



Final Evaluation Report WOMEN ACTION FOR SAFE RURAL MIGRATION IN CAMBODIA

VERSION 2.0

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**REPORT
FINAL EVALUATION**

**WOMEN ACTION FOR SAFE RURAL
MIGRATION IN CAMBODIA (WARM)**

July, 2025

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ACRONYMS & ABBREVIATIONS

ANCP	Australian NGO Cooperation Program
AOP	Action on Poverty
CBO	Community Based Organization
CEDAW	Convention on the Elimination of all forms of Discrimination against Women
CWCC	Cambodian Women's Crisis Centre
DFAT	Australian Department of Foreign Affairs and Trade
FDG	Focus Group Discussion
GBV	Gender-based violence
IDI	In-depth Interview
KII	Key informant interview
MoLVT	Ministry of Labour and Vocational Training
NCCT	National Committee for Counter Trafficking
NGO	Non-government Organization
SDGs	Sustainable Development Goals
TIP	Trafficking in persons
UN	United Nation
WARM	Women Action for Safe Rural Migration

EXECUTIVE SUMMARY

The *Women Action for Safe Rural Migration in Cambodia (WARM)* project, implemented by the Cambodian Women's Crisis Center (CWCC) and supported by Action on Poverty (AOP) under the Australian NGO Cooperation Program (ANCP), was a three-year initiative (2022–2025) aimed at enhancing the safety, rights, and livelihoods of rural Cambodian women vulnerable to unsafe migration and trafficking. This final evaluation assessed the project's relevance, coherence, effectiveness, efficiency, impact, and sustainability.

The project was implemented in three high-risk communes in Kampong Svay district, Kampong Thom province. Through a combination of community-based protection networks (CBPNs), self-help savings groups, livelihood training, and policy advocacy, the project significantly addressed key drivers of unsafe migration. It responded directly to the vulnerabilities of women and returning migrants in a post-COVID context, where economic pressures heightened the risk of exploitation.

The final project assessment was conducted during April-May 2025, engaging both external consultant and AOP staff as the internal reflection and cross-learning exercise, aiming at: (1) To determine the relevance, efficiency, effectiveness, coherence, impact, and sustainability of the project; and (2) to identify lessons learnt and best practices from the project which could be applied for future projects.

The evaluation methodology combines both qualitative and quantitative approaches to gather data. Qualitative assessment was done through direct consultations with a wide range of stakeholders, including project participants (community members, returned migrants), AOP staff, CWCC staff, and other key individuals like family members and government officials. Quantitative assessment involved a questionnaires survey with feedback from 84 community respondents.

Findings from the assessment are summarized below:

On the project performance

- **Relevance.** The WARM project is highly relevant to the needs of targeted communities, well aligned with the policy of the Cambodian government and DFAT priorities on combating gender-based violence (GBV) and trafficking. The assessment results indicated that the project is highly relevant to the needs of vulnerable rural communities in Cambodia, particularly returned migrants and women, by addressing the root causes of unsafe migration and economic insecurity post-COVID. It effectively responds to gender, age, and education-related vulnerabilities through the establishment of self-help groups, community-based protection networks, and livelihood training tailored to women with limited resources and education. The project is well-aligned with Cambodia's national policies on labour migration, prevention violence against women and counter-trafficking, filling critical gaps in pre-departure education, reintegration, and safe migration support. Additionally, it complements international frameworks such as the Sustainable Development Goals (SDGs), Convention on the Elimination of all forms of Discrimination against Women (CEDAW), and aligns with Australian Department of Foreign Affairs and Trade (DFAT) priorities on gender equality, inclusive development, and civil society empowerment. Government officials and local stakeholders have affirmed the project's value, noting its practical contributions to women's economic empowerment, improved migration safety, and grassroots advocacy.

- **Coherence.** The WARM project demonstrates strong coherence with CWCC's long-standing mission of addressing gender-based violence and empowering women, building on lessons from previous initiatives like the Women Empowerment Program. It aligns with CWCC's rights-based and community-centered approach by fostering inclusive, participatory structures such as Women's Support Groups and Commune-Based Protection Networks. The project also integrates AOP's crosscutting priorities—gender equality, social inclusion, and local development—through capacity building, rights education, and economic empowerment interventions. While AOP lacks a formalized strategic document for Cambodia, the project remains consistent with its broader 2025–2027 goal of fostering sustainable poverty reduction and women's economic empowerment. The collaboration between CWCC and AOP, including leadership involvement in project design, reinforces the initiative's strategic continuity, scalability, and potential for broader impact.
- **Effectiveness.** The project has been effectively delivered and met the set objective. All the targeted outcomes and outputs indicators are achieved or overachieved. Particularly the project has established 3 community protection groups in 3 communes of Kampong Svay district, Kampong Thom province: Trapaing Russey commune, Prey Kuy commune, Kampong Svay commune, in which 540 network participants have received knowledge on safe migration measures. There are 12 savings groups established in 12 villages in 3 communes, in which 24 community members have been built capacity and have gained confidence to start their own businesses and increase their income. In addition, CWCC members have also participated in 25 meetings related to unsafe migration at different levels to influence the authorities to effectively implement legal/policy measures on migration.
- **Impact.** The WARM project contributed to improved living conditions for the community members in target areas, as resulted from safe migration and improved household incomes. Evidence from the consultations and surveys clearly show that, the project has significantly enhanced community knowledge and practices related to safe migration, with nearly all participants reporting increased awareness and improved skills in applying safe migration principles. Families observed more safe and successful migration outcomes and fewer cases of exploitation or trafficking, supported by stronger community coordination and government responsiveness. Practical skills such as completing legal documentation and researching employers were widely adopted, and many individuals now prefer to stay locally if economic opportunities exist. The project also improved financial management and income generation skills, with about 90% of participants noting better access to financial resources and improved living conditions. Savings groups have become important platforms for economic empowerment, peer support, and community connection, especially in times of personal hardship. Additionally, CWCC's efforts have strengthened the effectiveness of national legal frameworks through awareness-raising, training of local authorities, and ongoing policy advocacy. These interventions have bridged gaps between law and practice, contributing to a more sustainable and informed approach to preventing unsafe migration and human trafficking in Cambodia.
- **Sustainability.** There have been foundations set for the continuation of the project results beyond project cycle, the continuation of the CBPN and village saving groups in some villages are uncertain. The sustainability of the WARM project is strongly supported by CWCC's independent, community-driven approach and diversified funding base, which allows for flexible, locally relevant programming. CWCC's integrated

services—spanning legal aid, social support, and safe shelter—are delivered through a rights-based framework tailored to the needs of women and returning migrants. Its well-established network (CBPNs) connects grassroots action with national advocacy, increasing institutional resilience and policy influence. The enhanced capacity of trained local staff and awareness-raising activities have strengthened community responses to gender-based violence. Savings groups and entrepreneurship training have empowered families to improve financial management, start businesses, and achieve more stable livelihoods. However, sustainability risks remain, particularly the potential loss of leadership in community protection networks due to staff reassignment or turnover. Additionally, savings groups are still developing and may struggle to operate independently without ongoing mentoring and support. The low level of government uptake of the project initiatives limits the opportunity to scale and integrate the project initiatives into government agenda. Given the discontinuation of the main funding source from AOP, there is yet to be a thorough discussion on a handing over/exit plan after the project ends.

Recommendations

To CWCC

- **Strengthen membership of Community-Based Protection Networks (CBPNs):** While commune-level leaders possess the capacity to engage in protection efforts with local communities, their effectiveness may be limited by competing administrative responsibilities. To promote the sustainability of the CBPNs, it is advisable to incorporate village leaders or women from savings groups into leadership roles. This approach would foster greater community ownership, enhance local engagement, and support the continuity of protection activities.
- **Further strengthen capacity of Village Savings Groups for self-sustain.** The core members of village saving groups have received training and demonstrate a general understanding of the importance of saving, as well as effective implementation of key activities within the savings groups, such as the use of passbooks. However, notable challenges remain in the consistent management and accurate maintenance of financial records. Ensuring the long-term sustainability of these groups beyond the project's duration continues to be a significant concern. It is therefore recommended that CWCC provide advanced or refresher training for group leaders and core members, focusing on improving financial management skills, enhancing presentation and communication abilities, and integrating gender equality as a fundamental principle to support sustained group functioning and empowerment.
- **Fund raising for further improvement and scale the project initiatives.** The project has successfully set up of village saving groups in several project villages. In the context that there is no local platform for the women, this structure has laid an important foundation that provides space for women to gather, share and learn from each other, to boost peer learning and collective actions. This model has a very high potential for replication in Cambodian context. Besides, the application of the Golden Dream Apps, a smart migration platform that helps users discover and pursue personalized relocation opportunities through AI-driven matching and trusted data shows a great potential for replication in order to benefit wider communities.

To Action on Poverty

- **Ensure coherence of individual projects to the global program strategy.** This includes setting up strategic vision and priorities globally and interventions at country level. This should be clear orientation and close engagement of AOP during the project development and intensive technical inputs during the designing of the project interventions. The focused topics will help enhance program coherence, strengthen technical expertise of AOP and improve program operation efficiency. Coherence of programs at all levels on focused topics will help strengthen organisational competitiveness, increase funding opportunities, especially targeting regional funding schemes.
- **Improve exit strategy and phase out plan.** A clearer vision of the program cycles with specific road maps with integration of activities for exit strategy should be set at the beginning of the partnership. This includes a capacity building plan, especially governance and fund-raising capacity for partners, promotion of local ownership and handing over results to local partners.
- **Sharpen the integration of product approach into project design.** In the project, some of the supported initiatives - particularly the village saving groups, the utilization of digital tools (Golden Dream Apps) to support safe migration - are meaningful and there is strong potential for replication, especially in Cambodian context. AOP's guidance and active engagement from beginning in identifying the innovative solutions in the program, co-design, implementation, packaging and capitalization of the innovations would help creating stronger impacts to benefit broader communities and add more value to both the organisations.

I. INTRODUCTION

1.1 Context

The Trafficking in person (TIP) report of US State Department in 2021 indicated that Cambodia is still in the status of Tier 2 watch list as the Government of Cambodia does not fully meet the minimum standard of the elimination of trafficking. In 2021, data from Ministry of Labour and Vocational Training (MoLVT) stated that over 1 million Cambodian workers are working in Thailand, around 23,000 workers are in Malaysia, 11,453 in Japan, 45,866 in Korea and around 2,000 in other countries in the region. Most of them are non/or low skilled workers, looking for possibility to work as permanent, seasonal or daily work.

Since March 2020, due to COVID-19 Thai authority decided to close the borders and sent back many migrant workers to country of origin. This situation has economically impacted many households that rely on remittances sent by their migrant workers. Cambodian workers who paid local brokers for jobs in Thailand were deported by Thai authorities daily, leaving them feeling like they had been cheated after the brokers abandoned them across the border. The Ministry of Social Affairs, Veterans and Youth Rehabilitation reported that at least 225 workers, including 61 children, were deported at the O'Anloak border crossing in Battambang province. An NGO, one of National Committee for Counter Trafficking (NCCT) members reported that during this COVID-19 many poor people migrate illegally to work in Thailand through underground channel. They were told that many Thai employers arranged with the border police and sent cars to pick up migrants at the Thai borders. After crossing the borders, the migrant workers lied in the pickup cars in crowded in order to hide themselves. This type of underground channel is quite risky for poor people who decided to migrate. Therefore, knowledge related to safe migration and trafficking is needed for poor rural communities.

