in investigating and determining suspect as a middle-man/broker is to seek for a good cooperation from victims' family; for most of the time, victims' family either being threatened or afraid of being pressured by law condition as they also agree to send their son/daughter to go with them."

- Male Trained-Police Office

investigation, human trafficking law, and migration and so on) provided by Advocacy project assisted them to obtain professional skill and legal knowledge on human trafficking and sex abuse.

However, less than half (42% of the trained police officers and 38% of the untrained police officer) responded that human trafficking and sexual abuse was the serious issues in their areas before 2019. In reality, the reported cases of human trafficking were small; only 1 case in Kratie provinces, no case in Preah Vihear. On other hands, cases of sexual abuse (including rape cases) were reported many. Sexual abuses such as rape cases were reported to be more active in all targeted areas, especially it was significantly increasing in Preah Vihear province.

At the national level, Chab Dai's Advocacy played an important role in supporting the Royal Government of Cambodia (RGC) for law and policy making process. The Advocacy project intervention was consistent and was aligned with key RGC strategies and policies and more specifically, the project intervention contributed to the below listed laws and policies;

Key Laws and Legislations

- *The Law on Suppression of Human Trafficking and Sexual Exploitation promulgated by the Royal Kram No. NS/RKM/0208/005, dated 15 February 2008*
- *The Code of Criminal Procedure promulgated by the Royal Kram No. NS/RKM/0807/024, dated 10 August 2007*
- *Penal Code promulgated by the Royal Kram No. NS/RKM/1109/022, dated 30 November 2009*
- *The Law on Prevention of Domestic Violence and Protection of Victims promulgated by the Royal Kram No. NS/RKM/1005/031, dated 24 October 2005*
- *Law on Drug Control promulgated by the Royal Kram No. NS/RKM/0197/01, dated 24 January 1997, and the Law on Amendment of the Law on Drug*

Key Policies and Action Plans

- *National Strategic Development Plan 2019-2025;*
- *Five Years National Strategic Plan for Counter Trafficking in Person 2019-2023;*
- *National Action Plan to Prevent Violence Against Women 2019-2023;*
- *Action Plan to Prevent and Respond to Online Child Sexual Exploitation 2021-2025*
- *Policy and Minimum Standards for Protection of the Rights of Victims of Human Trafficking;*
- *General policy on Protection of the Rights of Victims of Human Trafficking;*
- *Prakas No. 852 SAY, dated 31 August 2009, on the Implementation of the Policy on Protection of the Rights of Victims of Human Trafficking*

Thus, despite the fact that target issues (trafficking) at sub-national level could be less priority than sexual abuse (rape), target areas were highly relevant and approach for national level advocacy was identified as highly relevant.

3.2. Effectiveness

Key mapping questions

- *Determine the project's effectiveness at reaching its objectives by describing and assessing how the project was or was not able to achieve the intended activities, outputs, and outcomes.*
- *The extent to which a project activity attains its objectives.*
- *Level of contribution to community engagement (police)*

Since COVID-19 outbreak in 2020, the Advocacy project faced tremendous challenges however, most of the intended project objectives were effectively achieved as below;

Outcome 1: Community members report suspected human trafficking and exploitation cases and these cases are properly investigated by duty bearers (police and local authorities)

Progress and Key achievements

Pre-meeting at provincial level played a crucial role as semi-baseline and situation analysis: all nine pre-meetings (3 per year) with provincial stakeholders in the targeted province were successfully conducted before the training started (100% achieved).

Successfully engaged the target groups into the training and majority of them improved knowledge: Notably, Advocacy project successfully engaged the target groups; 99 local police and authorities (25 females, 25.25%), including social and women affair officials, participated in the training (110% achieved) and conducted 26 trainings (96.30% achieved). The training was highly appreciated and well relieved by the trainees (police officer and LA). According the project reports, 83% of trainees (in average for three years) reported improved knowledge and capacity after the training (104% achieved) through the follow-up activities.

Follow up activities were conducted with some flexibilities: Follow ups (7 physical and many phone call) were conducted to assess the level of understanding of the trainees after the training. It was also be able to understand the gap and challenges of the training, and to understand the situation of the key issues in all targeted areas. As the result, the new curriculum was updated based on the finding of the follow up. However, not all 99 were reached for the follow up and interview.

A new training curriculum was updated: a new training curriculum was successfully updated along

"I think Chab Dai training were really helpful to me because not only that I can gain more knowledge about the human trafficking to response and to support the victims, I also can build even more network with the police officers and get to know them better which is very beneficial for smooth collaborative work between DoSVY and Police Department. Frankly, before joining with Chab Dai training, DoSVY and Police Department were really isolated."

- Male DoSVY-Officer, TB

"For the documents or other materials provided by Chab Dai, it is very useful because it can make me understand more clearly by reading more beside participating in the training."

- A local authority, TB

with the learning material and supported documents such as 385 published books and 200 posters were used in the training and given to the participants.

Challenges and limitations

Case of human trafficking and sexual abuse was not tracked as set in the log-frame: the number of reported cases in all targeted provinces were not recorded by the project team. The challenge was the cancelation of the “**Community Forum**” which could have facilitated the effective project implementation. Therefore, the reported cases from the community was also not tracked. Even there are other project of Chab Dai focus on the community empowerment⁵, the target areas and beneficiary are also different. “Apparently state authority (sub-national) lacks financial resources as national authority suggested, “*it is necessary that the Advocacy project approach some NGOs to provide needed equipment to keep record of those human trafficking cases*”.

Some duty bearers reported to still lack of understanding and knowledge: Despite 83% of trainees reported improved knowledge and capacity, elderly police and new police as well those police who could not join all trainings reported that they cannot identify human trafficking case and do not know the ethical interviewing methods.

COVID-19 changed human trafficking trends more than expected: The project successfully updated the training curriculum; however, Covid-19 dramatically changed the landscapes of human trafficking, and rapidly became digital crimes. Therefore, police officers needed updated understanding about the techniques how traffickers and abusers use online platforms to commit crimes and to learn how to investigate such online crimes.

Outcome 2: Strengthened knowledge of relevant national-level actors concerning human trafficking and appropriate responses and best practice

Progress and Key achievements

“Through my observation, Chab Dai’s presence at the national level in the policy-making process is influential.”

- A UN staff member

Advocacy project successfully provided effective inputs into the key national policies and action plans:

Specifically, the project provided input to the draft of National Policy on Child Protection System (2020)⁶, and Five Years National Strategic Plan for Counter Trafficking in Person 2019-2023.

This was possible because the project has built a good and closed cooperation with the core governmental stakeholders both at national⁷ and sub-national⁸ level as well as CSOs on human trafficking. The project overwhelmingly achieved target of the networking meeting as Advocacy staff participated in 8 sub-national and national level meeting to network and build relationship with relevance government

⁵ See more detail: Chab Dai, What We Do-Community Empowerment, at <https://www.chabdai.org/community-empowerment>

⁶ The Cambodian National Council for Children, National Policy for the Child Protection System, available at <https://policypulse.org/wp-content/uploads/2020/06/National-Policy-on-the-Child-Protection-System.pdf>

⁷ The national level actors were Department of Anti-Trafficking and victim re-integration, Ministry of Social Affair, and National Committee for Counter Trafficking.

⁸ The sub-nationals were Provincial Committee for Counter Trafficking, and Department of Social Affair, and Police officer.

entities (267% achieved) and 10 NGOs members and partners' meeting (167% achieved) on thematic topic of human trafficking and migration.

Participated in the technical support meeting at the national level: Advocacy successfully participated 8 technical support meetings at the national level with government stakeholders from relevant ministries concerning appropriate human trafficking responses and their implementation plans (89% achieved).

Challenges and limitations

The number of key stakeholders at national level involved was less than target (50% achieved): only 20 duty bearers from Ministry of Interior (MoI), Ministry of Social Affairs, Veteran and Youth Rehabilitation (MoSVY) and NCCT participated in at least one thematic or sector network.

Due to COVID-19, with the online meeting, Advocacy team were able to join only one strategic meeting: Advocacy project planned to participate 6 meetings to provide the strategic input to NCCT on National Action Plan enforcement during the review meeting between NCCT and relevant government ministry and NGOs; however, only one meeting was held through the online platform (17% achieved).

It was impossible for Advocacy team to participate in the bilateral agreement Due to Covid-19, no bilateral meeting between RGC and foreign governments (China, Vietnam, Myanmar and Lao) was held. Additionally, Advocacy could not also join pre-meeting between government line ministries (NCCT and MoSVY) and CSOs on the review of Anti-Trafficking Bilateral agreement on implementation, achievement, and lesson learn was held (0% achieved).

