Photo Album
Executive Summary

Program 1. Education for Democracy and Elections Program

Program 2: Strengthening Genuine Democratic Elections Program

Program 3. Women’s Empowerment in Politics Program

Program 4. Democratic Governance Reform Program

Program 5: Organizational Capacity Development Program
During the one-year period of its project implementation, COMFREL, its staff members, board members, and member organizations at all levels continued to carry out activities based on the project plan. The situation of the Covid-19 epidemic continued from 2020 until 2021 and was more severe until lockdown in Phnom Penh and some provinces. This affected COMFREL’s implementation needed to delay some activities, and staff was required to work at home. With a problematic situation and lockdown, COMFREL decided to change some approaches to work, for example, from direct to online activities. Thus, COMFREL still received multiple significant achievements as planned.
Program 1. Education for Democracy and Elections Program

The media unit of COMFREL carried out its activities flexibly to achieve expected results as planned although faced the outbreak of the Covid-19 pandemic in Cambodia. As a result, 6 debates on the principles of democracy and genuine elections were conducted completely by direct and online approach. If compared to the work plan, COMFREL has done more than its expectation, with only 5 debates in the plan. 114 recommendations were collected from the participants related to democracy, elections, and democratic governance. These were attended by 333 participants from university students, monks, CSOs, its network, farmers, and community people and from Kompong, Battambong, Kampong Chhang, Kandal, Prey Veng, Tboung Khmom, Kampong Thom, Koh Kong, Kampong Speu, Phnom Penh, and Kampong Cham province. 136 (41%) of 333 participants were female and 59% were youth.
365 (203 live and 162 rebroadcast) sessions of “VOC” radio programs were hosted with a total of 409 speakers (35% female), facilitating outreach and public awareness on a multitude of issues. Also, 174 people (34% female) still called and 1,386 people commented on the program to express opinions, make requests, and direct questions to the speakers. During the radio program broadcasting, COMFREL was live on Facebook two times per day to expand the engagement of audiences. Radio program got 364,665 views, 48,231 Likes, 14,575 shares and 4,706 comments through COMFREL Facebook page. After broadcasting and uploading to the website, there were 18,176 downloads of the radio programs from COMFREL’s website. In addition to radio programming, COMFREL has a Facebook page to disseminate information regarding society, politics, and economics. 8,073 articles on democracy, elections, and good governance and 18 press statements were released and 24 video animation spots (6 videos related to gender issues) were produced and uploaded on its Facebook page. The estimate of these articles had 2,365,389 engagement (views), 1,485,432 likes, 113,022 shares, and 32,292 comments. These videos were used to educate the voters about elections and democracy, laws/policies and good governance and mainstream gender equality. These video animation spots got 262,295 views, 71,151 likes, 4,980 shares, and 623 comments. COMFREL also posted some video animation spots previous year on its Facebook page and got 179,115 views, 30,128 likes, 5,129 shares and 555 comments. There were 70,612 page views of COMFREL’s website www.COMFREL.org, and 30,387 page views of COMFREL’s Election Campaign Website “CVV”. COMFREL’s Facebook page reached 11,595 ‘likes’ and 23,509 “followers” and currently, COMFREL had 296,245 (74% youth and 26% female) on its Facebook page. 52 electoral digest segments were released to its network through the mailing list to 680 people.
1.1 Debates on Democratic Rights and Civic Duties

The debates on “Principles of Democracy and Genuine Elections” in 6 provinces
1.2. Radio program broadcast and Live on Facebook Page

COMFREL’s radio programme “the Voice of Civil Society (VoC)” via FM105 Radio station, broadcasts every day from 7:30 to 8:30 am, Monday to Saturday.
1.3. Multimedia education for democracy and elections

Video Animation Spots and article
COMFREL continued to have meetings with CSOs and follow up with the Ministry of Interior (MoI) related to LANGOs, there have been no changes to this law shown in public by the ministry. COMFREL also put LANGOs on an agenda in the forum on voters’ will. At the same time, advocacies were made through different approaches, including radio programme, public speeches, social media campaigns, and video animation spots.

At least 21 meetings on 6 minimum conditions for 2022 commune elections, in cooperation with CSOs with UN family, national and international NGOs, Embassies.

This year, COMFREL finished studying the law on political parties completely, set the advocacy plan with its technical team, and put this law as an agenda in the forum on voters’ will.
media and civil society suspension and 7) dissolution of political parties.