The Women Action for Safe Rural Migrations (WARM) project was designed to address this need by building knowledge of rural poor on issues related to safe migration and trafficking. The project was implemented in 3 communes in Kampong Svay of Kampong Thom province, where there is high level of undocumented migration and deportees.

Key activities of the project were: strengthening capacity of community members including commune- based protection networks, empowering survivors of trafficking/exploitation and deportees empowered to report cases to duty bearers for services and Supporting them to be peer educators to change behaviour towards safe migration. At the same time the project also aimed at building capacity of duty bearers to prevent and intervene in cases related to trafficking. Poor community members were supported to create saving scheme and operate small businesses for household income so that they could overcome impact of COVID-19 and not to take risks caused by unsafe migration.

1.2 The final evaluation

1.2.1. Objective

The final assessment involved both external consultant and the internal reflection and cross-learning exercise, aiming at achieving the following objectives:

- a) To determine the relevance, efficiency, effectiveness, coherence, impact, and sustainability of the project.
- b) To identify lessons learnt and best practices from the project which could be applied for future projects.

1.2.2. Evaluation Criteria and Key Questions

Table 1: Evaluation Criteria and Evaluation Questions

Evaluation criteria in the ToR	Proposed evaluation questions
Relevance: whether the objectives of the project are in accordance with locally defined needs and priorities as well as to partner government priorities.	1. To what extent has the project been responsive to the needs of targeted beneficiaries? 2. To what extent has the project been relevant to the priorities of local governments and other programme partners? 3. To what extent has the project been in line with the priority of ANCP and AOP in Cambodia?
Coherence: How is the compatibility of the project interventions with other interventions in a country, in the relevant sector.	4. How has the project been compatible and synergized with other interventions of AOP as well as its implementing partners?
Effectiveness: The extent to which project objectives are being achieved or can be achieved.	5. To what extent has the project achieved its objectives, expected outcomes and outputs? 6. What factors have contributed to achieving, or not, intended outputs and outcomes? What are the key constraints and challenges in achieving the expected results?
Efficiency: To determine the extent to which the project has managed resources to balance economy, efficiency and effectiveness in ways that are both equitable and ethical.	7. What were the measures adopted by the project to ensure value for money? Are there other intervention approaches for using the allocated budget more efficiently or get higher quantity/quality of outputs/outcomes?
Impact: What difference/changes do the project interventions make, in terms of the significant positive or negative, intended or unintended, on the targeted actors, locations and the sector.	8. What are the key changes that the project has made to the targeted beneficiaries? Are there changes that are yet to come? 9. To what extent has the project contributed to improve psychological wellbeing, social and economic status of women survivors and their families; and on the reduction of gender-based violence in the society?
Sustainability: The likely ability of project activities to continue to deliver benefits for an extended period after completion.	10. What processes, results, or benefits produced by the project could be sustained? 11. What is the evidence showing ownership, acceptance, and scaling-up of the local authorities, partners, and primary beneficiaries? 12. What has been the exit strategy of the project and how has this exit strategy been executed?
Overarching lessons learned	13. What have been the factors that contribute to or hinder the achievement of project objective? 14. What should have been done differently in order to improve the results and impact of the project?

1.2.3. Scope and limitations

- Coverage: the assessment conducted in 3 communes of Kampong Svay district; however, it was not possible to evaluate in all villages, thus, may not reflect all the specific context in all the project targeted locations.
- The evaluation team could not interview and consult all project stakeholders but randomly selected representatives of community-based organizations (CBOs), community members, representatives from the project management board, local authorities, primary and secondary beneficiaries and others. Therefore, the responses of the interviewees may not fully represent the views of all project members/stakeholders.
- This is an end-point evaluation. Therefore, the evaluator can confidently conclude on the achievements of the project results. However, a proper evaluation of sustainability and impacts will require more time for research and needs to take place sometime after the project is completed.
- It was not possible to explore all aspects of the cases due to the sensitivity of the issues and the experiences of the survivors.

1.2.4. Evaluation methodology

a. Desk review

A desk review was made before primary data collection efforts. Relevant documents and data provided by AOP and project partners, other related secondary data sources were reviewed. Based on this desk review, methodological issues of primary data collections (i.e. stakeholder to be met, sampling procedures for the survey, focuses of primary data collection...) was refined and finalized.

b. Primary data collection: qualitative assessment

Direct consultation

Following is the list of stakeholders to be consulted:

Project participants:

- Community members in the target area who were trained in safe migration
- Returned migrants/Survivors of trafficking/exploitation and deportees
- Members of 3 Community-based protection networks (CBPN).
- Members of 9 saving, self-help groups

AOP and partners:

- AOP staff of other management functions that are involved in project implementation and monitoring.
- CWCC leader and staff involved in the project.

Other stakeholders:

- Family members.
- Local community leaders (village head)
- Government officials (District- National).

Sampling

For qualitative assessment, purposive and convenient sampling is proposed. The sample size, proposed by the consultants, was agreed between AOP and consultants during the negotiation process and finalized in the study plan which is a critical part of the technical and financial proposal.

For quantitative assessment, purposive sampling for those who attended training courses and/or be members of the saving groups. The sample size should be around 75 people. Survey questionnaires should be disseminated and collected in one visit in each district.

c. Sampling

For this qualitative assessment, a purposive sampling was adopted. The number of stakeholders and beneficiaries for the qualitative assessment is summarized below:

Table 2: Number of Stakeholders and Beneficiaries for the Qualitative Assessment

Stakeholders	No. of persons	Tool		
		IDI/KII	Survey	FDG
AOP and partner				
– AOP project manager - Tung	1	01		
– CWCC project team	3			1 gr *3 pax
Project participants				
– Community members trained in safe migration.	45		30	3 gr * 5 pax
– Returned migrants	03	03		
– Survivors of trafficking/exploitation and deportees	03	03		
– Members of Community-based Protection Networks (CBPN).	09			3 gr * 3 pax
– Members of saving, self-help groups	60	03	45	3 gr *5 pax
Other stakeholders				
– Family members	03	03		
– Local community leaders (village head)	03	03		
– Local government official at (District - province - National)	03	03		
– Other NGOs working in the same field	01	01		
TOTAL	150	25	75	40

d. Case study:

The case study approach was used to provide supplementary and in-depth information to highlight certain findings or issues; good practices that might be found from the desk review or initial stages of primary data collection.

e. Data collection tools

Qualitative assessment was made through key informal/in depth interviews (KII/IDI) and focus group discussion (FDG) that are tailored to each type of stakeholders and beneficiaries consulted. Data collection ethical standards applied, including being participatory, gender-sensitive, culturally/ethically responsive to respondents' characters.

The survey incorporated both qualitative and quantitative components. Despite adjustments to the survey schedule, CWCC effectively managed the changes, demonstrating strong project management capabilities and well-established relationships with project stakeholders. Notably, within a span of only three days, project staff efficiently collected feedback from 84 community members, surpassing the initial target of 77 respondents. Based on the findings, the evaluation team identified several areas for CWCC to consider and address before the project concludes in July 2025.

II. MAIN FINDINGS

2.1. Relevance

2.1.1. To the need of project participants.

Before the project, in 2022, many poor rural communities in Cambodia experienced negative impacts from the COVID-19 pandemic. A significant number of returned migrants, facing limited livelihood options, attempted to migrate again—often to Thailand—through irregular channels, which increase their vulnerability to human trafficking. The WARM project was implemented in Kampong Svay, one of the poorest districts in one of Cambodia's poorest provinces, where high rates of migration are driven by economic necessity, particularly to Thailand. The project aimed to strengthen the capacity of community-based self-help groups to promote safe migration practices, enhance community knowledge on issues related to safe migration and human trafficking, and support income-generating activities to improve local livelihoods. Additionally, the project empowered commune-based protection networks to engage in evidence-based advocacy, aiming to influence national and sub-national governments for more effective implementation of legal procedures and policy measures related to migration and protection.

The intervention of project is highly relevant to the local context and closely aligned with the specific needs of the target population. Among the randomly selected interviewees, 97.6% were female, of whom the majority were married (88.1%), with a notable proportion identified as widowed (7.1%). This is relevant to the project target on women's migration evaluation. The wide age distribution, ranging from 23 to 74 years, further highlights diverse risk profiles, including heightened vulnerability to exploitation among younger women and financial insecurity among older individuals. Moreover, the educational background of respondents indicates that most have completed only primary (55.9%) or secondary (22.7%) education, which may hinder their ability to access reliable information and make informed decisions regarding migration. These demographic characteristics underscore the critical need for strategies that are responsive to gender, age, and educational disparities in promoting safe and informed migration.

The Community-Based Protection Network (CBPN) established through this project has become an essential structure to provide timely on-the-spot support to ensure safe migration. This network is a community-led initiative, with leadership composed of local counsellors representing both genders and a range of age groups. The group leaders are young adults aged 22 to 40, who are educated and proficient in information technology, including the use of tools such as the Golden Dream App. During quarterly meetings, returnees - regardless of whether their migration experiences were successful or not, are invited to share their stories. Participants in the CBPN received training on safe migration practices, guidance on completing

essential documents such as passports, and support in job searching through official company recruitment notices. They also learn how to evaluate company reviews to ensure informed and effective decision-making for the benefit of local residents.

The Self-Help Groups were formed among local women who are without any regular livelihood programs and lived in extreme poverty. It aimed to inculcate a culture of saving and group formation for income generation which will lead to self-reliance, restore dignity and empower women. Each self-help group was organized with a president, secretary and treasurer. The members met monthly to discuss their problems, find solutions and collect the monthly savings. The groups were given training in group organizing, especially to take up local issues that impacting their lives. They were also given training in how to conduct meetings, advocacy - how to approach government officials their rights, bookkeeping, banking, etc. Members of the group could apply for loans, and these were sanctioned during monthly meetings - unanimously - and distribution of loans depended on the availability of funds. They also could take loans from the bank at a lower rate to begin any income generating activity. All interviewees appreciated the initiative of establishing savings groups and maintaining their activities with close monitoring and support from CWCC to ensure the groups operate effectively.

The project's activities are highly appreciated through its meaningful support to local people. In the quantitative survey, majority of respondents (86%) rated the project activities as useful. Furthermore, 65% reported that they often apply the skills and techniques gained from the trainings and workshops in their daily lives or work, while 35% reported applying them occasionally. Moreover, 89% of respondents stated that the project's activities fully met (25%) or met (64%) their expectations. Regarding the delivery of the project, 43% respondents assessed it as very appropriate, while another 55% rated it as appropriate (Figures 1-4).

The WARM project has made significant contributions to better conditions for save migration and livelihoods improvement of local people. Consultations have shown that the conditions for safe migration have significantly improved, most people know how to find relevant people and grasp important information that they need before migrating. People's livelihoods have been improved through savings activities and the enhanced knowledge related to farming and livestock raising. 100% of individuals interviewed said they wished not to migrate far away but generate incomes from doing jobs in the region (working at cashew nut processing factories, harvesting agricultural products such as cashew and lotus, etc.) and doing farming such as rice cultivation, raising pigs, ducks, cows.