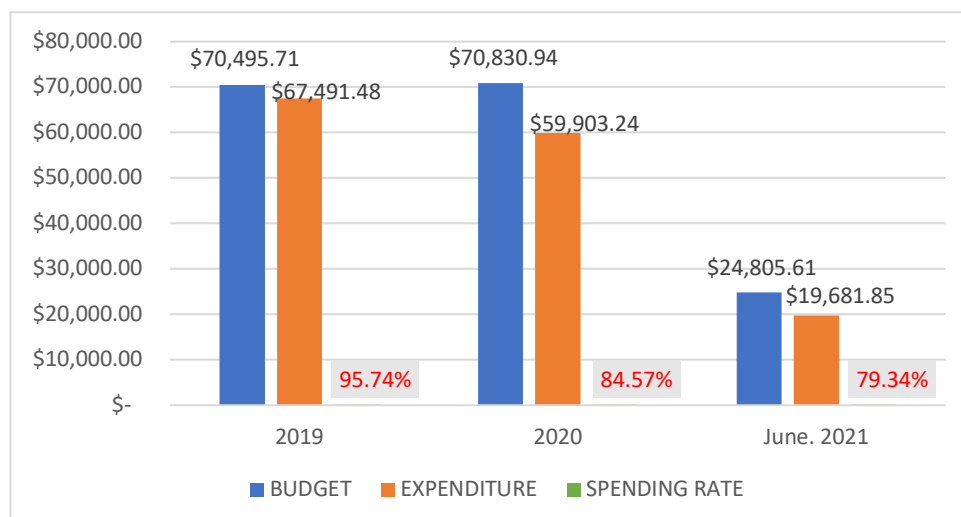
3.3. Efficiency

Key mapping questions

- *Is financial expenditure in line with achievements?*
- *The outputs (qualitative and quantitative) in relation to the inputs whether those two are matching.*
- *Is project implementation deliveries were made as planned?*
- *What internal gaps and weaknesses (incl. coordination mechanism) can be adapted/changed to strengthen effectiveness of the project?*
- *Assessing the recent modification/adaptations in project activities due to COVID 19 pandemic and its economic consequences. Have those adaptations been successful, are any changes recommended?*

The budget allocation was sufficient: as reported by the project staff, the budget allocation was sufficient and most of the budget was allocated for the capacity building of the target beneficiaries to effectively respond to human trafficking and sexual abuse. There was no delay in transferring the budget and no disturbance occurred due to cash transfer.

Table 4: Rate of spending against the total budget (in USD), 2019 – June 2021



Most outputs and activities implemented under this project matched to the outcomes and objectives of the project: overall, Advocacy project was designed in a cost-efficient manner. The delivered training sessions were well received by the police officers in terms of the numbers of training, length and supported document. All trained police officers (100%, n=24) indicated that the contents training conducted was practical to apply in their work. Significantly, 96% (n=24) reported that they received enough support in the training including training material, written document, books, and leaflets. Moreover, 92% (n=22) reported that training time (length of training) is enough for them to understand the lessons of each training session.

“By sharing techniques from training course with others but I can also learn more if more materials about human trafficking can be provided to me.”
- A local authority, TB

Advocacy team challenges with Covid-19 pandemic to achieve the outcomes: On the other hand, the Covid-19 pandemic and the associated restrictions of travelling and meeting were a big obstacle. This challenge presented obstacles to smooth project implementation, such as causing delays in conducting activities with many held virtually or cancelled, such as training, meetings, and other gathering. Despite the challenges of Covid-19, Advocacy team had adapted to the new normal approaches, by utilizing online platform for conducting the training and joining virtual meeting and workshops related to human trafficking and sexual abuse. At the end of 2021, the situation went back to the normal, the Advocacy could conduct the physical training.

Staffing still remain a challenge: same as the finding in the previous project cycle evaluation, notable challenge that the project implementation faced was staffing. The Advocacy project was huge in its scope of work and numbers of activities; however, there were only two staff members in the project and two young intern. Also, project manager was promoted to be the Deputy Head of Program of the organization. Thus, the outcome aimed for big results and some parts were unclear, so it was very hard to implement this project and sometime created workload.

There was some external factor that led to delay of the project activities: internal politics of the police system at the end of 2019. The project was not allowed to conduct training because the local police were not allowed to attend any training. Another challenge was the environmental issue, climate change. There was a flood in September that caused project to

delay some of its activities in Tbong Kmom and Kratie provinces. Moreover, there was also electricity shortage in the dry season of all target areas. These postpones caused the effect of project schedule which led to the work overload of the project staff to coordinate many activities at one time, as there was only one project coordinator to manage those activities.

3.4. Impact

Key mapping questions

- *The positive and negative impacts/changes produced by project interventions, directly or indirectly, intended or unintended.*
- *This involves the main impacts and effects resulting from the activity on the local social, economic, environmental and other development indicators.*
- *What difference has the project made to beneficiaries and stakeholders?*
- *What are the intended and unintended, positive and negative, long term effects?*
- *How many people were impacted, from where and how?*

Directly impact on knowledge and capacity gained: The Advocacy project intervention is rather small in its scope of work and the target areas; however, a notable impact was observed. First of all, the project positively impacts on the knowledge and capacity gained among trainees, and most of the police officers (83% in average) gained improved understanding about legal process for the case intervention including interview technique by training and learning material given by Chab Dai under advocacy project. Impressively, the study found that;

- **100%** of trained police officer participated in the training expressed they have confidence enough to prevent community people from trafficking, unsafe migration and sexual abuse (**70%** of un-trained police)
- **100%** of trained police officer reported that their interview techniques improved after receiving the training from Chab Dai
- **92%** trained police officer gained confidence to respond to human trafficking and sexual abuse cases (**25%** of un-trained police have confidence)
- **92%** of trained police officer could explained the element of human trafficking – act, mean, and purpose, (**25%** of un-trained police)
- **88%** of trained police officer knew how to identify trafficker, middlemen, brokers of human trafficking (**50%** of un-trained police)
- **46%** trained police officer had ever actually helped and assisted at least one case of human trafficking to successfully access justice through the court system (**21%** of un-trained police)

Safety net for the community people from human trafficking and sexual abuse: The evidence (above) suggested that the local police officer became actively protector for the community people from human trafficking and sexual abuse, and taking into account the best interests of children including the child friendly interview. Thus, the project indirectly impacted on the lives of community people especially women and children, as right holders to live in the environment where duty bearers have the capacity and confidence to protect, support and responded to human trafficking and sexual abuse cases.

Positive impact on strengthening and improving the close cooperation: at the partnership level, there has been a positive impact on strengthening and improving the close cooperation with sub-national and national government line ministries, especially NCCT and National Police. Both government and CSO stakeholders confirmed the good relation and cooperation build between Chab Dai and their institution through networking meeting. This good cooperation is important for Advocacy as well as the

“As non-state actors what we can do is to gather one strong collective voice to make an affective proposal to the government in dealing with human trafficking and sexual abuse/exploitation in Cambodia. For this, Chab Dai has been actively participated in policy-making process and policy dialogue with other relevant stakeholders in order to make sure that all inputs provided by us is essential to make positive policies to deal with the human trafficking.”

- A NGO staff member

organization in working to support and influence the government and law enforcement for the positive change on laws and legations development. The result of project’s important impact and advocacy work on policies and legislative changed to protect the victim human trafficking at the national and sub-national level were more evident, as there were many factors and inputs of Chba Dai contributing to the successful outcomes.

Impact on policy changes: At the policy level, Advocacy contributed to the provide the input into the key national policies and action plans. Specifically, the project provided technical inputs into the key ant-trafficking legal framework – Five Years National Strategic Plan for Counter Trafficking in Person 2019-2023, and to the draft of National Policy on Child Protection System (2020).

Indirect contribution to reduce human trafficking and sexual abuse: An indirect and long-term impact was also identified in the study. It is clear that 88% of police officer knew how to identify trafficker, middlemen or the brokers of human trafficking. Thus, it is easy for them to investigate and arrested the trafficker or broker. Moreover, 96% of police officer trained thought that Chab Dai’s Advocacy project could contribute to reduce human trafficking and sexual abuse case in their target community.

Technology skill leaned and gained: An unexpected impact, both Advocacy staff and beneficiary (trainees) gained new skill on technology – ‘Zoom utilization’, through the virtual meeting and training.

3.5. Sustainability

Key mapping questions

- *The extent to which the benefits of an activity are likely to continue after the project funding has been withdrawn.*
- *What is the project outlook? Will achieved benefits last (exit strategy)?*
- *To what extent did the benefits of the project continue beyond the project’s initial activities?*
- *Was the project able to adapt to the changes in the community and context in which they worked?*
- *In what ways did beneficiaries and stakeholders retain the benefits of Chab Dai’s services and activities after the project activities were completed?*

- *Have FELM's capacity-building efforts towards the supported partner organization yielded permanent, positive change in the partner's modus operandi?*

The functions of local police and LA are expected to be very sustainable: the functions of local police and LA will be very sustainable provided the on-going decentralization process of the RGC. By their legal and social nature, they are acknowledged as important safe-community structures for the safety and the knowledge and behavior change among them will be sustainable and will contribute to the prevention of human trafficking and sexual abuse. Trained police officer reported that they were using the knowledge and materials provided by Chab Dai to apply in the daily work.

Close and good cooperation will be sustained: close and good cooperation through partnership and networking meeting are considered to be sustained after the project cycle end. Advocacy project establishes and join a large number of networks both government and CSO. The study participants, especially from sub-national authority, provincial police and NGO partners, indicated their appreciation of the working partnership with Chab Dai, and they clearly expressed their motivation to continue working with Chab Dai in the future for any project.

The contribution into the national laws/policies and action plan will be sustained: The contribution of Advocacy project into the national laws/policies and action plan will be sustained but need continuous monitoring and support to hold RGC accountable for responding to the human trafficking issues by reflecting the actual situation of human trafficking.