The report on voter list audition and voter registration 2020 was produced and launched at COMFREL’s office with 13 participants from embassies, political parties, the NEC, and media reporters. The findings in the report were an important source to advocate with the NEC and key stakeholders. These were also shared in the radio programmes and public meetings.

COMFREL organized an online meeting on Voter Registration Process with 17 provincial secretaries to discuss how to monitor voter registration in 2021. The registration monitoring was conducted at Banteay Meanchey, Bathambang, Kampong Cham, Kampoung Chhnang, Kampot, Kandal, Ratanakiri, Kampoung Thom, Kratie, Siem Reap, Mondolkiri, Pursat, Preah Sihanouk, Streng Treng, Takeo, and Preah Vihear province. The observers are accredited as national observers for the NEC registration process. In the monitoring process, they are assigned to conduct field observation at least 06 times on the first 2-day of the
registration period, another 2-day middle of the period, and the last 2 days of the period. COMFREL conducted three training sessions on the audit voter list with 31 observers in Kampong Chan, Svay Reang, and Phnom Penh to provide the capacity on how to interview. Two methods (P2L and L2P) would be used to monitor. COMFREL provided an online training session on monitoring the voter registration and voter list 2021 with 19 participants (9 female) to build their capacity to monitor the registration process. This session was taught them how to use App to collect information related to the registration process. The voter registration monitoring finished, and the voter list audit started to kick off. COMFREL deployed observers to conduct the voter list audit with the List to People (L2P) method to 10 provinces, including Takeo, Battambang, Preah Vihear, Oddor Meancheay, Palin, Tboung Kmom, Kampong Cham, Phnom Penh, Koh Kong, and Svay Rieng.
A press conference on the 6 minimum conditions was conducted online.
A meeting with the National Election Committee to present its findings on voter registration
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2.2 Interparty dialogue/Sodality electoral support

ក្ិចចត្បជ ំ ងការបណ្្តុះបណ្ត្លជាមួយធលខាធខតតតាមត្បព័ន្ធអន្ឡាញ

Meeting and training session for provincial secretaries through online
2.3 Sodality electoral support

COMFREL, in cooperation with YRDP, conducted a training session on Principles and Indicators of Free and Fair Elections.
Consultation workshop was conducted in province to give an opportunity to participants to provide recommendations and find support from them.
បានប្រការពីការដែលមាននៅសន្តិសុខរបស់ក្រុងប៉េងសេង
នៅក្នុងម៉ោងតុលាការប្រចាំឆ្នាំ២០២០
If compared to the work plan 2020, COMFREL could achieve 100% of the plan because the survey on the women political activists’ participation in politics in Cambodia was produced and launched with 52 participants from the MoWA, NEC, political parties, CSOs and donors and local journalists. As a result of the discussion, the participants learned and understood the situation of women activists and their challenges and deeply discussed possible solutions to increase women’s participation in politics. The participants praised COMFREL’s efforts and promised to bring this to talk with their superiors. VOD, CAMBOJA, and RFI interviewed COMFREL’s staff for details at the end of the discussion. This survey was disseminated in the “Women Can Do It” radio programme.
In 2021, COMFREL’s staff finished studying policy papers to promote women’s political participation and decision-making level, in other countries, including Sweden, Rwanda, Iceland, Norway, and Canada. After finishing the study, COMFREL’s staff conducted an online meeting on the study of election laws and other countries’ policies with 15 participants as a working group. As a result, COMFREL’s staff presented its findings related to election laws. In that meeting, participants deeply discussed the Law on Elections of Members of the National Assembly in Chapter 4 (article 27th and 28th) and Chapter 6 (article 39th) and they agreed to use the findings of this discussion to advocate together. Many advocacies related to LEMNA, LEMCC and national policy on gender equality, through the radio programme, joint-statement, video animation spot, meetings and social media. For example: a joint-statement on “Increase Vigilance to Prevent Gender-based violence in Quarantine and Areas under Lockdown” was made. As a result, Mr. Ouk Kosal was fired from his position and two Oknha were not taken any actions against them. International Women’s Day was celebrated and attended by all COMFREL’s staff to commemorate the 110th Anniversary of International Women’s Day and a joint-statement was released with recommendations for concrete steps for RGC.
បញ្ហាផល័ត្រនៃការសម្រេចសន្តិសុខភាពស្តេតីឆ្នាំ ២០២២ និងការរស់នៃវត្តមានការបស់គណបក្សប្រជាជនកម្ពុជា ។