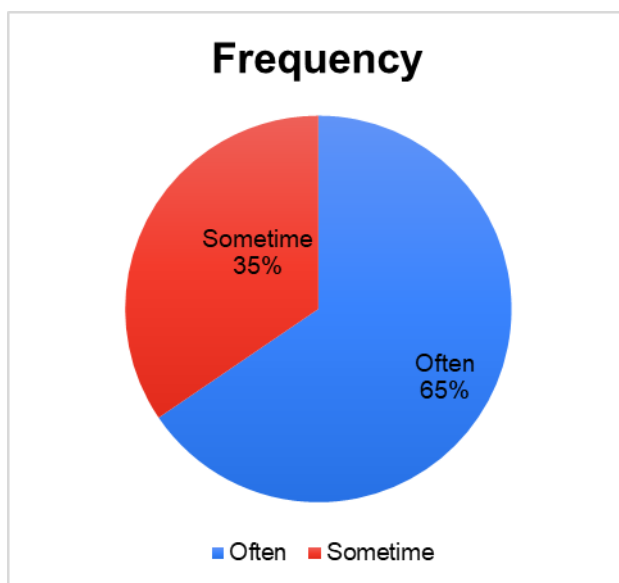
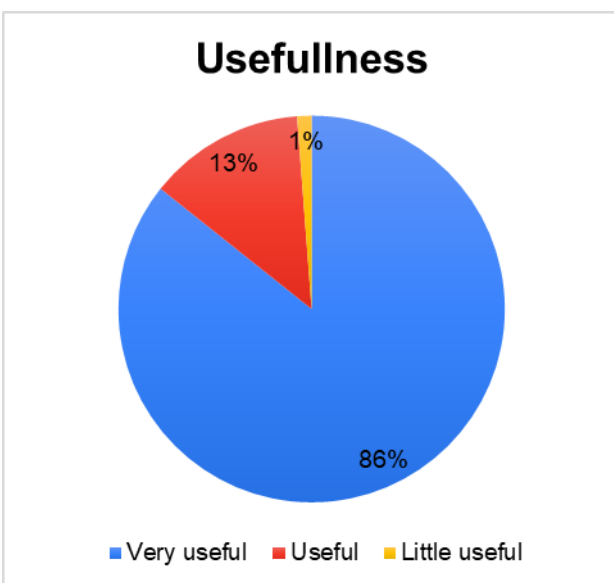


Figure 1: Project usefulness according to interviewed participants

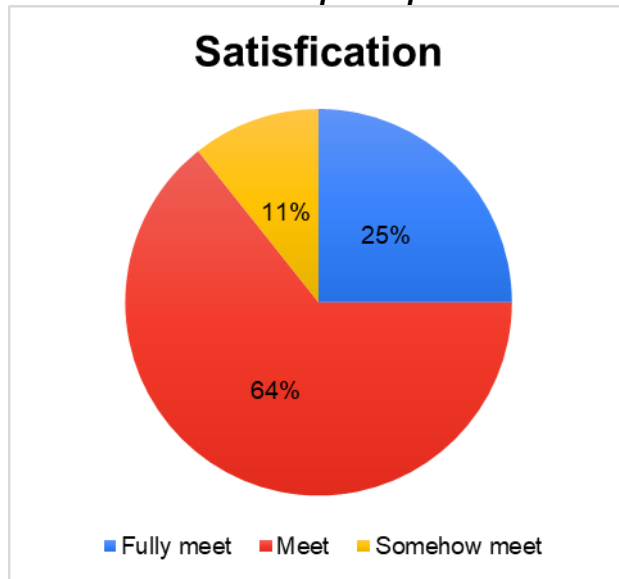


Figure 3: Interviewed participants' satisfaction towards the project activities

Figure 2: Project applicability according to interviewed participants

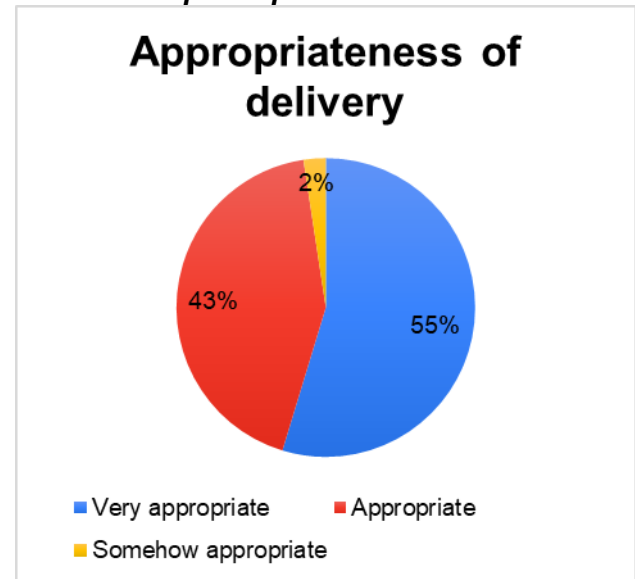


Figure 4: Project appropriateness of delivery according to interviewed participants

2.1.2. Relevant to government policies.

The strategy of the WARM project aligns with the **National Strategic Plan for Counter Trafficking; National Action Plan to Prevent Violence Against Women (NAPVAW)**, adheres to the United Nations Sustainable Development Goals (SDGs) and the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), and the Global Compact framework.

The activities undertaken through the project are highly relevant within the context of Cambodia's existing labor migration policies. Sub-decree 57 (1995) and Sub-decree 190 issued by Royal Government of Cambodia provide foundational regulatory frameworks governing labor migration, focusing on responsibilities of recruitment agencies, pre-departure training, and coordination of returning migrant worker.^{1, 2} However, both sub-decrees exhibit limitations in enforceability abroad and in guaranteeing minimum labor standards. By empowering communities through localized protection structures and peer support mechanisms, the project complements national policy gaps, especially in pre-departure education and reintegration support. The project's emphasis on informed migration aligns with the goals of Sub-decree 190, which mandates improved recruitment practices and the provision of legal and linguistic safeguards. Furthermore, the project's livelihood support and skills-building activities directly contribute to the objectives of the Policy on Labour Migration for Cambodia 2019–2023,³ particularly its focus on sustainable migration, access to social protection, and increased opportunities for women in formal migration channels. Importantly, the project also mitigates the adverse effects of restrictive policies such as the 2011 ban on domestic work migration to Malaysia, which, although well-intentioned, has had unintended consequences for women, including increased reliance on informal and unsafe migration pathways. Moreover, the project's focuses on promoting women's income generation contributes to the goals of the Ministry of Women's Affairs (MoWA)'s Women's Economic Empowerment Project, currently being piloted in Siem Reap and Kampong Speu.

Insights and priorities emerging from the project's implementation has been used to inform the development of the National Action Plan to Prevent Violence Against Women (NAPVAW) as well as the next iteration of the National Strategic Plan for Counter Trafficking. Women's lived experiences was central to this process, ensuring that policy development is grounded in their realities. At the same time, the project recognizes the risks women may face and, in collaboration with them, identify key issues and adopt safe, inclusive approaches to bring forward their priorities into the policy-making process.

The relevance of the project's activities has been affirmed by interviewed government officials. Ms. Kon Koi, Vice Head of the Provincial Police Department, emphasized that the Cambodian Women's Crisis Center (CWCC) operates under formal agreements and legal collaboration frameworks with relevant ministries, consistently adhering to confidentiality requirements. She noted that CWCC had been actively engaged with the local community prior to the project's implementation, conducting activities to promote safe migration, support victims of domestic violence, and combat human trafficking. CWCC also maintains strong partnerships with key organizations such as the International Christian Mission (ICM), Child Protection Unit (CPU), Female Police Officers League (FPOL), and Chab Dai Coalition, all of which are involved in the protection of women and children and in anti-human trafficking efforts. These collaborations are reinforced through quarterly meetings and continuous community-based outreach.

Ms. Kon Koi suggested several measures to enhance cooperation with CWCC to further improve the protection of migrants at the local level. These include: (1) involving local government officials more directly in project activities; (2) expanding CWCC's training initiatives for personnel in local agencies; (3) increasing opportunities for exchange, cooperation, and information-sharing; and (4) seeking CWCC's input in the development of tailored policy frameworks relevant to migration and protection efforts.

Similarly, Ms. Kim So Phearin, Deputy Governor of Kampong Svay District, praised the project's establishment of savings groups, highlighting their significance for women's economic empowerment. She noted that these groups not only enable women to save and earn interest collectively but also foster mutual support in other areas of life. The financial resilience provided by the savings groups has helped numerous households improve their economic stability. Unlike some existing government policies that primarily support women's groups through environmental initiatives, the savings groups introduced by this project address the broader and more immediate socioeconomic needs of women and their families in practical and sustainable ways.

Given the government's limited resources and capacity, the services provided by the CWCC are considered a crucial supplement to state efforts, particularly in promoting safe migration, preventing human trafficking, reducing domestic violence, and empowering women through sustainable livelihood initiatives.

2.1.3. Relevance to DFAT priorities

The project "Women Action for Social Transformation" demonstrates a clear and compelling alignment with the strategic priorities of the Australian Department of Foreign Affairs and Trade (DFAT), particularly within the frameworks of Australia's international development and foreign aid policies. At the core of DFAT's development agenda is a strong emphasis on promoting gender equality and the empowerment of women and girls. This project directly addresses this priority by fostering the active participation of women in social, economic, and political processes, thereby contributing to the broader goal of gender-inclusive development. Through initiatives that amplify women's voices and agency in decision-making spaces, the project advances DFAT's objective of supporting women's leadership and enhancing their roles as change agents within their communities.

Furthermore, the project aligns with DFAT's commitment to inclusive and sustainable development, as outlined in its policy Partnerships for Recovery: Australia's COVID-19 Development Response. By focusing on marginalized and vulnerable populations - particularly women affected by social and economic disparities - the project contributes to more equitable development outcomes. This reflects DFAT's recognition that inclusive development not only drives economic growth but also strengthens social cohesion and resilience. Through targeted community interventions, capacity-building, and advocacy, Women Action for Social Transformation supports long-term societal transformation in line with DFAT's inclusive development mandate.

Additionally, the project supports DFAT's emphasis on human rights, social justice, and the strengthening of civil society. DFAT acknowledges the critical role that civil society organizations play in advancing democratic governance and protecting the rights of marginalized groups. This project, likely implemented through community-based or non-governmental organizations, contributes to strengthening civic engagement and building institutional capacity at the grassroots level. Such efforts reinforce DFAT's commitment to a rights-based approach to development and to supporting locally led solutions.

Lastly, the promotion of peace, stability, and inclusive governance in Australia's region remains a key priority for DFAT. Evidence shows that gender equality is closely linked to more peaceful and stable societies. By addressing structural inequalities and promoting women's participation in public life, the project enhances social harmony and contributes to conflict prevention and peacebuilding efforts.

2.2. Coherence

2.2.1. To CWCC program priorities and interventions

The project builds on CWCC's extensive experience and insights gained from prior initiatives, particularly the AOP-supported Women Empowerment Program (WEP). Established in 1997, CWCC has become an outstanding women leading organization in Cambodia working on issues related to violence against women. The WARM project is specifically designed to address the needs of vulnerable populations - particularly women - by employing a capacity building approach that removes barriers to inclusion and enhances their participation in local development processes. This approach is strategically aligned with AOP's overarching objectives of promoting gender equality, advancing social inclusion, and strengthening community-based development. The project was designed with comprehensive set of interventions and maximised CWCC's internal expertise.