The Finnish Evangelical Lutheran Mission (FELM)'s capacity-building efforts towards the supported Chab Dai will be sustained: Chab Dai was assisted by FELM for the project formulation and to improve its finance management capacities. Through FELM's capacity-building efforts towards the supported partner organization, staff's capacities would be maintained, and fully utilized for the future work.

4. GOOD PRACTICES AND LESSON LEARNED

4.1. Good practices

The Advocacy project produced some outstanding results owing to some great efforts put by the project staff members as highlighted below.

(1) Pre-meeting with stakeholders: The pre-meeting was useful for selecting the appropriate training topics and to identify needs of potential trainees. Additionally, the meeting effectively assisted Advocacy team to overall understand about the situation of the target areas and of the working system of Cambodia working group at the sub-national level. At the same time, if the project took a baseline data at the occasion of this pre-meeting, the progress tracking could have been more effective and accurate.

(2) MoU between Chab Dai and NCCT (2019): Close collaboration with the key national government, including NCCT was possible because of the MoU. As national authority noted that human trafficking engages with several ministries, and if capacity building for police

officers, Mol is the key ministry and Chab Dai made a right decision to make MoU with MOI for the very purpose of this project.

(3) Engaging national police officers as main trainers: It was a wise choice to approach national police officers to be master trainers of the project for the local police officers. By assigning them to be trainers, they gain improved understanding about the human trafficking. Additionally, such assignment created a good relationship between national police officers and local police officers for further communication on human trafficking issues.

(4) Follow up was as effective internal evaluation tool: Information obtained through follow up meetings/calls served as the good evidence for the management and the project team to tracking the progress and find the solution for any issues to be tackled. For example, new update training curriculum respond to the current situation in the target areas and need of the beneficiaries.

4.2. Lessons learned

Depside a number of good practices Some key lessons learned were identified in the study as highlighted below;

(6) Support sharing human trafficking related case data from local level to national level: Apparently, sub-national police office lacks a strong system to keep track of cases, even to record the cases in their files in an appropriate manner. Thus, national authority also lacks a good case tracking system from the provincial level. The Advocacy project initially aimed to support this gap, but in the end, it was not done.

(7) Evidence-based research and advocacy: lack of evidence-based research analysis for selection of the project target areas. Thus, some critiques of target area selection were identified in the study. Moreover, lack of legal analysis in the current legal framework to advocate in the policy making process was identified in the evaluation study. Those study should include the legal framework gap identifying and the new trend and dynamic of the human trafficking and sexual abuse.

(8) Project M&E staff and documentation: Monitoring was challenging with unclear indicator and progress tracking as there was lack of staff. Therefore, the evaluation encountered some challenges in identifying the effectiveness of the project because of inconsistent data, indicators number and format. Therefore, consistent data and information tracking and gathering needs to be established with specific staff tasked exclusively with a M&E staff. This will enable effective monitoring and improve the quality of project documentation, such as annual reporting.

5. RECOMMENDATIONS

Based on the analysis above and to respond to the challenges of the project intervention found in the study, the following set of concrete suggestions and recommendations are presented for Advocacy to improve their outcomes as below. To sustain the positive outcome from the Advocacy project and to improve the future outcome of upcoming project, Chab Dai may consider;

5.1. Project activity operation

- Carry out evidence-based research study for a fair selection of the new target areas (identifying the provinces which needs more professional intervention and supports) for project implementation to meet the demands of and capacity gap of the sub-national level. Such studies should include the gathering of the information and data from the national database system about the cases and/or consult with a range of national government/line ministries and NGO partners who are familiar with the local needs. The criteria for selection should be the high prevalence of the cases, lack of service providers, and inactive response by duty bearers and so on.
- Conduct a capacity assessment (with new target beneficiaries) to identify their knowledge/skill gaps and local demands so that trainings will be exactly matching with their needs and their level of understanding about legal issues. After capacity assessment, organize a pre-meeting to start directly engaging local police and other stakeholders for the project implementation.
- Assist local police officers to set up a strong monitoring system to keep record of all the complaints of human trafficking and child abuse, and re-orient them regularly report to the national level.
- Carry out campaigns on human trafficking and sexual abuse to wider public and inform them about contact numbers of the local police during such occasions.
- Provide more technical support for police officer and local authority to effectively conduct the community forum, awareness raising or community outreach

5.2. Capacity building and training approaches

- Add new chapters in the current training curriculum to respond to new forms of human trafficking, such as Online Child Sexual Exploitation (OCSE), and introduce more innovative approaches in training including;
 - Introduce more role plays (practices), especially about the practical methods to interview victim (child) with sensitivities, to allow them to engage more practice for case intervention.
 - Increase more case study analysis to provide the real case study of sexual abuse and trafficking in Cambodia in responding to some courses/topics, so participants have better ideas by reflect to the lesson they learned from the lecture.
 - Introduce more group discussions to be included for the brainstorming about different ideas of participants.
 - Introduce more on topic quiz (test) in order to assess how the participants understand about each topic – by utilize digital or technology application; for example, Kahoot App (<https://kahoot.com/>).
 - View more interesting short educational videos (about human trafficking and sexual abuse) to attract the participant for better understanding
- Encourage local police and LA to be more active in participation in the follow-up activity by also providing coaching and mentoring for them to learn the practical application of theories on case by case basis.

- Provide the Training of Trainers (ToT) for selected police officer and LA and the selection criteria should be set up by Advocacy with consultation with provincial police or authority.

5.3. National advocacy

- Carry out evidence-based research study and legal analysis to identify gaps in the current legal framework to advocate for policy changes in responding to the new trend and dynamic of the human trafficking and sexual abuse
- Improve effectiveness of the quality of collective voices by CSOs/NGOs to the government bodies (national and sub-national) by strengthening the existing mechanism by also producing more advocacy papers with other network members on human trafficking to raise more awareness.
- Support more national forums/events to discuss about importance of legal reform about human trafficking and sexual abuse.

5.4. Organizational development

- Improve the project progress tracking mechanism, such as ensuring that a baseline study is done and mid-term evaluation/end line evaluation is done against a baseline, by strengthening M&E system.
- Allocate at least one more project staff to effectively manage the project.
- Improve the current format of the result matrix to be clearer and easier for reporting.

ANNEXES

Annex 1: Analysis of project progress evaluation and the indicator achievement

Results	Indicators	Baseline	Target	Achievement (Dec 2021)	Describe progress or reasons why not target to be achieved?
Goal: Duty bearers assist suspected abuse and human trafficking victims. Victims know their rights and take action when they have been violated.					
Outcome 1 Community members report suspected human trafficking and exploitation cases and these cases are properly investigated by duty bearers (police and local authorities)	a) Interviews with police, local authorities and local community members indicate improved response to cases of human trafficking and exploitation (after training, not budget, follow up)	a) 0 people interviewed; 0 cases	a) 60-65 cases reported by community members	NA	In 2020, the project had deleted the Community Forum. Thus, the reported cases from the community was also not tracked.
			b) 60 (people interviewed); 30 police local authorities (CWCC, Government office of social affair) and 30 community members	33	50% achieved In 2019, the total interview was 45 while there was 34 in 2020. Lastly, 20 participants had been interviewed in 2021. If calculating this, we get 99/3 year, and it equals 33. Note: the community members were out of the project.
Output 1.1: Increased knowledge among police officers and local authorities of human trafficking and appropriate responses.	a) Number of police and local authority members trained (85% Male and 15% Female)	a) 90 officials trained	90 local police and authorities people trained	99	In 2019, there was 94 participants. In 2020, there was 95 participants. In 2021, there was 99 participants. Thus, it equals 96 in average.
	b) % of police and local authority members trained who report improved knowledge	b) Baseline is current knowledge level before the training. (We measure by using the pre-test.)	80% report increased knowledge	83%	From observation, we have seen that through 3-year project implementation, there was approximately 80% to 85% of the participants increase their understanding and knowledge on anti-human trafficking.
Activity 1.1.1: Pre-meetings in target provinces.	Number of pre-meetings with provincial stakeholders carried out	0 pre-meetings	3 pre-meetings planned	9	From 2019 to 2021, there was 3 pre-meetings per year.
Activity 1.1.2: Provide trainings (on the topic of a) child friendly interview, ethical interview/investigation, human trafficking law, and migration) to local police officers and local authorities in 3 target	Number of trainings per year in all 3 target provinces.	0	9	26	In 2019, the project conducted 9 physical training. In 2020, the project conducted 8 physical training. 1 training wasn't conducted in Tboung Khmom due to time constraint at the end of the year. In 2021, the project conducted 6 virtual trainings in Kratie and