COMFREL conducted three workshops as planned; two online sub-national workshops, and one offline national workshop on
"Increasing the number of women leaders in politics and decision-
making in Cambodia", co-organized by COMFREL, SILAKA
Cambodia, GADC, Banteay Srey organization, and Committee to
Promote Women in Politics (CPWP). These were attended by 153
participants from the Cambodian People Party (CPP), Cambodian
Nationality Party (CNP), Khmer National United Party (KNUP),
the Cambodia National Love Party (CNLP), Grassroots
Democracy Party (GDP), Beehive Social Democratic Party
(BSDP), FUNCINPEC, the Ministry of Women Affairs (MoWA),
NEC, PEC, commune councilors, donors NGOs, community and
COMFREL’s network. These workshops were also attended by
journalists from VOD, VOA, CamboJa, Rasmei Kampuchea
Daily, Hang Meas TV, Apsara News, and the Women’s Media
Centre of Cambodia. As a result of the workshops, all participants
including political parties had the same idea of calling for a gender
equality policy within the party as well as amending the election
laws to bring about real equality in Cambodia. Political parties
showed their strong commitment to promote women’s role in their
parties and place many women as candidate for the upcoming
Commune Council Election (CCE) 2022 and National Assembly
Election (NAE) 2023: 1) CPP would place more women
candidates for CCE 2022. The representative mentioned that all
CPP leaders were very focused on increasing the number of
women and solving violence against women, 2) CNLP committed
to place women candidates as commune chief (to be elected) for
CCE 2022 in all 10 districts/city, 3) KNUP planned to place
women candidates 35% for CCE 2022 and 45% for the NAE 2023,
4) GDP committed to place women candidates from 1 to 3 rank
for CCE 2022, 5) CNP committed to place more women
candidates for the CCE 2022 and the NAE 2023, 6) BSDP: if his
party win the election, 50% women and 50% men and 7) KNP
committed to placing at least 30% women candidates and putting
from 2-3 rank. Representative of the Ministry of Women's Affairs:
Lok Chumteav Hou Nimitta, Undersecretary of State of the
MoWA, in closing the workshop, agreed 100% with COMFREL’s
findings and proposed to all participants to apply this by saying
“We must all join to create a conducive environment for
Cambodian society to have gender equality everywhere, in all
sectors and at all levels, unless it came from the will of all of us,
no matter here, that all of us Cambodians could use. The potential
of women, who are more than 52% in Cambodian society, has
been exhausted, and its use benefits not only one woman, but
gender equality would benefit in all areas". She added in our
workshop, I commend the collaboration between COMFREL,
SILAKA Cambodia, GADC, Banteay Srei, which created this
workshop because it was a part of the actual activities that
Cambodia would have in the election, Commune/ Sangkat
Council Election 2022. So, if we advertised, we would be able to
address the barriers that put women at risk, which meant that both
male and female candidates were equally involved and have used
their potential to develop our country. She also added that the
MoWA has worked hard to promote gender equality in politics
and decision-making and that the Ministry of Women's Affairs is
working to improve the Royal Government's National Gender
Equality Policy. After the workshop, the Cambodian Nationality
Party (CNP) proposed to have a meeting with COMFREL’s staff
to share more details about their policy which was to increase the
number of women candidates by 50% in their party for the
upcoming commune council election 2022. Although the CNP committed to increasing the number of candidates, it still mentioned that the selection was made based on the candidates’ capacity. VOD interviewed women working group members and broadcasted these workshops to the public through the VOD platform. COMFREL also broadcasted them on its Facebook page.

There were three online meetings, online dialogue and International Women’s Day with NGO-CEDAW and Heinrich Boell Foundation to update about the key progresses and challenges and to present the next steps of promoting gender equality and women at the decision-making level, to discuss the importance of using gender statistics in the digital economy to highlight gender inequalities in various sectors in Cambodia. As a result, COMFREL staff received updated information regarding promoting women in leadership and governance and a national plan on public administration reform 2019-2030. It was found that the number of women who participated in decision-making was still low. However, women still play an important role in the process of developing the country. The gender statistic showed us the precise data of women and the women’s issues. So gender statistics was an important method to find out the root cause of the problem. To mark the 110th International Women’s
Day, COMFREL in cooperation with NGO-CEDAW and partner CSOs released a joint statement and monitoring report with recommendations for concrete steps for RGC to take to implement the recommendations of the Committee overseeing the United Nations CEDAW. The joint statement was also released on “Increase Vigilance to Prevent Gender-based violence in Quarantine and Areas under Lockdown”, to call on all relevant officials of the Royal Government of Cambodia (RGC) to increase their vigilance and take action to prevent all forms of violence against women, children and LGBT+ individuals who could occur during mandatory quarantine and in areas under lockdown. There were 8 main points in the statement to appeal to all relevant government officials to increase vigilance in order to prevent gender-based violence.