The project aligns closely with CWCC's strategic program 2022 – 2027. The project was designed guided clear strategic direction and priorities that set in the organisation strategic paper. It empowers vulnerable women to assert their rights while also supporting duty bearers in upholding those rights. Emphasizing gender equality, women's empowerment, and non-discrimination.

Community-based structures are central to the project's participatory and sustainable approach. The establishment of Commune-Based Protection Networks and Women's Support Groups illustrates a bottom-up model that enhances collaboration among communities and with implementing partners. These groups promote community dialogue, strengthen local ownership, and facilitate the sharing of existing knowledge and resources.

The project also introduces the innovative *Linking Learning to Earning* model to address the needs women of in rural Kampong Thom. By providing training in soft skills related to safe migration and business management, the project complements and reinforces anti-trafficking and

livelihood efforts at various levels. This integrated approach ensures coherence with other interventions and promotes shared objectives across stakeholders.

Lastly, the project fosters future sustainability and scalability through local collaboration. It encourages local authorities to pursue continued implementation and explore new partnerships, further aligning with AOP's long-term strategic vision and enhancing the potential for replication in other communities.

2.2.2. To AOP strategic program.

The project contributes to the broad strategic objective of AOP on bringing sustainable impacts on poverty; and aligned with AOP program strategy 2025 – 2027 with the objective for overseas partners. This project is the continuation of the collaboration between CWCC and AOP in implementing the economic empowerment for women.

AOP yet to have a strategic document for its works in Cambodia. There is not a program strategy document for AOP at both global and country level for Cambodia. The AOP's CEO and program managers were involved in the initial scoping and review and revision of the project design and monitoring framework. There is no documented reference on how the project design was guided by the program priorities or how it contributes to the organization program objective.

2.3. Effectiveness

Table 3: Progress of project achievements after 3 years of implementation

Outcome	Indicator	Target Total	Progress	% of Progress per Target
Outcome 1: Community members in the target area can apply knowledge and skills on migration and migrate safely.	# of community-based protection network operates regularly and actively	3	3	100%
	# of community member in target area have knowledge on and apply safe migration practice	540	540	100%
Outcome 2: Community members, survivors of trafficking and/or exploitation and deportees in the target area have access to resources (including for soft and hard skills development) that help them to improve their livelihoods.	# of saving schemes remain active	9	12	133%
	# of community members have capacity and confidence to run or operate income generation businesses as an	24	24	100%

	option for their household incomes			
Outcome 3: Increased effectiveness of implementation of legal procedure and policy measures put in place by the Royal Government of Cambodia (RGC) to combat unsafe migration and human trafficking.	# of meetings where evidence-based issues related to unsafe migration are shared	25	25	100%

The project has established 3 community-based protection networks in 3 communes of Trapaing Russey, Prey Kuy and Kampong Svay commune of Kampong Svay district, Kampong Thom province, which provided knowledge on safe migration measures to 540 network participants. There are 12 savings groups established in 12 villages in 3 communes. Participating to these groups, 24 members have been built capacity and have gained confidence to start their own businesses and gained increased income. Throughout the project period, the CWCC members have participated in 25 meetings related to unsafe migration at different levels to influence the authorities to effectively implement legal/policy measures on migration.

In summary, the project has been effectively delivered and met the set objective. All the targeted outcomes and outputs indicators are achieved or over achieved.

2.4 Efficiency

Appropriate arrangements of the project management. The project team led by a Program manager with direct supervision by CWCC's Director. The field implementation was delivered by a local project team based in Kampong Thom office, which is close to the project location. The program manager and M&E manager paid regular visit to the project sites for supervision and monitoring purpose. At the organisational level, M&E is overseen by the M&E manager, project progress was kept track of at project level and feed in to the organizational level monitoring framework. This structure of management and implementation ensure both quality control at organizational level and help reduce travel and enable more timely response to the situations.

Mobilization of locally available expertise. The project made a good use of internal expertise among CWCC existing staff, not only for activity delivery but also for technical inputs. Most of the training sessions on CBPN, saving groups and GBV were provided by CWCC inhouse expertise. This helped reduce the cost for technical services and maximize the fund for project activities. The external expertise was hired to facilitate sessions on specific livelihood and basic business management and accounting. Besides, the project team also invite the returned migrants as speakers to share their lived experience at the meeting and engage communal counsellors and village lead as facilitators for the CBPN operations.

Amplification of the project's results via extended network. CWCC has a strong connection with government and major actors working on the subjects of GBV and migrations, including UNTF, ILO, UNWOMEN, Rotary Club, BMZ, Lotus Outreach, Solidar Suisse. This connection help CWCC to identify a suitable intervention strategy in a well-coordinated with other project, avoid duplication or overlapping. Besides, it helps mobilize technical expertise, sharing of good practice and amplify the project results to wider coverage. Additionally, CWCC is also trying to approach private sectors and mobilise more resources for the program.

Table 4: The rate of disbursement till end of the project

Financial Year	Planned budget (AUD)	Actual Spending (AUD)	Disbursement Rate (%)
2022–2023	80,000	76,799.56	95.99%

2023–2024	80,000	83,839.07 (with carried over from previous year)	104.80%
2024–2025*	80,000	56,613.83	70.77% (as of Mar 2025)
Total	320,000	296,019.67	92.51%

*Note: The data for 2024–2025 is only up to March 2025 and may increase slightly by the project end.

2.5. Impacts

The goal of the project is to improved living conditions for the community members in target areas, as resulted from safe migration and improved household incomes. This goal has been fully achieved when more than 90 percent of the survey respondents in targeted communities verified that their families' economic conditions is better or much better in comparison to the situation before project started. The achievement of this goal is attributed to the attainment of the following intermediate outcomes.

2.5.1. Outcome 1. Community members in target area gained knowledge on issues related to migration and migrate safely.

a. Changes in migration practices and situation in families in the last three years

The results of community interviews indicate that changes in migration practices and family situations have been perceived as positive, ranging from "better" to "much better." Quantitative survey showed that 98.8% of respondents reported an increased awareness of safe migration, and over 95% observed improvements in their migration-related skills and the application of safe migration practices. Regarding local migration trends over the past three years, 95.2% of participants noted positive developments, including an increase in the number of safe and successful migration cases and a decrease in incidents related to exploitation and trafficking (Table 4).

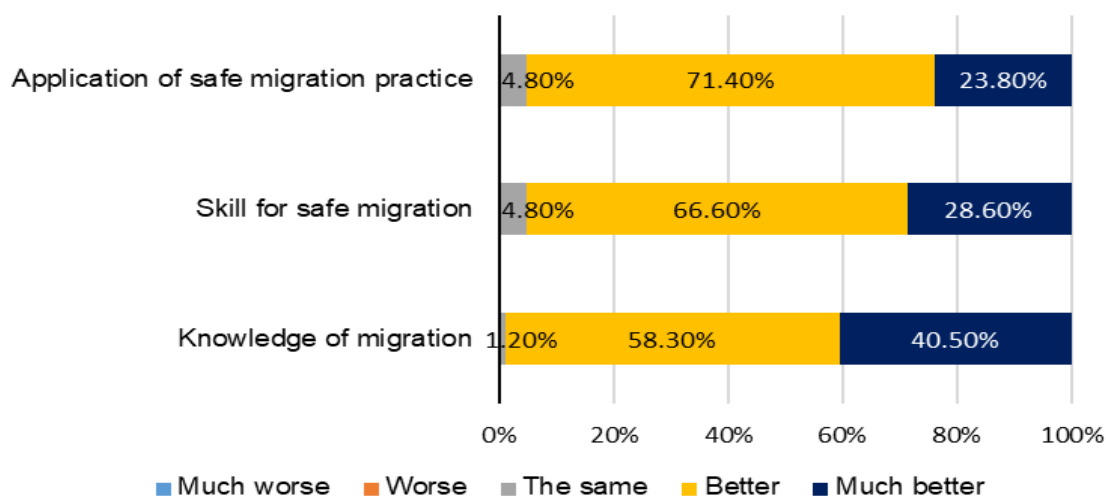


Figure 5: Changes in practices and situation of migration in last three years

In-depth interviews with relevant stakeholders also confirmed the positive changes, while all interviewees were aware of the need to complete personal records before migrating, such as a passport and visa application. Most of them knew that they needed to research the company at the migration site and read reviews about the company before making a decision. The interviewees acknowledged the economic benefits of safe migration to Thailand, Korea, or Japan

but not for Malaysia. The income generated from migration will create opportunities for individuals to develop economically when returning to their hometowns, and they will have enough money to educate their children. However, if given the choice, they still want to stay in their hometowns if they have a stable income.

My brother went to Thai Land (illegally) to find jobs. He sold the land to pay for the middlemen to go. When he worked in Thai Land but no salary, he returned back to the village. With the counselling of the CBPN, he applied for passport and now he is working safely in Thai Land.

FGD with the CBPN member at Trapaing Russey Commune.

b. Changes in migration situation in the locality in the last three years

The interview results also indicate positive changes in both the number of safe and successful migration cases and the reduction of migration-related exploitation and trafficking incidents. Furthermore, respondents reported improvements in community coordination and collective efforts to combat unsafe migration and human trafficking, as well as enhanced government services and actions supporting safe migration. These aspects were perceived to be improved from "better" to "much better." Fewer than 10% of interviewees reported not experiencing these changes in their respective localities. Moreover, employment opportunities in nearby areas were reported to have improved, thereby providing local residents with greater opportunities to stabilize their livelihoods without the need to migrate (Table 5).

Table 5: Employment opportunities and migration in the locality compared 3 years ago

	Much worse	Worse	The same	Better	Much better
The employment opportunities in the nearby locations	0%	1.2%	6.0%	71.4%	21.4%
Positive cases of safe/successful migrations	0%	0%	4.8%	75.0%	20.2%
Incident of exploitation/trafficking related to migration	0%	0%	4.8%	69.0%	26.2%
Community's coordination and joint effort for combating unsafe migration and human trafficking	0%	0%	4.8%	73.8%	19.0%
Government services and actions supporting safe migration and combating trafficking	0%	0%	7.2%%	73.8%	19.0%

The project delivered training and educational sessions on safe migration practices and meetings for local communities. During these events, participants engaged in discussions to exchange experiences and deepen their understanding. Visual materials were utilized to enhance the consultation sessions, making the training more engaging and effective. Additionally, individuals with experiences of both safe and unsafe migration were invited to share their stories, providing valuable insights for prospective migrants. Along with the project results, some new job opportunities for local people such as working in rubber companies, cashew processing factories, and some farms will contribute to changing the employment opportunities and migration picture of people in the locality.

The dynamic in migration at the local level have not been systematically documented, primarily due to the challenges associated with monitoring domestic migration, which is often seasonal. Migrants frequently return during periods of high labour demand, such as the rice planting season.

Over the past two years, in the three project communes, there have been no reported cases of affected victims resulting from unsafe migration practices.

There is no exact statistic on the migration currently available, we can only get records of those migrate legally, from the ministry. However, we can observe the positive dynamic in recent year, if in 2022, there was 28 cases of disputes against 5 companies and there were 20 000 people deported from other country; in 2023 it reduced to only 8 cases relating to 2 companies; and there has been no cases reported since 2024 up to now.

Interview with Provincial Department of Labor and Vocational Training

Community members are aware of the local migration support group and seek its assistance when necessary. Furthermore, group members - particularly the group leader - are well equipped with the information and aware on migration-related issues. Besides the 'Golden Dream' application has been reported as a very helpful tools. With the information provided via this apps, the village lead can take as good reference and give meaningful advice to the intended migrants in the community prior to their departure.