areas: Preah Vihear, Tbong Khmom, and Kratie.					Preah Vihear. For Tbong Khmom, 3 trainings were conducted physically.
Activity 1.1.3: Update old training curriculum and materials such as Poster, workbook, slide for presentation. This is for the purpose of training the local police and authority.	New training curriculum	0	1	1	Topics are: Anti Online Child Sexual Tourism; Information Collection and Investigation of Human Trafficking and Report Writing; Victim Identification of Human Trafficking; Law Procedure and Human Trafficking Investigation; Rights and Supports for Victims of Human Trafficking; Investigation Procedure: Juvenile against Laws (Juvenile Justice); Understanding about Human Trafficking and Safe Migration; Risk assessment and management; and the practice of operation on search and seize the exhibits.
Activity 1.1.4: Conduct follow up (face to face interview and small focus group discussion) with police officer, and social affair official to learn how they apply their knowledge from training into practice, what are some of the challenges they encounter, what are the recommendation and feedback, to their point of view and experience in the community, what are the topics they want to learn more.	# number of follow up	0	3	7 physical follows up and many phone calls follow up	In 2019, there were 3 follow up. In 2020, there were 4 follow up in which one follow up conducted each province and another one was for Preah Vihear. In 2021, there were phone call follow up due to COVID-19.
Outcome 2: Strengthened knowledge of relevant national-level actors concerning human trafficking and appropriate responses and best practice	a) Chab Dai observe improved duty bearer's (Ministry of interior, Ministry of Social Affair and National for Counter Trafficking) knowledge related to human trafficking and willingness to address shortfalls in trafficking responses (qualitative)	a)	a)	NA	This is the observation from the participation and involvement in the relating meetings with the ministries. We have seen significant effort made among the government ministries, especially the attention and effort paid to fight trafficking and assist victims and vulnerable group in mid of covid-19 pandemic in Cambodia. NCCT adopted its 5 Years National Action Plan and have previously carried out the mid-term review, conduct Victim Identification Training to local authority, conduct fund raising to help return migrant workers, and adopted Global Compact for Migration; meanwhile, MoSVY continue to work closely with NGOs through the quarterly stakeholder meeting, lead the discussion of SOP for Case Management with Thai

					government; at the same time, AHTJP Department continue to work with advocacy project to train local authority, and with our recommendation, AHTJP works with the team to adapt the curriculum to focus more on online sexual exploitation and abuse responding the change of society norm in mid of covid-19.
	b) Number of duty bearers from Ministry of interior, Ministry of Social Affair and National for Counter Trafficking, that have participated in at least one thematic or sector network (quantitative)	b) 0	b) 40	20 (50%)	
Output 2.1: Technical support to National Committee on Counter-Trafficking and other relevant national actors (i.e. Ministry of Interior for the topic of prevention, Ministry of Labor on the topic of Labor exploitation and illegal migration, Ministry of Social Affair on the topic of victim restoration) concerning appropriate human trafficking responses and their implementation plans.	#Number of technical support meetings with government stakeholders from relevant ministries	0	9 meetings	8 (89%)	Advocacy team was invited to join the meeting organized by the government. The team was able to join the meetings as much as possible since it held online.
Activity 2.1.1: Participate in pre-meeting between Cambodia government (NCCT, Ministry of Social Affair) and NGOs on the review of Anti-Trafficking Bilateral agreement implementation, achievement, and lesson learn.	# Number of bilateral meeting between Cambodian government and foreign governments	0	6 meetings	0	0% Due to COVID-19, the bilateral meeting is postponed and waited for the government to take action.
And participate in the bilateral agreement between Cambodia and Vietnam, Cambodia and China, Cambodia and Vietnam and Myanmar and Laos on migration	#Number of meeting before the actual bilateral agreement meeting			0	0% Due to COVID-19, the bilateral meeting is postponed and waited for the government to take action.

and Anti-human trafficking.					
Activity 2.1.2: Provide strategic input to NCCT on National Action Plan enforcement during the review meeting between NCCT and relevant government ministry and NGOs.	# number of meetings	0	6 meetings	1	16.66%. Due to COVID-19, with the online meeting, we were able to join only one recent meeting.
Activity 2.1.3: Participate in sub-national and national level meeting to network and build relationship with relevance government entities on thematic topic of human trafficking and migration. The sub-nationals are Provincial Committee for Counter Trafficking, and Department of Social Affair, and Police officer. The national level actors are Department of Anti-Trafficking and victim re-integration, Ministry of Social Affair, and National Committee for Counter Trafficking.	# Number of meetings	0	3 meetings	8 (267%)	During the pandemic, all meetings mostly conducted online. Within this opportunity, the project team was able to join the relevant meeting as much as possible.
Activity 2.1.4: Support the promotion and roll out of the Referral App - Monitor how it effective using by police and local authority. The app contains information of services available from NGOs working on human trafficking and migration sector; and also, their contact and location.	# Number of workshop / information sharing	0	5 workshops	0	The app is not activated by NCCT. Thus, we cannot support any kind of activity related to that app. Therefore, it is excluded in the log-frame.
Activity 2.1.5: Participate in NGOs members and partners' meeting on thematic topic of human trafficking and migration.	# Number of meetings	0	6 meetings	10 (167%)	

Activity 2.1.6: Send quarterly report to department of social and relevance ministries.	# Number of Report	0	17 reports per quarter	17 (100%)	There were 68 reports per year. For three year, we got 204 reports sent to the ministries and relevant departments.
	# Number of frequencies of report sending		4 quarter per year	4 (100%)	
Activity 2.1.7: Participate and Support the Anti-Human Trafficking Campaign on 12 December.	# Number of Campaign	0	3 time	2	<p>In 2019, the project joined physically with NCCT in the campaign.</p> <p>In 2020, the project had financially supported the campaign since NCCT conducted the campaign via TV show.</p> <p>In 2021, due to COVID-19, the project had not allocated any budget for this campaign; then, the other project, Coalition project, supported 1000 USD for that event.</p>

Annex 2: Work plan and timeframe

Date	Activities & Deliveries	Estimate Days	Remarks
By 22 October 2021	Starting up process <ul style="list-style-type: none"> - Sign the contract and start the consultancy: agree on timeline with CHAB DAI focal persons 	1 day	Phnom Penh
22-30 October 2021	Preparation process for the field work study <ul style="list-style-type: none"> - Study and review all program documents and relevant documents about the program - Inception report, data collection tools and analysis tools development, testing, revisions are made 	4 days	Consultant team Home base, Phnom Penh
By 1 November 2021	Agreement is made between the consultant team and the program management/ stakeholders on <ul style="list-style-type: none"> - The tools for the interview/survey (English) - Interview/survey targets of the field work 	0 day	Management and Consultant team Home base
1-4 November 2021	Field work Logistic arrangement is done <ul style="list-style-type: none"> - Focal person assists in arranging and mobilizing key target groups/respondents for survey/interviews (KII) 	0 days	Assisting by management and project team
3-6 November 2021	Data Collection <ul style="list-style-type: none"> - Fieldwork interviews: KII and FGD 	4 days	Target provinces (Tboung

	- Observation in the field		Khmom, Kratie, and Preah Vihear Province)
7-10 November	- Interview national stakeholders/ Online interview	2 days	Phnom Penh
10-14 November 2021	Data process from the field work - Data entry (Excel) - Data analysis to generate preliminary findings - Report writing - Preparation of a slide presentation of preliminary findings and key recommendations	5 days	Consultant team Home base, Phnom Penh
By 30 November 2021	Preparation of a slide presentation of preliminary findings and key recommendations	1 days	Consultant team Home base, Phnom Penh
By 5 December 2021	Draft report is submitted to CHAB DAI Workshop is held - Present the findings and main recommendations in a participatory workshop with key stakeholders	1 day	Consultant team Place: TBC
By 12 December 2021	The report will be reverted with the comments and feedbacks	0 day	Management team
12-15 December 2021	Revise and finalize the evaluation report	2 day	Consultant team
By 15 December 2021	Submit the final review report	0 day	Consultant team
Total of Working Days		20 Days	

Annex 3: Number respondents for the evaluation study (segregated by types and sex)

Target Group	Methods	Set Target	Actual Met	%
NGO Partners/Other Key Stakeholders	KII	10	11 (2 female)	110%
Project Management and Staffs	KII	3	3 (0 female)	100%
National Stakeholder (National Police)	KII	1	1 (0 female)	100%
National Stakeholder (NCCT)	FGD	1	6 (2 females)	600%

Police Officers and District authority	KII	9	10 (8 females)	111%
Police Officers (Experimental & Control Groups)	FGD	36	30 (14 Females)	83%
Total		60	61	101%