For the 2021 project plan, COMFREL’s staff carried out following the plan. 53 sessions (36 live and 17 re-broadcast) were hosted on FM 105 and 59 (74% female) speakers. 60 callers and commenters (40% female) could call in to express their opinions, ask questions to the speakers, and make requests to the government. The radio program received 42,100 views, 5,524 likes, 1,668 shares, and 572 comments. COMFREL produced six video animation spots to maintain gender perspective and promote gender equality.
3.1. Advocacy and Lobbying Campaign to Demand Gender Equality

Activities of Education and Gender unit organizing important events (online) to talk and discuss about the women’s issue and gender policy with key stakeholders.
3.3 Online/ Radio call-in show ‘Women Can Do It’ broadcast and Social Media

“Women Can Do It” Online/Radio Programme
Education and Gender Unit produced some video animation spots to promote gender equality.
If compared to the work plan 2020, COMFREL could achieve only 70% of the plan because the 2020 report on Government Watch and Parliament Watch were produced, but the report on democracy and election reform in Cambodia was not produced as planned because a producer got health problem and COMFREL could not find another producer to replace him. For the 2021 reports, COMFREL staff are in the process of compiling data collected for one-year including government watch, parliamentary watch, political gender watch, and democracy report.

Due to the Covid-19 pandemic, the people scorecard could not be conducted as planned, so COMFREL decided to change the method from the scorecard to the household visit method (face-to-face interview or dialogue). As a result, about 190 people who were from each village of each commune (6 communes) were engaged in the household visit process. They were interviewed to understand local good local governance, provide their scorecard on the performance of the good governance in their communes, and raise their concerns and requests to commune for possible solutions.
COMFREL produced a 2019 annual report on Parliamentary Watch and uploaded on its website.
ការអភិវឌ្ឍន៍សម្តថភាពស្ថ្រ័ន

សបីសប្បៀបសធៀបសៅនឹខណផ្នការអភិវឌ្ឍម្េថភាពបុគគលិក្ និខណផ្នការគសប្ោខ

របេ់ខ្ុម្ណស្តរែល េសប្ម្ច ន ៩០% សោយ្ស្ថរណេបុគគលិក្ នទទួលការអភិវឌ្ឍន៍េម្េថភាពរួម្ោនការេរសេររ យ្ការណ៍ QuickBooks និខវីសដអូ

េុកា ត ដូចការសប្ោខទុក្។ សទោះបីខណាក្៏សោយ្ស្ថរណេបុគគលិក្ នទទួលការអភិវឌ្ឍន៍េម្េថភាពនិខវីសដអូេុកាត ពីខាខសប្ៅ

វិជាជម្ួយ្ចំនួនរួម្ទំខការបសខកីេវីសដអូេុកាត ពីខាខសប្ៅការប្ស្ថវប្ជាវណផ្ែក្សលីភតុតាខ និខការណណន្លំអំពីការអនុវេតសោលនសោ យ្រិរចញវេថុ។ ខ្ុម្ណស្តរែលម្ិនអាចរក្េក្ នសោយ្ស្ថរណេបុគគលិក្ នអភិវឌ្ឍេម្េថភាពនិខជំន្លញបណនថម្សទៀេវគគបណតុ ោះបណាត លេតីពីការប្ស្ថវប្ជាវណផ្ែក្សលីភ