People get more cautious on the brokers and analyses the information carefully. Unlike before, people fully trust what the brokers said to them. Those people migrating with proper documents, they know other relative who also wants to go. These people will encourage their relative to have proper documents. Even those with unsuccessful migration, with the courage from the group members, they are willing to share their case in order to help other not to fall into the bad situations.

Interview with village head Mr. Lamthen

Before, the migrants have proper documents, but they leave everything to the companies to manage. They leave no information at home. So, the family members didn't know how to contact if there is any issue. Now people also save the company's information at home, so that the family members can connect when needed.

Interview village head, Chrang Kraham

2.5.2. Outcome 2: Community members, survivors of trafficking and/or exploitation and deportees in the target area have access to resources (including for soft and hard skills development) that help them to improve their livelihoods.

a. Change in financial management and living conditions of the family

The almost all survey respondents in the community experienced significant improvements in knowledge and skills related to income generation (94.1%) and financial management (95.2%). The level of changes reported as ranging from 'better' to 'much better.' In terms of access to financial resources and overall economic conditions, approximately 90% of interviewees reported positive impacts, which is ranked as 'better' to 'much better' compared to the time before project started (Table 6).

The saving groups also help members to earn more income, so they can stay back. Joining the saving groups, it is very much easier to borrow, so they can have capital to do the business at home, so they do not need to go.

Interview with Mr. Lamthen, a village head

Information provided by members of saving-groups show that the project has brought significant improvements to the community by establishing savings groups and providing a range of capacity-building activities. These groups, originally formed as a self-help structure to promote saving habit

and financial management skills of the member. The groups then evolved to function as platforms for sharing and facilitating mutual support among members, and as tool for women organisation and empowerment. Members have benefited from livelihood training aimed at improving their living conditions, including seasonal cultivation techniques of various types of crops such as rice, eggplant, and white broccoli, as well as different animal husbandry, such as raising pigs, chickens, ducks, and frogs. They also learned how to engage with customers and negotiate better prices for their products. Via this structure, the project also offered training on important social issues, such as gender equality and safe migration, raise awareness and foster dialogue within the community.

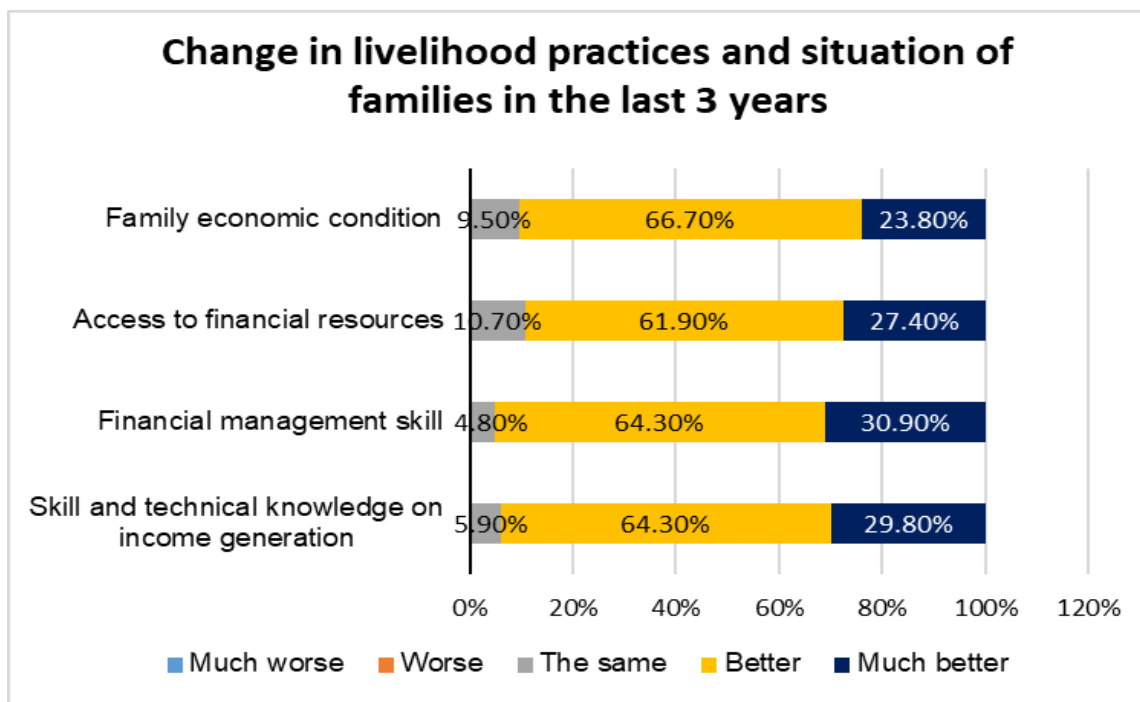


Figure 6: Changes in livelihood practices and situation of families in the last 3 years

b. Increases community coherence: Savings group meetings are not only to discuss technical contents on production and financial management, but also an opportunity for members to meet, share other information, increase connectivity and support each other, especially when individuals in the group or their family members encounter some problems such as illness or accidents.

The most meaningful activity is the saving groups, as it helps members access to capital. People know how to earn money, but it is essential that they know to save money.

Interview village head, Chrang Krahom

2.5.3. Outcome 3: Increased effectiveness of implementation of legal procedures and policy measures put in place by the Royal Government of Cambodia (RGC) to combat unsafe migration and human trafficking.

At local level, CWCC has played a vital role in enhancing the implementation of legal procedures and policy measures adopted by the Royal Government of Cambodia (RGC) to combat unsafe migration and human trafficking. Through community-based awareness-raising initiatives, CWCC educates at-risk populations about the dangers of trafficking and the importance of safe migration, thereby reinforcing national law enforcement efforts. The organization has also contributed to capacity building by training local authorities and stakeholders on relevant legal frameworks, victim identification, and the provision of emergency assistance. The improved capacity enabled

the local cadres of government officials to provide better services to the people, to react and handle the cases of unsafe migrants or trafficking more timely and efficiently.

I have been in the role as the village head for a long time. In the past I did not know about the golden dream, I had nothing to give advice to the people. Now with this App, I know the information, I know which company is good, so that I could give advice to the people.

Interview village leader Chrang Kraham

At provincial level, CWCC has been member of Provincial Committee for Combating Trafficking - PCCT, and also a member of the committee combating GBV. Though the regular quarterly meetings of the committee, CWCC has maintained close connection with the local government agencies and other organizations working on GBV prevention and anti-trafficking. This help ensure a well-coordinated actions among actors for efficient policy implementation.

At National level, CWCC actively engages in policy advocacy and cross-sectoral collaboration, effectively narrowing the gap between policy and practice and supporting the implementation of more effective, comprehensive, and sustainable anti-trafficking interventions nationwide. The Cambodian government has implemented the National Action Plan to Prevent Violence Against Women (NAPVAW 2019–2023) and is preparing to launch the new NAPVAW 2024–2030, led by the Ministry of Women's Affairs (MoWA), in which a major action is supporting migrant women. As the member of TWGG-GBV, CWCC have played significant roles in influencing MoWA in the development of the NAPVAW 2024–2030. CWCC is also member of advisory committee for protection of women and children in the context of migration.

2.6 Sustainability

CWCC demonstrates strong sustainability in its support for women and safe migration through its independent, community-driven approach and diversified funding base. Unlike many donor-dependent organizations, CWCC retains flexibility in designing locally grounded, needs-based programs, ensuring relevance and responsiveness to the real conditions faced by women, especially in complex migration contexts. Its integrated services—ranging from legal aid and social support to shelter support in compliance with survivor center approach—are tailored to the specific needs of women and returning migrants, and are delivered through a rights-based, professional framework. CWCC's strong multi-level network links grassroots action with national policy advocacy, further enhancing its impact and institutional resilience. Backed by a diverse portfolio of international and national partners, including UN agencies, governments, and private sector contributors, CWCC has established a credible and sustainable model that continues to play a vital role in Cambodia's safe migration and women's protection landscape.

If no project, the CBPN will still remain operating. I suggest having the project continue to support, but if there is not, I will still continue sharing the information to the villagers, One of the action plan of the government is also to continue this work, As the village leader, I have to care about the people and make sure they can be safely migrating.

Interview with village head.

The enhanced capacity of local staff trained under the WARM project contributes significantly to the sustainability of service delivery. CWCC's experienced team, specializing in migration advisory services and the promotion of women's rights within the family, is well-positioned to provide ongoing support and maintain established community networks. Additionally, community awareness-raising activities on gender equality are expected to contribute to the reduction of domestic violence. The knowledge and skills imparted through the project enable communities to implement more effective measures for the prevention of domestic

violence (DV) and gender-based violence (GBV), as well as to respond more appropriately when incidents occur.

The establishment of savings groups under the project framework has fostered member confidence in collective financial management. Moreover, successful entrepreneurs supported by the initiative serve as role models, demonstrating the viability of income generation and sustainable livelihoods. Several beneficiary families have successfully launched new enterprises or transitioned to more profitable and stable forms of employment. With project support, these families have developed the capacity to maintain regular income, accumulate savings for emergencies, and expand their businesses—clear indicators of the project's potential for long-term impact and sustainability beyond the project cycle.

The saving groups can now sustain their operation, but the progress would be slow. If there is support from the project, they can move faster. The group management also need further capacity building for the groups leaders.

Interview village head Chrang Krahom

Risk of discontinuation:

The Community Based Protection Networks in some communes may discontinue. During the assessment, it was found that two out of three group leaders were under the age of 35, and all were serving as commune counsellors. These roles are government appointment and subjected to reassignment, which could result in leadership gaps and eventual group disbandment in the absence of project support.

We are not quite sure about the operation of CBPN when the project ends, as it is attached to the membership of the commune level officials. If there is a change in the person in charge, the momentum may be lost, and the CBPN operation may not be continued.

Interview with village head – Chrang Kra Hom

Some of the village saving groups yet to be self-sustained. The savings groups established during the project period are still in their early stages and may not have fully developed the operational or risk management skills needed to function independently. Without continued mentoring and oversight, these groups may lack the resilience to navigate internal challenges, and their members may not have enough experience or patience to sustain group activities, increasing the likelihood of dissolution after the project's closure.

Low government uptake of project initiatives. Interviews with local government officials revealed a low level of awareness and engagement with the project initiatives. For example, representatives such as the Vice Chairwoman of Kampong Svay District, a local police officer, and the Deputy Head of the Department of Labor and Vocational Training in Kampong Thom Province appeared unaware of the existence and operations of the Community-Based Protection Networks. This lack of information could hinder future government support for the networks and reduce opportunities to scale the initiatives or integrate government interventions through these local structures, which is an essential factor for ensuring the sustainability of CBPN operations. Given the discontinuation of the main funding source from AOP, there yet to be a thorough discussion on a handing over/exit plan after the project ends.

2.7. Gender Equality Marker Scale

The project's results, outputs, and activities have been formulated based on a series of analyses and assessments conducted by the CWCC over several years. Cambodia has a substantial migrant population of approximately 1.38 million, with women comprising around 50%⁴ of this group. Many female migrants have experienced the negative consequences of human trafficking, often resulting from limited awareness of safe migration practices. Furthermore, women in local communities frequently lack access to knowledge on sustainable livelihoods and financial management, contributing to ongoing poverty and social marginalization. This project directly addresses the challenges associated with unsafe migration, while also strengthening women's financial literacy and promoting sustainable livelihood opportunities. It is designed to advance gender equality and empowerment, aligning with the Royal Government of Cambodia's National Action Plan on women's empowerment. Additionally, the project reflects two of the three core priorities of DFAT's foreign policy on gender equality and women's empowerment—namely, the promotion of women's economic empowerment and the elimination of violence against women and girls.