Annex 4: List of participants to study

No	Name	Sex	Position	Institution	Province	Phone Number
Governmental stakeholder and police officer/LA						
1	លោកជំទាវ ឧ.ឯក ប៉ុណ្ណ សំខាន់ អគ្គលេខាធិការរង និង ក្រុមការងារចំនួន៥រូបផ្សេងទៀត នៃ គ.ជ.ប.ជ រួមមាន ក្រុម ការងារការ ពារជនរងគ្រោះ ក្រុមជំនួយកិច្ចសហប្រតិបត្តិការ អន្តរជាតិ ក្រុមជំនួយកិច្ចការបង្ការទប់ស្កាត់ ក្រុមជំនួយកិច្ចការអនុវត្តច្បាប់ និងប្រធានក្រុមជំនួយកិច្ចការយុត្តិធម៌			គ.ជ.ប.ជ	ភ្នំពេញ	N/A
2	កែវ ផល្លា	ប្រុស	ប្រធានក្រុមជំនួយ កិច្ចការយុត្តិធម៌	អគ្គលេខាធិការ គ.ជ.ប.ជ	ភ្នំពេញ	012 888 851
3	គឹម ភាព	ប្រុស	ឧត្តមសេនីយ៍ទោ	នាយកដ្ឋានប្រឆាំងការជួញដូរ និងការអនីតិជននៃអគ្គស្នងការនគរបាលជាតិ កម្ពុជា	ភ្នំពេញ	012 865 456
4	ហាង ជីវ័ន្ត	ប្រុស	ឧត្តមសេនីយ៍ទោ	អគ្គលេខាធិការ គ.ជ.ប.ជ	ភ្នំពេញ	077 701 238
5	ថោង វុទ្ធី	ប្រុស	ឧត្តមសេនីយ៍ទោ	អគ្គលេខាធិការ គ.ជ.ប.ជ	ភ្នំពេញ	012 958 210
6	ស៊ុន សុភីន	ស្រី	ព្រឹទ្ធបាលទោ	អធិការដ្ឋាន	ព្រះវិហារ	097 827 7087
7	ឆេង វិចិត្រ	ប្រុស	អនុសេនីយ៍ឯក	អធិការដ្ឋាន	ព្រះវិហារ	097 694 9310
8	ប៊ុន សំបាន	ស្រី	អនុសេនីយ៍ទោ	អធិការដ្ឋានស្រុករៀង	ព្រះវិហារ	097 323 656
9	ផុន ម៉ាន់ម៉ី	ប្រុស	អនុសេនីយ៍ឯក	អធិការដ្ឋានស្រុកឆែប	ព្រះវិហារ	071 760 6162
10	ឌីប គឹមអុន	ប្រុស	អនុសេនីយ៍ត្រី	អធិការដ្ឋានស្រុកសង្កមថ្មី	ព្រះវិហារ	097 773 7727
11	ប៉ាន់ សុផាវ៉ាន់	ប្រុស	N/A	អធិការដ្ឋានស្រុកសង្កមថ្មី	ព្រះវិហារ	061 341 499
12	យី ម៉េងឆៃ	ប្រុស	វរសេនីយ៍ទោ	អធិការដ្ឋានស្រុកគូលែន	ព្រះវិហារ	097 706 8298
13	ស៊ុន ពិសិត	ប្រុស	វរសេនីយ៍ត្រី	អធិការដ្ឋានស្រុកជាំក្សាន្ត	ព្រះវិហារ	088 457 5707
14	មាស វណ្ណិក	ស្រី	អនុសេនីយ៍ឯក	ស្នងការ	ព្រះវិហារ	097 815 3636
15	ផៃ វ៉ាវុធ	ប្រុស	អនុសេនីយ៍ឯក	ស្រុកសង្កមថ្មី	ព្រះវិហារ	097 409 0017
16	ហ៊ុយ សុផុន	ប្រុស	អនុសេនីយ៍ឯក	ប៉ុស្តិ៍ស្រែអែម	ព្រះវិហារ	097 668 3778
17	ទន់ ទិន	ប្រុស	អនុសេនីយ៍ឯក	ប៉ុស្តិ៍ជាំក្សាន្ត	ព្រះវិហារ	097 247 7728
18	សន ស្រីហាន	ស្រី	មន្ត្រី	សង្គមកិច្ច	ក្រចេះ	097 708 7458

19	ហេង ប៊ុនធឿន	ប្រុស	វរសេនីយ៍ត្រី	អធិការដ្ឋានស្រុកចិត្របុរី	ក្រចេះ	097 844 1168
20	កែវ សុគតនា	ស្រី	អនុសេនីយ៍ឯក	អធិការដ្ឋានស្រុកស្នួល	ក្រចេះ	097 888 2178
21	ឈិន សម្បត្តិ	ប្រុស	អនុសេនីយ៍ឯក	អធិការដ្ឋាន នគរបាលក្រុងក្រចេះ	ក្រចេះ	088 555 5698
22	ឈុន សុខបូរិន	ស្រី	អនុសេនីយ៍ត្រី	អធិការដ្ឋានស្រុកឆ្លូង	ក្រចេះ	097 259 1616
23	ហាំង ស្រីពេជ្រ	ស្រី	អនុសេនីយ៍ត្រី	អធិការដ្ឋានស្រុកស្នួល	ក្រចេះ	097 915 7168
24	នេន ចាន់ថា	ស្រី	អនុសេនីយ៍ឯក	អធិការដ្ឋាន ស្រុកព្រែកប្រសព្វ	ក្រចេះ	097 827 5742
25	ស្រី ទុនវណ្ណណាំ	ស្រី		អធិការដ្ឋានន គរបាលក្រុងក្រចេះ	ក្រចេះ	088 218 4020
26	ហាំង មួយឆេង	ស្រី	អនុសេនីយ៍ទោ	អធិការដ្ឋាន ស្រុកព្រែកប្រសព្វ	ក្រចេះ	088 620 8180
27	សំ ធីតា	ស្រី	អនុសេនីយ៍ត្រី	ការិយាល័យ ជួញដូរមនុស្ស	ក្រចេះ	088 806 6561
28	ញាណ លក្ខណា	ស្រី	អនុសេនីយ៍ត្រី	អធិការដ្ឋានស្រុកសំបូរ	ក្រចេះ	097 531 1116
29	ឡាយ សុវណ្ណនី	ប្រុស	អនុសេនីយ៍ត្រី	អធិការដ្ឋានស្រុកឆ្លូង	ក្រចេះ	097 979 0377
30	ខាំ សុខទ្រា	ប្រុស	អនុសេនីយ៍ទោ	អធិការដ្ឋានស្រុកសំបូរ	ក្រចេះ	097 833 337
31	លី សុកផេង	ប្រុស	អនុសេនីយ៍ឯក	អធិការដ្ឋានស្រុកចិត្របុរី	ក្រចេះ	097 925 5598
32	សរ ចរិយា	ស្រី	វរសេនីយ៍ទោ	ស្នងការ	ព្រះវិហារ	078 362 290
33	ទី សុធីន	ប្រុស	អនុសេនីយ៍ឯក	អធិការដ្ឋាននគរបាលក្រុង	ព្រះវិហារ	088 633 3537
34	ខ្លា គឹមសុង	ប្រុស		មន្ទីរសង្គមកិច្ច	ព្រះវិហារ	097 283 0444
35	សុខ ឈុនឡាយ	ប្រុស	វរសេនីយ៍ទោ	នាយរងការិយាល័យ	ត្បូងឃ្មុំ	N/A
36	ស្រី ពិសិដ្ឋ	ប្រុស	វរសេនីយ៍ទោ	នាយរងការិយាល័យ	ត្បូងឃ្មុំ	N/A
37	ព្រំ ធី	ប្រុស	អនុសេនីយ៍ឯក	អធិការរង ស្រុកអូរាំងឌី	ត្បូងឃ្មុំ	N/A
38	គន្ធី ឡាយ	ប្រុស	វរសេនីយ៍ទោ	អធិការរង ស្រុកស្នួល	ត្បូងឃ្មុំ	N/A
39	ម៉ៅ ណារី	ប្រុស	អនុសេនីយ៍ឯក	នាយប៉ុស្តិ៍ រកាប្រាំ	ត្បូងឃ្មុំ	N/A
40	តាំ សុវឿន	ប្រុស	អនុសេនីយ៍ត្រី	នាយប៉ុស្តិ៍ ទន្លេបិទ	ត្បូងឃ្មុំ	N/A
41	ខៀវ សុផៃ	ប្រុស	វរសេនីយ៍ទោ	នាយផ្នែក ក្រុងស្នួល	ត្បូងឃ្មុំ	N/A
42	នេត ណារ៉ា	ប្រុស	អនុសេនីយ៍ឯក	នាយផ្នែក ស្រុកពញាកែក	ត្បូងឃ្មុំ	N/A
43	ស្រីន ស្រីង	ប្រុស	អនុសេនីយ៍ឯក	មន្ត្រី ស្រុកត្បូងឃ្មុំ	ត្បូងឃ្មុំ	N/A
44	ជួប សុខជា	ប្រុស	អនុសេនីយ៍ទោ	នាយរងផ្នែក ស្រុកតំបែរ	ត្បូងឃ្មុំ	N/A
45	ផុន វិបុល	ប្រុស	អនុសេនីយ៍ត្រី	មន្ត្រី ស្រុកក្រចេញ	ត្បូងឃ្មុំ	N/A
46	យ៉ែន ស៊ីថា	ប្រុស	វរសេនីយ៍ត្រី	នាយផ្នែក ស្រុកមេមត់	ត្បូងឃ្មុំ	N/A
47	សាំង គឹមលាន	ប្រុស	អនុសេនីយ៍ឯក	មន្ត្រី ស្រុកអូរាំងឌី	ត្បូងឃ្មុំ	N/A

Chab Dai management team and NGO partner stakeholders						
1	Dy Noeut	M	National Director	Chab Dai	PP	NA
2	Kneath Heard	M	Head of Programs	Chab Dai	PP	NA
3	Sin Songg	M	Project Officer	Chab Dai	PP	092 809 660
4	Eang Bunthon	M	Senior Policy, Advocacy, and Community Advisor	Winrock International	PP	012 222 454
5	Meas Saim	F	Deputy Head of Woman and Children Rights Section	ADHOC	PP	086 382 666
6	Ek Samol	M	National Project Officer	IOM	PP	012 930 911
7	Vando Khoem	M	Child Protection Technical Lead	APPLE	PP	092 590 503
8	Un Vuthy	M	Country Program Officer	ASEAN-ACT	PP	092 799 678
9	Kong Villa	M	Director	Cambodia-ACT	PP	096 5 26 36 46
10	Srey Na	F	Senior Program Manager	Hagar	PP	088 2 313 157
11	Sok Chantra	M	Research, Evaluation and Communications Manager	Ratanak International	PP	012 701 040
12	Mom Sokchar	M	Director	LSCW	PP	012 943767
13	Vanna Ek	M	Manager, Community & Client Engagement	IJM	PP	017 573 587
14	Tha Saravuth	M	National Project Coordinator	UNDP	PP	012 939 123

Annex 5: List of documents and media outlet reviewed

Yon Sineat and Daphne Chen (Jan 18, 2018) The Cambodian maid abused and treated as a slave for 13 years in Saudi Arabia. Retrieved from Phnom Penh Post at <https://www.phnompenhpost.com/national-post-depth/cambodian-maid-abused-and-treated-slave-13-years-saudi-arabia>.