ទក្់ទខនឹខសរីយ្វគគិក្ាសនោះប្េូវការសពលសវលាសប្ចីនសដីម្បីសរៀន។ វគគបណតុ ោះបណាត លេតីពីការប្ស្ថវប្ជាវណផ្ែក្សលីភតុតាខ និខការណណន្លំអំពីការអនុវេតសោល នសោ យ្រិរចញវេថុប្េូវ នខ្ក្ខានសោយ្ស្ថរណេការផ្លិេបូនជំខឺាេូាេក្ូវីេ ១៩សរីយ្សៅសពលណដលស្ថថ នភាពប្េលប់ម្ក្វិញបុគគលិក្ ប្េូវយ្ក្ចិេតទុក្ោក្់ោ ខខាល ំខសលីការបចចប់េក្ម្មភាពអោក្ នសោលនសោ យ្ និខសោលការណ៍ ណណន្លំ M&E នចប់រួចរាល់ទំខប្េុខតាម្ ការសប្ោខទុក្។ សោលនសោ យ្ និខសោលនសោ យ្ណដល នសធែីបចចប់បនោភាព រួច សៅក្ោុខស្ថថ ប័នរបេ់ខ្លួន។ បុគគលិក្របេ់ខ្ុម្ណស្តរែល នបសខកីេសោលនសោ យ្ណដល នសធែីបចចប់បនោភាព រួច សៅក្ោុខស្ថថ ប័នរបេ់ខ្លួន ។ បុគគលិក្របេ់ខ្ុម្ណស្តរែល នអភិវឌ្ឍេម្េថភាពនិខជំន្លញបណនថម្សទៀេ ម្ិនអាចវាេ់ណវខពីអេថប្បសោជន៍នន សោលការណ ៍ ណណន្លំ M&E នសទសៅសពលសនោះ។ ខ្ុម្ណស្តរែល នសរៀបចំក្ិចចប្បជុំប្បចាំេ ត រ៍ក្៏ប្េូវ នសធែីស ីខសដីម្បី សោោះប្ស្ថយ្ក្ិចចការបន្លទ ន់ម្ួយ្ផ្ខណដរ ឧទររណ ៍ ៖ បុគគលិក្របេ់ខ្ុម្ណស្តរែល ោោ ក្់ នសធែីការោ ខជិេេោិទធជាម្ួយ្អោក្វិភាគនសោ យ្ ោោ ក្់ណដល នរក្
If compared to the staff capacity development plan and project plan, COMFREL could achieved 90% because staff received the capacity development including report writing, QuickBooks and video animation spot (internal training) as planned. However, COMFREL didn’t study some subjects including creation of digital caricature/video animation, evidence-based research and mentoring on implementation of financial policy. COMFREL couldn’t find outsourcing to provide capacity on creation of digital caricature/video animation and this course needed much time to learn. The course on evidence-based research and mentoring on implementation of financial policy were missed because of the outbreak of the Covid-19 pandemic and when the situation was back, it was short that staff pay much attention on finishing the activities against the plan. Staff developed more capacity and skill on report writing, how to use QuickBooks for financial work and video animation production. COMFREL produced the HR policy and M&E guideline completely as planned. Some policies were out of dead have already updated and revised, so COMFREL currently is using updated policies in its organization. COMFREL’s staff was oriented related to new HR policy twice by HR consultant and COMFREL administrator at staff reflection (staff retreat). COMFREL had M&E guideline and system for using its internal organization and it would also contribute to improving the M&E team’s implementation. Although report on M&E guideline was finished, COMFREL’ staff have not received coaching yet and training session was planned to conduct in February 2022, so COMFREL can’t measure the benefit from M&E guideline now. However, now COMFREL has its M&E guideline and system. COMFREL organized weekly meetings (Excom Meeting) among the management team to update its activities, challenges, finance and organizational work. The weekly meeting was also conducted to solve an urgent task, for
example, one staff of COMFREL worked closely with a political analyst who found Covid-19. The meeting decided that this person went to test for Covid-19 and during 14-day, staff worked from home. Monthly meetings (staff meetings) were conducted to share the situation of staff during the Covid-19, to vote for staff representative, to inform the staff to work from home, educate staff on how to protect themselves from Covid-19, to update COMFREL’s work and make a decision for a staff retreat. External finance auditor was hired to conduct COMFREL finance. COMFREL conducted staff reflection (staff retreat) in Sihanoukville province to review organizational development, discuss a strategic plan for 2022, and build solidarity among COMFREL staff. A new HR policy was also presented to the staff. COMFREL used Octagon to reflect its annual organizational development and COMFREL staff including all staff in the central office, volunteers, provincial secretaries, board of COMFREL, were attended. As a result of reflection, COMFREL learned more about the shortcomings and understood what should do to improve them. 8 corners of Octagon were scored and received 4.94 on average (1-7 score). This figure showed that COMFREL had a good performance on 8 corners.