III. CONCLUSIONS AND RECOMMENDATIONS

3.1. On the project performance

Relevance. The WARM project is highly relevant to the needs of targeted communities, well align with the policy of the Cambodian government and DFAT priorities on combating GBV and trafficking. The assessment results indicated that the project is highly relevant to the needs of vulnerable rural communities in Cambodia, particularly returned migrants and women, by addressing the root causes of unsafe migration and economic insecurity post-COVID. It effectively responds to gender, age, and education-related vulnerabilities through the establishment of self-help groups, community-based protection networks, and livelihood training tailored to women with limited resources and education. The project is well-aligned with Cambodia's national policies on labor migration and counter-trafficking, filling critical gaps in pre-departure education, reintegration, and safe migration support. Additionally, it complements international frameworks such as the SDGs, CEDAW, and aligns with DFAT priorities on gender equality, inclusive development, and civil society empowerment. Government officials and local stakeholders have affirmed the project's value, noting its practical contributions to women's economic empowerment, improved migration safety, and grassroots advocacy.

Coherence. The WARM project demonstrates strong coherence with CWCC's long-standing mission of addressing gender-based violence and empowering women, building on lessons from previous initiatives like the Women Empowerment Program. It aligns with CWCC's rights-based and community-centered approach by fostering inclusive, participatory structures such as Women's Support Groups and Commune-Based Protection Networks. The project also integrates AOP's crosscutting priorities—gender equality, social inclusion, and local development—through capacity building, rights education, and economic empowerment interventions. While AOP lacks a formalized strategic document for Cambodia, the project remains consistent with its broader 2025–2027 goal of fostering sustainable poverty reduction and women's economic empowerment. The collaboration between CWCC and AOP, including leadership involvement in project design, reinforces the initiative's strategic continuity, scalability, and potential for broader impact.

Effectiveness. The project has been effectively delivered and met the set objective. All the targeted outcomes and outputs indicators are achieved or overachieved. Particularly the project has established 3 community protection groups in 3 communes of Kampong Svay district, Kampong Thom province: Trapaing Russey commune, Prey Kuy commune, Kampong Svay commune, in which 540 network participants have received knowledge on safe migration measures. There are 12 savings groups established in 12 villages in 3 communes, in which 24 community members have been built capacity and have gained confidence to start their own businesses and increase their income. In addition, CWCC members have also participated in 25 meetings related to unsafe migration at different levels to influence the authorities to effectively implement legal/policy measures on migration.

Impact. The WARM project contributed to improved living conditions for the community members in target areas, as resulted from safe migration and improved household incomes. Evidence from the consultations and surveys clearly show that, the project has significantly enhanced community knowledge and practices related to safe migration, with nearly all participants reporting increased awareness and improved skills in applying safe migration principles. Families observed more safe and successful migration outcomes and fewer cases of exploitation or trafficking, supported by stronger community coordination and government responsiveness. Practical skills such as completing legal documentation and researching employers were widely adopted, and many individuals now prefer to stay locally if economic opportunities exist. The project also improved financial management and income generation skills, with about 90% of participants noting better access to financial resources and improved living conditions. Savings groups have become important platforms for economic empowerment, peer support, and community connection, especially in times of personal hardship. Additionally, CWCC's efforts have strengthened the effectiveness of national legal frameworks through awareness-raising, training of local authorities, and ongoing policy advocacy. These interventions have bridged gaps between law and practice, contributing to a more sustainable and informed approach to preventing unsafe migration and human trafficking in Cambodia.

Sustainability. There have been foundations set for the continuation of the project results beyond project cycle. The continuation of the CBPN and village saving groups in some villages are uncertain. The sustainability of the WARM project is strongly supported by CWCC's independent, community-driven approach and diversified funding base, which allows for flexible, locally relevant programming. CWCC's integrated services—spanning legal aid, social support, and shelter support with survivor center approach—are delivered through a rights-based framework tailored to the needs of women and returning migrants. Its well-established network (CBPNs) connects grassroots action with national advocacy, increasing institutional resilience and policy influence. The enhanced capacity of trained local staff and awareness-raising activities have strengthened community responses to domestic and gender-based violence. Savings groups and entrepreneurship training have empowered families to improve financial management, start businesses, and achieve more stable livelihoods. However, sustainability risks remain, particularly the potential loss of leadership in community protection networks due to staff reassignment or turnover. Additionally, savings groups are still developing and may struggle to operate independently without ongoing mentoring and support. The low level of government uptake of the project initiatives limits the opportunity to scale and integrate the project initiatives into government agenda. Given the discontinuation of the main funding source from AOP, there yet to be a thorough discussion on a handing over/exit plan after the project ends.

3.2. Recommendations

3.2.1. To CWCC

Strengthen membership of Community-Based Protection Networks (CBPNs): While commune-level leaders possess the capacity to engage in protection efforts with local communities, their effectiveness may be limited by competing administrative responsibilities. To promote the sustainability of the CBPNs, it is advisable to incorporate village leaders or women from savings groups into leadership roles. This approach would foster greater community ownership, enhance local engagement, and support the continuity of protection activities.

Further strengthen capacity of Village Savings Groups for self-sustain: The core members of village saving groups have received training and demonstrate a general understanding of the importance of saving, as well as effective implementation of key activities within the savings groups, such as the use of passbooks. However, notable challenges remain in the consistent management and accurate maintenance of financial records. Ensuring the long-term sustainability of these groups beyond the project's duration continues to be a significant concern. It is therefore recommended that CWCC provide advanced or refresher training for group leaders and core members, focusing on improving financial management skills, enhancing presentation and communication abilities, and integrating gender equality as a fundamental principle to support sustained group functioning and empowerment.

Fund raising for further improvement and scale the project initiatives. The project has successful set up of village saving groups in several project villages. In the context that there is lacking local platform for the women, this structure has laid an important foundation for a local platform that provide space for women to gather, share and learn from each other, to boost peer learning and collective actions. This model has a very high potential for replication in Cambodian context. Besides, the application of the Golden Dream Application shows a great potential for replication in order to benefit wider communities.

3.2.2. To AOP

Ensure coherence of individual projects to the global program strategy. This includes setting up strategic vision and priorities globally and interventions at country level. This should be clear orientation and close engagement of AOP during the project development and intensive technical inputs during the designing of the project interventions. The focused topics will help enhance program coherence, strengthen technical expertise of AOP and improve program operation efficiency... The coherence of programs at all levels on focused topics will help strengthen organization competitiveness, increase funding opportunities, especially targeting regional funding schemes.

Improve exit strategy and phase out plan. A clearer vision of the program cycles with specific road maps with integration of activities for exit strategy should be set at the beginning of the partnership. This includes a capacity building plan, especially governance and fund-raising capacity for partners, promotion of local ownership and handing over results to local partners.

Sharpen the integration of product approach into project design. In the project, some of the supported initiatives - particularly the village saving groups, the utilization of digital tools (Apsara Apps) to support safe migration - are meaningful and there is strong potential for replication, especially in Cambodian context. AOP's guidance and active engagement from beginning in identifying the innovative solutions in the program, co-design, implementation, packaging and capitalization of the innovations would help creating stronger impacts to benefit broader communities and add more value to both the organisations.

ANNEXES

Case story 1. Kun Vanna – Advocating for Safe Migration and Financial Empowerment in Svay Klork Village

Kun Vanna, 58, is the respected village chief of Svay Klork in Prey Kuy Commune, where she is recognized for her tireless dedication to the well-being of her community. Known for her responsiveness and leadership, Vanna plays a central role in solving village problems, as a dedicated member of the local savings group.

Svay Klork Village, home to 362 residents including 207 women and girls, faces significant economic challenges, with an estimated poverty rate of 50–60%. Migration – both within Cambodia and to neighbouring countries such as Thailand – has become a common strategy for many families seeking to improve their livelihoods. This influx of labour has changed the social structure of the village, particularly reducing the number of active working-age residents.

In this context, Vanna's involvement in the Action for Safe Rural Migration in Cambodia (WARM) project led by CWCC has had a particular impact. Before becoming a village head, she was invited by CWCC to join their initiative because of her potential as a community influencer. As a member of the Community-Based Protection Network (CBPN), she has received training and attended awareness-raising events on safe migration and legal protections, thereby providing more effective support to local people.

In addition to her leadership role, Vanna's active participation in the local savings group has helped her access financial resources for agriculture, including fertilizers, seeds, and animal feed. While she modestly notes that others have been more successful, her involvement demonstrates the empowering role savings groups can play for women with limited incomes but strong community commitments.

Case Story 2: Team Chas Village Saving Group – Building Financial Confidence and Community Support

Team Chas Village Saving Group began its journey three years ago, starting its savings activities in November 2023. Now in its third year, the group has steadily grown into a trusted financial and social support system in the village and managing a total capital of 17 million riels.

The group was initiated with few women, and currently has 47 members, including 2 men. Membership is based on criteria set by the group itself: individuals must be poor, responsible, and free from existing debts. These guidelines ensure that the group reaches those most in need while maintaining accountability. Participating to the saving group, each member saves between 10,000 to 50,000 riels monthly, with a few contributing up to 100,000 riel. The total accumulated savings reached 17 million riel in the third year. Members can borrow based on their savings, typically between 1 to 2 million riel. For loans of 2 million riel or more, the request must be approved by the entire group's members.

Loans are primarily used for rice cultivation, expanding small businesses, and raising pigs or chickens. In special cases, such as medical emergencies, members can also borrow to meet urgent needs. The group charges 3% interest on loans, part of the interest is used for supporting the members facing difficult situations or contributing to the communal activities.

The group also organizes monthly meetings, where they update members on savings and loans, discuss safe and unsafe migration, and remind each other to share knowledge and look out for one another. In addition, they conduct trainings on bookkeeping, financial literacy, loan management, value chain analysis, and safe migration practices.

Since joining the group, many members have experienced real improvements in their lives. Several stories of success have been shared by the members. eg. one woman shared that her once small business is now a successful enterprise thanks to support from the group. With the positive impacts, the groups also gain trust and support from their families and community. At the beginning, some husbands were skeptical about borrowing, especially from banks, due to complex procedures and high interest rates. But the group's simple, low-interest lending system has gained their support. With the loan from the groups, members can invest in their production efficiently. Instead of buying inputs on credit at high rates from dealers, members now borrow from the group and repay later with ease. Especially participating to the saving groups, the members gain improved financial literacy, so far, all group members have become more confident in managing money. Now, they are better prepared to plan and grow their business.

Talking about the future, members were very hopeful, and expressed a desire to expand membership. While acknowledging there may be uncertainties ahead, the group remains determined to continue and build on the success they've already achieved.

Case study 3. Chanti – Building a Stronger Livelihood through Women's Empowerment

Chanti is a 41-year-old mother of three living in a rural village in Cambodia. Like many women in her community, she has faced numerous challenges raising her family under economic hardship. Despite her struggles, Chanti's story is one of resilience, hope, and transformation – a powerful example of how targeted support can empower rural women to build sustainable livelihoods and protect their families.