Sen David (Mar 28, 2018), Maid repatriated from Saudi Arabia. Retrieved from Khmer Times, at: <https://www.khmertimeskh.com/116380/maid-repatriated-from-saudi-arabia/>.

Soth Koemsoeun (Dec 29, 2020), 'Trafficked' woman pleads for repatriation from Saudi Arabia. Retrieved from the Phnom Penh Post, at: [https://www.phnompenhpost.com/national/trafficked-woman-pleads-repatriation-saudi-arabia](https://www.phnompenhpost.com/national/trafficked-woman-pleads-repatriation-saudi-arabia;);

CCTimes (Dec 2, 2020), Cambodian women who were tricked into selling in China were rescued by the Cambodian and Chinese embassies). Retrieved From CCTime, at: <http://kh.cc-times.com/posts/2614>;

Kim Sarom (Mar 17, 2021), Trafficked' teen seeks repatriation from China, Retrieved from the Phnom Penh Post, at: <https://www.phnompenhpost.com/national/trafficked-teen-seeks-repatriation-china>.,

Ly Hoang, (Feb 29, 2020), Cambodia woman flees China captivity, wanders lost in Vietnam. Retrieved from VnExpress International, at <https://e.vnexpress.net/news/news/cambodian-woman-flees-china-captivity-wanders-lost-in-vietnam-4094409.html>;

Tran Techseng (Dec 2, 2020), Sex trafficking victim posts a call for help from China. Retrieved from VOD. <https://vodenglish.news/sex-trafficking-victim-posts-a-call-for-help-from-china>.

Annex 6: Data collection tools/questionnaires/interview guide

Annex 6.1. Tool for National Authority

Section 1: General Question

1. How many years so far are you holding this current position?

Less than 1 year	1-3 years	3-5 years	Over 5 years	Total

2. How have you been engaged in human trafficking cases and sexual abuse/exploitation cases?

a. Human Trafficking:

b. Sexual abuse:

3. How is general situation of human trafficking and sexual abuse/exploitation in your area/Cambodia? What are the main issues? What kind of statistics or information sources do you use to monitor it?

4. What are main policy and sub-decree, national action plan for protection of people from human trafficking and sexual abuse/exploitation?

Section 2: Relevance

5. Were human trafficking and sexual abuse/exploitation the serious issue in your areas/Cambodia? (Before the advocacy project started, before 2019)

Yes	No	Not Sure	Total

Can you explain how the situation of human trafficking was (before and during the Covid-19 period)? If not, what other issues are problems?

6. Do you think Preah Vihea, Tbong Khmum, and Kratie are the right places for Chab Dai to implement the human trafficking project?

Yes	No	Not Sure	Total

If so, why do you think so?

7. Do you think protecting human trafficking and sexual abuse (especially children) is a priority issues for police officers, DoWA and DoSVY?

Yes	No	Not Sure	Total

If so, why do you think so?

Section 3: Effectiveness and Coordination

8. How did you come to know and join Chab Dai's activities? How did you feel when you joined at the beginning?

9. When you work with Chab Dai, what goes particularly well? What does not go well?

- a. Well:
- b. Not well:

10. What kinds of **Technical Support** did Chab Dai provide to you as well as your institution?

11. How do you see Chab Dai participate in the national policy dialoged/drafting process? Active? Supportive? Coordinated?

12. Have you ever seen any comments and feedback of Chab Dai on the policy draft (such as bilateral agreement, national action plan...)?

Yes	No	Not Sure	Total

13. Have you or your colleague ever attended meeting or training on identify victims of human trafficking, abuse or labour exploitation organized by Chab Dai's Advocacy project?

Yes	No	Not Sure	Total

If yes, what do you learn? Is it understandable? Is content good? Is it enough? What is missing?

14. If "YES", how many times/trainings have you or your colleague attended?

1 time	2 times	3 times	4 times	5 times	More than 5 times

How many days per training? Do you think is it enough for you to understand?

15. On a scale of 1 -5 below, how would you describe the training organized by Chab Dai's Advocacy Project to police officer/sub-national, and local authority?

1. Negatively	2. Slightly negatively	3. Neutral	4. Slightly positively	5. Positively	Total

16. Have you ever attended any meeting, workshop, or campaign organized by Chab Dai under the Advocacy project?

Yes	No	Not sure	Total

Could you share with us, how often? what kind of meeting about? And how is it?

17. How have you supported/coordinated the work of Chab Dai when there was the training/meeting/workshop conducted for officer under your control?

Section 4: Efficiency

18. Has Chab Dai provided you enough support in the training to police and local authority? (number of training per year, length of training, contents training, training material, written document, or leaflets)?

Yes	No	Not Sure	Total

Could you kindly share your ideas?

19. If you are the trainer, how did you observe the participants to the training?
- Do you think they gained confidence and understanding to work with victim of TIP and sexual abuse?
 - Do you get any feedbacks or suggestion from them?

Section 5: Impacts

20. From your observation, do you think the Chab Dai's Advocacy project contribute to reduce or prevent human trafficking and sexual abuse in target areas/community as well as in Cambodia

Yes	No	Not Sure	Total

If yes, could you please give some examples?

21. Overall, do you observe police officers/ local authority who are trained under the Chab Dai Project improved their capacities in interviewing the victim and report writing?

Yes	No	Not Sure	Total

If yes, could you please give some examples?

22. On a scale of 1 -5 below, how would you describe the knowledge and capacity of local police and local authority after they receive the training organized by Chab Dai's Advocacy Project?

1. Negatively	2. Slightly negatively	3. Neutral	4. Slightly positively	5. Positively	Total

Why do you think so?

23. Do you think Chab Dai Advocacy Project positively support you work at the national level (e.g. policy drafting process)?
24. How do you think about the Chab Dai's effort to influence public policy process for prevention and protection the victim of human trafficking and sexual abuse? How is it? How effective?

Section 6: Sustainability

25. When the project of Chab Dai ended, how could you continue to assist the community people when they have any problem related to human trafficking or sexual abuse/exploitation?
26. In general, what were the most beneficial and practical method from the training to help dealing with victim and reintegration back to community?

Section 7: Suggestion/Recommendation

27. What are other activities that you wish to see from Chab Dai, besides the training?
28. What do you want Chab Dai to do more to prevent human trafficking in your community?

Annex 6.2. Tool for CSO/NGOs/PARTNER/Stakeholder

Section 1: General question about NGOs

1. How many years so far are you holding this current position?
2. How is the general situation of Cambodian Human Trafficking? What kind of statistics and indicators do you use to monitor it?

Section 2: Program/Network

3. What are projects/programs/networks of your NGO that are currently working in this field of advocacy on human trafficking and sexual abuse? What are they? (target areas, main activities)

Section 3: Avocation for Policies and Legislation

4. Do you involve or influence in any sub-decree or policy making process related human trafficking and sexual abuses? How? How effective?
5. Do you know Chab Dai's effort to influence public policy process for the protection of human rights and sexual abuse? How is it? How effective?
6. What do you think about advocacy statement made/led by Chab Dai?
7. Are policy/sub-degree contents good? Is it enough? What is missing?
8. What do you think might be the key areas of improvement for Chab Dai's programmed activities? Staff?

Annex 6. 3. Tool for Sub-National Authority Police (KIIs)

Section 1: General Question

1. How many years so far are you holding this current position?

Less than 1 year	1-3 years	3-5 years	Over 5 years	Total

2. How have you been engaged in human trafficking cases and sexual abuse/exploitation cases?

a. Human Trafficking:

b. Sexual abuse:

3. How is general situation of human trafficking and sexual abuse/exploitation in your area/Cambodia? What are the main issues? What kind of statistics or information sources do you use to monitor it?

Section 2: Relevance

4. Were human trafficking and sexual abuse/exploitation the serious issue in your areas/Cambodia? (Before the advocacy project started, before 2019)

Yes	No	Not Sure	Total

Can you explain how the situation of human trafficking was (before and during the Covid-19 period)? If not, what other issues are problems?

5. Do you think in your area is the right places for Chab Dai to implement the human trafficking project?

Yes	No	Not Sure	Total

If so, why do you think so?

6. Do you think protecting human trafficking and sexual abuse (especially children) is a priority issues for police officers?

Yes	No	Not Sure	Total

If so, why do you think so?

7. Do you think protecting human trafficking and sexual abuse (especially children) is a priority issues for other stakeholders (especially DoWA and DoSVY)?