Before joining the "Women's Action for Safe Rural Migration in Cambodia" project, Chanti had very limited access to financial services or livelihood training. When one of her children fell seriously ill, she faced a critical decision: she needed money not only for medical treatment but also to maintain the family's basic needs. Through the project's savings group initiative, Chanti was able to access a loan with flexible repayment conditions. This marked a turning point in her life.

With the loan, Chanti paid for her child's medical treatment and invested in a small-scale pig farming business. She bought eight piglets, along with necessary feed and materials for raising them. Leveraging the knowledge she gained from the project's livelihood training sessions, Chanti began supplementing the pigs' feed with locally available resources such as vegetables and crop residues. This not only helped reduce feeding costs but also improved the pigs' health and growth.

In addition to livestock, Chanti also used part of the loan to cultivate rice. This provided both food security for her family and an additional income source. Her diversified approach to income generation – combining pig raising with rice farming – has proven to be an effective strategy for resilience and self-reliance.

Chanti's journey demonstrates the powerful ripple effects of investing in rural women. Through the project's support, she has improved her family's well-being, gained confidence in managing finances, and strengthened her role in the community. Her story is a reminder that with the right tools and support, even the most vulnerable can transform their lives.

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ANNEXES

Annex 1. Terms of References

FINAL EVALUATION

Project: Women Action for Safe Rural Migration in Cambodia (WARM)

This Scope of Work (SOW) outlines roles and responsibilities for a contractor to provide technical assistance to conduct final evaluation of Women Action for Safe Rural Migration in Cambodia (WARM), implemented by Cambodia Women's Crisis Center (CWCC), monitored by Action on Poverty (AOP). The activity is funded under the Australian Government Department of Foreign Affairs and Trade Australian NGO Cooperation Program (ANCP) for the period of 3 years from 2022-2025.

Project Background

Unsafe migration and human trafficking are significant concerns for labor management in Cambodia. Many Cambodian workers migrate to neighboring countries like Thailand, Malaysia, and Singapore in search of better opportunities. However, the risks of unsafe migration remain high, particularly for poor rural workers who often use informal border crossings. During July-September 2020, 23,845 Cambodians, including men, women, and children, were deported from Thailand after using risky, illegal channels. These circumstances highlight the need for improved knowledge on safe migration and trafficking prevention, especially in vulnerable rural communities.

The WARM project addresses the needs of poor rural Cambodians, especially women and children, by creating an effective support system to combat human trafficking and promote safe migration. Its overarching goal is to improve the living conditions of community members in target areas through safe migration practices and enhanced household incomes. The project aims to achieve this goal through three main outcomes:

Outcome 1: Community members in target area gained knowledge on issues related to migration and migrate safely. The indicator to verify is at least 65 % of migrant workers in target area migrate safely. This outcome was achieved through the following outputs:

Output 1.1 Three Community Based Protection Network is established and functions to prevent their respective communities from trafficking and other forms of exploitation.

Output 1.2: 180 community members in target area have knowledge on and apply safe migration practices.

Outcome 2: Community members, survivors of trafficking/exploitation and deportees in target have access to resources (soft and hard skills) that help them to improve their livelihoods. This outcome was achieved by completion of the following outputs:

Output 2.1: Nine saving schemes (saving for change) are established with active participation from target communities, particularly deportees, women at risk of trafficking.

Output 2.2: 24 community members particularly returned migrants, women at risk of trafficking have capacity and confidence to run/operate income generation/businesses as an option for their household incomes.

Outcome 3: Increased effectiveness of implementation of legal procedure/policy measures put in place by RGC to combat unsafe migration and human trafficking. To achieve this outcome, the project was implemented toward the following outputs:

Output 3.1: 30 evidence-based issues related to unsafe migration are shared in all levels of meetings to influence government for effective implementation of legal procedure/policy measures. This output is verified by the indicator: 30 provincial and national meeting attended by

CWCC staff with contribution regarding limited implementation of laws and policies towards unsafe migration.

In this project setup, CWCC serves as the primary implementing partner, meaning they are directly responsible for executing the project's activities, engaging with beneficiaries, and achieving the project's intended outcomes. CWCC would take the lead in areas such as program delivery, community outreach, resource allocation, and day-to-day operations to ensure the project's objectives are met. On the other hand, AOP functions as the monitoring entity. This role involves overseeing CWCC's implementation processes to ensure alignment with the agreed-upon goals, timelines, budgets, and quality standards. AOP is responsible for tracking the project's progress, identifying challenges, and providing guidance or recommendations to address any issues through monthly-catchup meeting and quarterly report. Monitoring also includes ensuring compliance with donor requirements, conducting periodic evaluations, and documenting lessons learned to improve future project cycles.

Evaluation Objectives

The overall evaluation objectives are:

- 1) To determine the relevance, efficiency, effectiveness, coherence, impact, and sustainability of the project.
- 2) To Identify lessons learnt and best practice from the project which could be applied for future projects.

Scope and Focus

The final evaluation will scope the WARM project for the period of 2022-2025 in its impact areas (Kampong Svay district, Kampong Thom province). The evaluation will provide a comprehensive review of the project results, approaches, partnerships, and management with the findings was shared with DFAT by the end of June 2025.

This final evaluation will focus on, but not exhaustive to:

- (1) Assessing the WARM project against the OECD evaluation criteria: Relevance, Coherence, Effectiveness, Efficiency, Impact, and Sustainability.
- (2) Developing the overarching lessons learned from the project and opportunities for AOP, CWCC and other related stakeholders in the future

To be able to report to DFAT as part of ANCP's requirement at the end-of-term period, the final evaluation with focus on:

- (3) Verification and assessment of implementation and results
- (4) Identification of project's successes to create replicability
- (5) Actions necessary for consolidation and sustainability of results
- (6) Emphasis on lessons learned
- (7) Improve the design of other future projects based on the deeds of stakeholders and project participants.

Methodology

The evaluation will use a mixed methodology approach that endeavors to draw together a mix of qualitative and quantitative conclusions.

Evaluation tools will need to be developed and must be able to undertake both quantitative and qualitative data and be appropriate to be administered at the community level. The proposed methodology should be clear and relevant to the context of the project location as well as the

specific indicators in the project design. Please note that tools may require to be translated into tested before data collection.

Desk review

A desk review was made before primary data collection efforts. Relevant documents and data provided by AOP and project partners, other related secondary data sources was reviewed. Based on this desk review, methodological issues of primary data collections (i.e. stakeholder to be met, sampling procedures for the survey, focuses of primary data collection...) was refined and finalized.

Primary data collection: mixed method assessment

Stakeholder consultation

Following is the list of stakeholders to be consulted, but should not be limited to:

Project participants:

- Community members in the target area who were trained in safe migration
- Returned migrants/Survivors of trafficking/exploitation and deportees
- Members of 3 Community-based protection networks (CBPN).
- Members of 9 saving, self-help groups

AOP and partners:

- AOP staff of other management functions that are involved in project implementation and monitoring.
- CWCC leader and staff involved in the project.

Other stakeholders:

- Family members.
- Local community leaders (village head)
- Local governments.

Sampling

For qualitative assessment, purposive and convenient sampling is proposed. The sample size, proposed by the consultants, was agreed between AOP and consultants during the negotiation process and finalized in the study plan which is a critical part of the technical and financial proposal.

For quantitative assessment, purposive sampling for those who attended training courses and/or be members of the saving groups. The sample size should be around 50-70 people. Survey questionnaires should be disseminated and collected in one visit in each district.

Case study:

The case study approach was considered to provide supplementary and in-depth information to highlight certain findings or issues; good practices that might be found from the desk review or initial stages of primary data collection. Three case studies are expected to include both successful and not successful cases.

Expected Deliverables

1. A detailed work plan clearly identifying the activities to be undertaken during the evaluation.
2. A draft report that meets the standards and requirements as agreed upon between AOP, its partners and the consultant.

3. A PowerPoint presentation summarizing the key results, main findings, and initial conclusion and recommendations.
4. A final evaluation report on WARM project, reflecting the evaluation results of the evaluation.
5. At least two case studies.

Proposed Timeline

Activity	Responsible staff	Deadline
Inception Phase	Consultant	Early February
Understanding on the project	Consultant	February (1 week)
Drafting the generic evaluation plan	Consultant	February
Consensus on the evaluation framework and plan	AOP and Consultant	February
Development detailed evaluation design, methodology, tools and timeline for the data collection and analysis	AOP and Consultant	Mid February
Desk review	Consultant	End of February
Finalising data collection tools and fieldwork planning	Consultant	10 March
Data collection Phase (Field work)	Consultant	March
Data Analysis and Report Writing	Consultant	Mar-Apr
Data synthesis and data analysis	Consultant	15 Apr
Sense-making meeting to present initial findings	Consultant, AOP, CWCC	20 Apr
First draft report	Consultant	30 April
Final report	Consultant	15 May

Management and Reporting Arrangements

The consultant(s) will report to the Asia Program Manager.

An internal assessment team was established to provide oversight to the implementation of the study and to review findings. The group will include:

1. A lead evaluator: is responsible for (i) overall methodologies of the evaluation; (ii) finalization of tools and outlines of reports; (iii) draft assigned parts of the reports, compile drafting inputs assigned to the team members; (iv) quality assurance.

2. Local evaluator is responsible for (i) contribute to the development of methodologies of tools; (ii) translate survey questionnaire to local language and guide the enumerators for survey collection; (iii) take part in primary data collection including some KII/FDGs and facilitate the questionnaire survey and ensure quality of data collection.

3. Assistant: responsible for (i) contribute to development of tools, (ii) support consolidation of information, data entry and contribute to data analysis under the guidance of the lead evaluator.

All reports must:

- be written in English
- be provided in an electronic format (Microsoft Word; Arial 11; Normal page margin, line space 1.15)

TERM OF REFERENCE:

INTERPRETERS/TRANSLATOR VIETNAMESE – KHMER

This Scope of Work (SOW) outlines roles and responsibilities for a contractor to provide translation and interpretation service to the evaluation team of Women Safe Rural Migration in Cambodia (WARM) project, implemented by Cambodia Women's Crisis Center (CWCC), monitored by Action on Poverty (AOP).

Scope of works

The contractor was responsible for the following tasks:

1. Translation of Evaluation Materials: Translate evaluation tools, guides, and questionnaires from English/Vietnamese to Khmer and vice versa, ensuring clarity, accuracy, and cultural sensitivity.
2. Data Collection Support: Assist in conducting In-Depth Interviews (IDIs) and Focus Group Discussions (FGDs) with the project participants, providing real-time interpretation to facilitate communication.
3. Survey Facilitation: Support the administration and collection of survey questionnaires, ensuring respondents fully understand the questions.

Requirements

The ideal candidate should meet the following criteria:

1. Fluency in English, Vietnamese, and Khmer (both written and spoken).
2. Prior experience working on women's rights, migration, or similar community-based projects is highly preferred.
4. Sensitized on the ethical and cultural norms in local context.
5. Awareness of ethical considerations and cultural norms relevant to the project context.
6. Prior experience working on women's rights, migration, or similar community-based projects is highly preferred.

Contract Duration & Location

The evaluation was conducted in Kampong Thom, Cambodia. The estimated timeframe for the assignment is April 1 – April 4, 2025.

Application Process

Interested candidates should submit their CV, relevant experience, and a proposed daily rate to [contact email] by [deadline].

For any inquiries, please contact [contact person's name] at [contact email].

Annex 2. Tools for primary data collection

INFORMED CONSENT PARTICIPATION TO FINAL EVALUATION

PROJECT TITLE: **WOMEN ACTION FOR SAFE RURAL
MIGRATION IN CAMBODIA (WARM)**

ORGANIZATION **Action on Poverty and CWCC**

The project “Women Action for Safe Rural Migration in Cambodia (WARM)” funded by ANCP and implemented by AOP’s partner, CWCC from July 2022-June 2025. The WARM project addresses the needs of poor rural Cambodians, especially women and children, by creating an effective support system to combat human trafficking and promote safe migration. Its overarching goal is to improve the living conditions of community members in target areas through safe migration practices and enhanced household incomes.

The final evaluation of the project conducted by AOP and CWCC during Mar – May 2025 aiming at: 1) To determine the relevance, efficiency, effectiveness, coherence, impact, and sustainability of the project. 2) To Identify lessons learnt and best practice from the project which could be applied for future projects. The evaluation involves consultations, interviews, and surveys with relevant actors.

I understand the aim of this discussion is conducted solely for the purpose of evaluating the project and only being used by AOP and CWCC for its program related documents, but not for any other purpose.

I understand that my participation will involve completing a survey or answering questions from an interviewer. I agree that the interviewer should take photographs and use the results as described in the survey.

I acknowledge that: *(Please tick to indicate consent)*

- Taking part in this assessment is voluntary.
- I can stop taking part at any time without explanation or prejudice and withdraw any unprocessed data I have provided.
- Photographs may be taken (if this occurs) and later used in publications or presentations.
- I can withdraw photographs of myself at any time prior to use in publications or presentations.
- No names was used to identify me in any publication or presentation without my approval.

I consent to completing the **Yes** **No**
interview/survey

I consent to being **Yes** **No**
photographed

Name: *(printed)*

Signature: **Date:**

***If you have any questions about the assessment or the ethical conduct, please contact:
CWCC Director at: Tel.... email: director@cwcc.org.kh***

FINAL EVALUATION –

Women Action for Safe Rural Migration in Cambodia (WARM)

Tools #1: Guiding questions for interview with CWCC project management team

1. Could you share the rationales of the project. To what extent has the project been responsive to the needs of targeted participants (and to the changing need, if there is) ?
2. What are the government policies, programs, measurements to prevent/control domestic violence, especially gender-based violence? To what extent has the project been relevant to the priorities of local governments.
3. What are the priorities of CWCC? To what extent does this program contribute to the program objective of the organization?
4. To what extent has the project been in line with the priority of ANCP and AOP in Cambodia?
5. How has the project been compatible and synergized with other interventions of AOP as well as its implementing partners?
6. What are the initiatives addressing issues relating to migration done by other actors, and how this project connects with those initiatives.
7. To what extent has the project achieved its objectives, expected outcomes and outputs?
8. What factors have contributed to achieving, or hindered the achievement of the intended outputs, outcomes and objective of the project?
9. 3. To what extent did the project ensure Gender Equality, Disability, and Social Inclusion (GEDSI)?
10. What are the key constraints/risks and challenges that you encountered in implementing this project, and how did you manage/overcome those challenges?
11. What were the measures adopted by the project to ensure value for money? Are there other intervention approaches for using the allocated budget more efficiently or getting higher quantity/quality of outputs/outcomes?
12. What are the innovative approaches/niches that make the project different from other interventions in the field?
13. What are the key changes/impacts that the project has made to the targeted participants, especially women, girls and PWD? Are there changes that are yet to come?
14. To what extent has the project contributed to ensure safe migration and issues relating to migration in society?
15. What processes, results, or benefits produced by the project could be sustained?
16. What is the evidence showing ownership, acceptance, and scaling-up of the local authorities, partners, and primary participants?
17. What is the exit strategy of the project and how has this exit strategy been executed?
18. What should be done differently to improve the results and impact of the project?
19. What are your comments on the collaboration with AOP? Any suggestions would you like to make for AOP, taking the lessons learned from this project?

Thank you for your time!

FINAL EVALUATION –

Women Action for Safe Rural Migration in Cambodia (WARM)
Tools #2: Guiding questions for interview with targeted participants

I. Introduction of the interview purpose and complete the consent form (attached).

II. Questions

1. Could you give a brief introduction to yourself?
2. Do you know about CWCC?
3. How do you know about the program supported by CWCC?
4. Could you tell us about the change in your life, and your family in the last 3 years, in terms of economic condition and, and spiritual? If possible, please share detailed information, examples and figures on the changes if possible.
5. What are the activities that you have engaged with CWCC in the last 3 years, what activities that you participated in/what support have you received from CWCC?
6. Could you explain further about the activities that you just participated in/the support that you received, and how do you think about those activities. *(deepen the questions on timing, behavior and level of expertise of the trainers, coach, suitability to the local conditions, if the results/actions will continue beyond project support...)*
7. How the project address issues relating to gender inequality such as discrimination/violence against women...?
8. Do you think that the activities you participated in/the support from CWCC make any impact/changes in the situation of your family and yourself?
9. What is the most significant ... that you want to acknowledge from CWCC support?
10. Did you encounter any challenges or difficulties participating in the project activities?
11. What do you think that CWCC could have done better?
12. Do you have any further suggestions?

Thank you for your time!

FINAL EVALUATION –
Women Action for Safe Rural Migration in Cambodia (WARM)
Tools #3: Guiding questions for group discussion community
(members of CBPN and Saving groups)

I. Introduction of the interview purpose and complete the consent form (attached).

II. Question

1. Could you give a brief introduction about your village/community?
2. How do you assess the situation of migration and gender inequality in the community?
3. How do you assess the situation of local employment opportunities, migrations and related issues in the community/locations, especially concerning women and girls? How has it changed in the last 3 years.
4. Do you know about CWCC?
5. How do you know about the program supported by CWCC?
6. What are the activities that you have engaged with CWCC in the last 3 years, what support have you received from CWCC?
7. Could you explain further about the activities that you just participated in/the support that you received, and how do you think about those activities. *(deepen the questions the activities related to CBPN and saving groups, delivery modalities, how they participated, suitability to the local conditions...).*
8. How the project address issues relating to gender inequality, PWD, such as discrimination/violence against women...?
9. How does the support from CWCC contribute to the change in the situation of the community, and migration issues, specifically to the women, girls and people with disabilities?
10. What is the most significant ... that you want to acknowledge from CWCC support?
11. What do you think that CWCC could have done better, what improvement should be made for future program?
12. Do you have any further suggestions?

Thank you for your time!

FINAL EVALUATION –

Women Action for Safe Rural Migration in Cambodia (WARM)

Tools #4: Guiding questions for KII with Local leaders Government officials, Police

I. Questions

1. Could you give a brief introduction to yourself?
2. Could you give a brief introduction about your village/community?
3. How do you assess the situation of local employment opportunities, migrations and related issues in the community/locations, especially concerning women, girls and people with disabilities? How has it changed in the last 3 years?
4. What are the government policies, programs, measurements to ensure safe migration prevention of unsafe migration and human trafficking?
5. What are the initiatives to promote local employment and safe migration done by other actors?
6. How do you know about CWCC and the program supported by CWCC?
7. What are your comments/observations on the project supported by CWCC?
8. What do you think are the most significant contributions/impacts from the projects?
9. How the project address issues relating to gender inequality, PWD, such as discrimination/violence against women...?
10. What have been changes in the provision and enforcement of legal procedure/policy measures to combat unsafe migration and human trafficking, what is the inputs, contribution of CWCC to the changes?
11. What do you think that CWCC could have done better, what improvement should be made for future program ?
12. Do you have any further suggestions to CWCC and AOP?

Thank you for your time!

FINAL EVALUATION –

Women Action for Safe Rural Migration in Cambodia (WARM)

Tools #5: Questionnaires survey with targeted participants

INTRODUCTION AND CONSENT:

This survey is a part of the evaluation of the project “Women Action for Safe Rural Migration in Cambodia (WARM)” funded by ANCP and implemented by AOP’s partner, CWCC from July 2022-June 2025.

I understand the aim of this survey is conducted solely for the purpose of evaluating the project, and only to be used by AOP and CWCC for its program related documents, but not for any other purpose. My participation in this survey is voluntarily, which involves completing a survey or answering questions from an interviewer. I agree that the interviewer may take photographs and use the results as described in the survey.

Pls click yes if you agree with the statement.

Date: Month: Year:

Location (village, commune, district, province): (select the names in pull down menu)

Demographic information

b. Name of interviewee:	(optional)
c. Age:	
d. Telephone number:	
e. Sex: (select the most appropriate in pull down menu)	
1. Male 2. Female 3. Prefer not to state 4. Other	
f. Marital status: (select the most appropriate in pull down menu)	
1. Single 2. Married 3. Widower 4 Divorced 5. Separated	
g. Level of education: (select the most appropriate in pull down menu)	
1. Did not complete primary school 2. Completed primary school 3. Completed secondary school	
4. Completed high school 5. Completed college/university 6. Other (please specify)	
h. Occupation: (select the most appropriate in pull down menu)	
1. Agriculture 2. Aquaculture 3. Cleaning 4. Education 5. Healthcare 6. Laborer	
7. Maintenance/carpenter 8. Office worker 9. Small business 10. Transportation	
11. Not applicable 12. Other (specify).....	

III/. Detail questions on the project

What activities organized by CWCC below did you participate in? (tick any that appropriate)

Training, awareness raising events, coaching on safe migration.

Participating in Community Based Protection Network.

Participating in saving schemes.

Training/coaching skills and knowledge on livelihoods/business management.

Receive direct material support.

Others (pls specify)...

Are the activities that you have participated in useful or suitable for your needs? (select the most appropriate)

Not at all). (2) Little useful (3) Somehow Useful, (4) Useful (5) Very Useful

How often do you apply/practice the skills and techniques that you gain from the training/workshops in your life/works. (select the most appropriate)

(1) Not at all. (2) Rarely (3) Sometimes (4) Often (5) Very often

Do you think the activities that you have participated in meet your expectations? (select the most appropriate)

Not at all, (2) Very little; (3) Somehow meet expectation, (4) Meet expectation; (5) Fully meet expectations).

Did you feel the delivery modality of the project activities is appropriate (in terms of timing, methods, logistic arrangements) (select the most appropriate)

(1) Not at all. (2) (3) Somehow appropriate (4) Appropriate (5) Very appropriate

How do you assess the changes in your practices and in the situation of your families in the last 3 years in the following aspect? (in each row, select the most appropriate collum)

		Much worse	Worse	The same	Better	Much better
1	Knowledge of issues relating to migration					
2	Skills for safe migration and prevention of exploitation/trafficking.					
3	Application of safe migration practices.					
4	Skills and technical knowledge on income generation activities/ livelihoods/business development.					
5	Financial management skills					
6	Access to financial sources					
7	Family economic condition					

How do you assess the situation of employment and migration in the locality, compared to 3 years ago? (in each row, select the most appropriate collum)

		Much worse	Worse	The same	Better	Much better
1	The employment opportunities in the nearby localities					
2	Positive cases of safe/successful migrations					

3	Incident of exploitation/trafficking related to migration					
4	Community's coordination and joint effort for combating unsafe migration and human trafficking					
5	Government services and actions supporting safe migration and combating trafficking					

Would you like to share any other comments and suggestions to promote safe migration, and/or to CWCC?

Thank you for your time.