Yes	No	Not Sure	Total

If so, why do you think so?

Section 3: Knowledge Assessment

8. Have you ever learned about human trafficking or sexual abuse/exploitation before?

Yes, many times including by Chab Dai	Yes, a few times including by Chab Dai	Yes, but all were not by Chab Dai	No	Not Sure	Total

A. If yes, how may time:

B. If yes, what do you know, what topic do you leaned?

9. What are national laws to prevent Human Trafficking and sexual abuse/exploitation?

Yes, she/he knows	No, she/he does not	Total

Write down laws she/he mentioned here:

10. What are international laws to prevent Human Trafficking and sexual abuse/exploitation?

Yes, she/he knows	No, she/he does not	Total

Write down laws she/he mentioned here:

11. Can you explain elements of human trafficking?

Yes, perfect	No, know nothing	Not sure (understand 1-2 elements)	Total

A. If yes, could you explain?

B. **(Researchers insert by themselves here)** Based on the explanation, rate scaling assessment below and change the number above)

Perfect	Almost perfect but miss 1 element	50%	Less than 50%	No idea/bad	Total

12. Do you know how to identify trafficker/middlemen/brokers of human trafficking?

Yes	No	Not Sure	Total

A. If yes, how, could you explain? What do you do after you identify trafficker/middlemen/brokers of human trafficking? (E.g.: Report to above level, or call NGO?)

B. **(Researchers insert by themselves here)** Based on the explanation, rate scaling assessment below and change the number above)

Perfect	Almost perfect but miss 1 element	50%	Less than 50%	No idea/bad	Total

13. (Prevention) Are you confident to prevent community people from trafficking/unsafe migration and sexual abuse?

Yes	No	Not Sure	Total

A. If yes, how do you prevent?

B. **(Researchers insert by themselves here)** Based on the explanation, rate scaling assessment below and change the number above)

Perfect	Almost perfect but miss 1 element	50%	Less than 50%	No idea/bad	Total

14. (Protection) Are you confident to respond for protecting the victims of human trafficking and sexual abuse/exploitation?

Yes	No	Not Sure	Total

A. If yes, how do you respond?

B. **(Researchers insert by themselves here)** Based on the explanation, rate scaling assessment below and change the number above)

Perfect	Almost perfect but miss 1 element	50%	Less than 50%	No idea/bad	Total

15. Have you ever actually helped and assisted any victim of human trafficking to access justice (to get compensation, to bring a case to the court)?

Yes (at least 1 case)	No, never	Not Sure (whether it was trafficking or not)	Total

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If so, how did you help them?

16. How do you pay any attention for the prevention of social media posing the profiles of human trafficking victim (to protect their privacy)?

Yes, I do pay attention to	No, I do not pay attention to	Not Sure how I do/no idea	Total

If Yes, how to prevent?

17. **(If never dealt with human trafficking, skip this to next question)** How did you communicate with victims of trafficking and sexual abuse/exploitation and their family (such as phone call or home visit, ask CCWC to visit them)?

18. Do you any special procedure/intervention to assist child victim of trafficking and sexual abuse/exploitation (such as asking social worker to help)? Can you explain?

Yes	No	Not Sure	Total

A. If there is any intervention, could you explain?

B. **(Researchers insert by themselves here)** Based on the explanation, rate scaling assessment below and change the number above)

Perfect	Almost perfect but miss 1 element	50%	Less than 50%	No idea/bad	Total

19. How do you cooperate with other official institution/relevant actors in combating with human trafficking? If yes, please name with whom (such as national police, CCWC/DoWA, or NGO?)

Section 4: Effectiveness and Coordination

20. Have you ever attended the training organized by Chab Dai's Advocacy project?

Yes	No	Not Sure	Total

21. How many times have you attended the training organized by Chab Dai's Advocacy Project?

1 time	2 times	3 times	4 times	5 times	More than 5 times	Total

22. What kind of topic of training did you get from the project?

Topics	# Participants	Have you ever used that skill/knowledge, if so what case?
Human Trafficking (General)		
Human Trafficking laws		
International/national laws on children rights		
Sexual exploitation		

Bride Trafficking			
Labor Exploitation			
Online child sexual exploitation (OCSE)			
Victim identification			
Victim Interviewing Technique			
Identify trafficker/middlemen/brokers of human trafficking?			
Others (specify)			

23. What things about the training did you particularly enjoy? What made you happy about it?

24. Which sessions in the training were most helpful to your current work?

25. What topics in the training you didn't clearly understand?

26. On a scale of 1 -5, below how would you describe the training organized by Chab Dai's Advocacy Project?

1. Negatively	2. Slightly negatively	3. Neutral	4. Slightly positively	5. Positively	Total

27. Have you ever trained or shared with other police about what you have learned from Chab Dai?

Yes	No	Not sure	Total

A. If yes, with whom (such as other police or community people)?

B. How did it work (difficult/easy)?

28. Beside the training, have you ever attended any meeting, workshop, or campaign organized by Chab Dai under the Advocacy project?

Yes	No	Not sure	Total

Could you share with us, how often? what kind of meeting about?

29. How have you supported/coordinated the work of Chab Dai when there was the training/meeting/workshop conducted in your area?

Section 5: Efficiency

30. Have Chab Dai provided you enough support in the training? (Training material, written document, or leaflets)

Yes	No	Not Sure	Total

Could you explain more? What is your view about training materials produced by Chab Dai (such as handouts, tools, and other training materials)?

31. Do you think the training time (length of training) conducted by Chab Dai is enough for you to understand the sections/lessons? Do you think the training too long, too short or about the right amount of time?

Yes	No	Not Sure	Total

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Could you explain more?

32. Do you think the contents training conducted by Chab Dai was practical to apply in your work?

Yes	No	Not Sure	Total

Could you explain more?

33. How do you think about the trainers' capacity and their training method (the way they teach)?

34. Does Covid-19 affect the way you attend the training of Chab Dai?

Yes	No	Not Sure	Total

If Yes, could you explain more?

Section 6: Impacts

35. From your observation, do you think the Chab Dai's Advocacy project contribute to reduce or prevent human trafficking and sexual abuse in target areas/community?

Yes	No	Not Sure	Total

If yes, could you please give some examples?

36. **(For DoWA and DoSVY only)** Overall, do you think the reintegration of victims to the community became smoother after the advocacy project started in target districts/commune?

Yes	No	Not Sure	Total

If yes, could you please give some examples?

37. Do you think those training helped you to obtain enough skills and knowledge for you to prevent human trafficking and to protect victims?

Yes	No	Not Sure	Total

Why or Why not?"

38. Do you think your interview techniques improve after receiving the training from Chab Dai?

Yes	No	Not Sure	Total

39. Do you think your report writing improved after receiving the training from Chab Dai?

Yes	No	Not Sure	Total

40. Have you ever actually helped and assisted any victims of human trafficking to access justice (to get compensation, to bring a case to the court, any child) by apply the lesson you learned for Chab Dai training?

Yes	No	Not Sure	

A. If yes, how many times?
B. How did you help them?

Section 7: Sustainability

41. When the project of Chab Dai ended, how could you continue to assist the community people when they have any problem related to human trafficking or sexual abuse/exploitation?

42. In general, what were the most beneficial and practical method from the training to help dealing with victim and reintegration back to community?

Section 8: Suggestion/Recommendation

43. What are other activities that you wish to see from Chab Dai, besides the training? What do you want Chab Dai to do more to prevent human trafficking in your community?

44. What should the Cambodian (central-national) government do to protect Cambodian people from human Trafficking/exploitation? Ex: training, finance, specialize agency...?

Annex 6.4. Tool for Trained and Untrained Police Officers (FGDs)

Section 1: General Question

1. How many years so far are you holding this current position (police officer)?

Less than 1 year	1-3 years	3-5 years	Over 5 years	Total participants

2. How is the general situation of human trafficking and sexual abuse/exploitation in your community (new trend)? What are the problems that people/victims face in this area?

3. Does Covid-19 influence how human trafficking occur in your area?

Yes	No	Not Sure	Total

If Yes, could you explain more?

4. **(For trained police only)** How have you engaged in Advocacy's project of Chab Dai?

5. **(For untrained police only)** Do you know what Chab Dai has been doing on human trafficking?

Section 2: Relevance

6. Were human trafficking and sexual abuse/exploitation the serious issues in your area/community? (Before the advocacy project started, before 2019)

Yes, it was serious	Yes, but not much	No trafficking	Not Sure	No idea

Could you explain how the situation was (by comparing to 2019-2021, or pre-Covid-19 to current situation)?

7. Are there any challenges that you face in working against human trafficking and sexual abuse?

Yes	No	Not Sure	Total

(If YES, can you tell us what are those challenges and how you deal with them?)

Section 3: Knowledge Assessment

(This section for Both Trained and Untrained in Accessing to their Knowledge in the context of human trafficking and sexual abuse)

8. Have you ever learned about human trafficking or sexual abuse/exploitation before? (not include Chab Dai)

Yes, many times including by Chab Dai	Yes, a few times including by Chab Dai	Yes, but all were not by Chab Dai	No	Not Sure	Total

C. If yes, how may time:

D. If yes, what do you know, what topic do you leaned?

9. What are national laws to prevent Human Trafficking and sexual abuse/exploitation?

Yes, she/he knows	No, she/he does not	Total

Write down laws she/he mentioned here:

10. What are international laws to prevent Human Trafficking and sexual abuse/exploitation?

Yes, she/he knows	No, she/he does not	Total

Write down laws she/he mentioned here:

11. Can you explain elements of human trafficking?

Yes, perfect	No, know nothing	Not sure (understand 1-2 elements)	Total

C. If yes, could you explain?

D. **(Researchers insert by themselves here)** Based on the explanation, rate scaling assessment below and change the number above)

Perfect	Almost perfect but miss 1 element	50%	Less than 50%	No idea/bad	Total

12. Do you know how to identify trafficker/middlemen/brokers of human trafficking?

Yes	No	Not Sure	Total

C. If yes, how, could you explain? What do you do after you identify trafficker/middlemen/brokers of human trafficking? (E.g.: Report to above level, or call NGO?)

D. **(Researchers insert by themselves here)** Based on the explanation, rate scaling assessment below and change the number above)

Perfect	Almost perfect but miss 1 element	50%	Less than 50%	No idea/bad	Total

13. (Prevention) Are you confident to prevent community people from trafficking/unsafe migration and sexual abuse?

Yes	No	Not Sure	Total

C. If yes, how do you prevent?

D. **(Researchers insert by themselves here)** Based on the explanation, rate scaling assessment below and change the number above)

Perfect	Almost perfect but miss 1 element	50%	Less than 50%	No idea/bad	Total

14. (Protection) Are you confident to respond for protecting the victims of human trafficking and sexual abuse/exploitation?

Yes	No	Not Sure	Total

C. If yes, how do you respond?

D. **(Researchers insert by themselves here)** Based on the explanation, rate scaling assessment below and change the number above)

Perfect	Almost perfect but miss 1 element	50%	Less than 50%	No idea/bad	Total

15. Have you ever actually helped and assisted any victim of human trafficking to access justice (to get compensation, to bring a case to the court)?

Yes (at least 1 case)	No, never	Not Sure (whether it was trafficking or not)	Total

If so, how did you help them?

16. How do you pay any attention for the prevention of social media posing the profiles of human trafficking victim (to protect their privacy)?

Yes, I do pay attention to	No, I do not pay attention to	Not Sure how I do/no idea	Total

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If Yes, how to prevent?

17. **(If never dealt with human trafficking, skip this to next question)** How did you communicate with victims of trafficking and sexual abuse/exploitation and their family (such as phone call or home visit, ask CCWC to visit them)?

18. Do you any special procedure/intervention to assist child victim of trafficking and sexual abuse/exploitation (such as asking social worker to help)? Can you explain?

Yes	No	Not Sure	Total

C. If there is any intervention, could you explain?

D. **(Researchers insert by themselves here)** Based on the explanation, rate scaling assessment below and change the number above)

Perfect	Almost perfect but miss 1 element	50%	Less than 50%	No idea/bad	Total

19. How do you cooperate with other official institution/relevant actors in combating with human trafficking? If yes, please name with whom (such as national police, CCWC/DoWA, or NGO?)

Section 4: Effectiveness

(For trained Police officer only)

20. How many times have you attended the training organized by Chab Dai's Advocacy Project?

1 time	2 times	3 times	4 times	5 times	More than 5 times	Total

21. What kind of topic of training did you get from the project?

Topics	# Participants	Have you ever used that skill/knowledge, if so what cases
Human Trafficking (General)		
Human Trafficking laws		
International/national laws on children rights		
Sexual exploitation		
Bride Trafficking		
Labor Exploitation		
Online child sexual exploitation (OCSE)		
Victim identification		
Victim Interviewing Technique		
Identify trafficker/middlemen/brokers		

<i>of human trafficking?</i>		
<i>Others (specify)</i>		

22. *What things about the training did you particularly enjoy? What made you happy about it?*
23. *Which sessions in the training were most helpful to your current work?*
24. *What topics in the training you didn't clearly understand?*
25. *On a scale of 1 -5, below how would you describe the training organized by Chab Dai's Advocacy Project?*

<i>1. Negatively</i>	<i>2. Slightly negatively</i>	<i>3. Neutral</i>	<i>4. Slightly positively</i>	<i>5. Positively</i>	<i>Total</i>

26. *Have you ever organized the Safe Village-Commune Forum supported by Chab Dai?*

<i>Yes, I organized</i>	<i>No, but I attended</i>	<i>No, I never joined</i>	<i>Not Sure</i>	<i>Total</i>

- A. *If yes, how many times?*
- B. *What did you do? How community people enjoyed attending? Were there many children attended?*

27. *Have you ever shared information with others police officer about the lessons you have learned from Chab Dai?*

<i>Yes</i>	<i>No</i>	<i>Not Sure</i>	<i>Total</i>

- A. *If yes, with whom (such as other police or community people)?*
- B. *How did it work (difficult/easy)?*

28. *Could you let me know, how do you teach or share people about human trafficking? (This option is only about Palermo- so need to also cover types of trafficking, or how to prevent trafficking, in order to cover potential topics that they may teach to people and make it multiple answers)*

<i>3 elements covered</i>	<i>2 elements covered</i>	<i>1 element were covered</i>	<i>Could not answer</i>	<i>Total number</i>

If yes, can you explain?

Section 5: Efficiency

(For trained Police officer only)

29. *Have Chab Dai provided you enough support in the training? (Training material, written document, or leaflets)*

<i>Yes</i>	<i>No</i>	<i>Not Sure</i>	<i>Total</i>

Could you explain more? What is your view about training materials produced by Chab Dai (such as handouts, tools, and other training materials)?

30. *Do you think the training time (length of training) conducted by Chab Dai is enough for you to understand the sections/lessons? Do you think the training too long, too short or about the right amount of time?*

<i>Yes</i>	<i>No</i>	<i>Not Sure</i>	<i>Total</i>

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Could you explain more?

31. Do you think the contents training conducted by Chab Dai was practical to apply in your work?

Yes	No	Not Sure	Total

Could you explain more?

32. How do you think about the trainers' capacity and their training method (the way they teach)?

33. Does Covid-19 affect the way you attend the training of Chab Dai?

Yes	No	Not Sure	Total

If Yes, could you explain more?

Section 6: Impacts

34. From your observation, do you think the Chab Dai's advocacy project contribute to reduce or prevent human trafficking and sexual abuse/exploitation in your areas/ community?

Yes	No	Not Sure	Total

If yes, could you please give some examples?

For Trained police officer only

35. Do you think those training helped you to obtain enough skills and knowledge for you to prevent human trafficking and to protect victims?

Yes	No	Not Sure	Total

Why or Why not?"

36. Do you think your interview techniques improve after receiving the training from Chab Dai?

Yes	No	Not Sure	Total

37. Do you think your report writing improved after receiving the training from Chab Dai?

Yes	No	Not Sure	Total

38. Have you ever actually helped and assisted any victims of human trafficking to access justice (to get compensation, to bring a case to the court, any child) by apply the lesson you learned for Chab Dai training?

Yes	No	Not Sure	Total

C. If yes, how many times?

D. How did you help them?

For untrained police

39. Overall, do you observe police officers who are trained under the Chab Dai Project improved their capacities in dealing with Human Trafficking and Sexual abuse case?

Yes	No	Not Sure	Total

If yes, could you please give some examples?

Section 7: Sustainability

40. When the project of Chab Dai ended, how could you continue to assist the community people when they have any problem related to human trafficking or exploitation, or child rights violation?

Section 8: Suggestion/Recommendation

41. What are other activities that you wish to see from Chab Dai, besides the training? What do you want Chab Dai to do more to prevent human trafficking in your community?

42. SectiWhat should the Cambodian (central-national) government do to protect Cambodian people from human Trafficking/exploitation? Ex: training, finance, specialize agency

Annex 6.5. Tool for Chab Dai and Advocacy management team

Section 1: Project framework and Relevance

1. Could you describe how this project started? Who participated in the design of the project?
2. How did you select target areas and target groups? Any statistics to identify priorities of selected areas and groups?

Section 3: Efficiency/Advocacy/networking/Coordination

3. Can you describe how you think the work of Chab Dai's ADVOCACY project is efficient in achieving its intended objectives? (projects are delivered on time and within budget)
4. What do you think are the main factors influencing the efficiency of the project? Has the project been efficient in achieving the intended objectives?
5. How was the budget transfer? Was there no delay from donor or transfer to the field?
6. The allocated budget was enough to achieve the outcome?
7. How do you have cooperation with government institution at national and sub-national and local levels?
8. How do you see the cooperation with other CSOs? What are the achievement and challenges?

Section 4: Impact

9. What are positive and visible impact/outcome you have seen (police officer and community people)? Are there any negative impact?
10. Were there any unexpected impacts from the project intervention?
11. What are the major factors influencing the impact of the project on direct beneficiaries and indirect beneficiaries?

Section 5: Sustainability

12. How do you think the benefits of the work of ADVOCACY project will be sustained? What will not be sustained?
13. What more needs to be done to raise awareness and ensure that the victim of TIP and sexual abuse receiving the best responses and support?

Section 6: Future plan

14. *What is your plan for the training materials? Are you planning to use it again in the future, or improve/modify? Any plan to reach other target group?*
15. *What other recommendations do you have for your future activities? What do you want to do, as new activities, or expand on-going activities, expand areas?*