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2021 Annual Narrative Report **COMFREL**

Published by May 2022

The 2021 Annual Narrative Report

COMFREL

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I. Executive Summary

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 Kompot, Battambang, 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.

Program 2: Strengthening Genuine Democratic Elections Program

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. 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 as 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.

COMFREL conducted the 8 provincial consultation workshops at Takeo, Kampot, Siem Reap, Kampong Cham, Kampong Thom, Preah Vihear, Banteay Meanchey, and Ratanakiri province. There were 7 issues talking in the consultation workshop, including 1) overseas Voter Registration, 2) Political rights and the right to stand for election, 3) voters' will and voting rights, 4) the NEC composition, 5) the neutrality of civil servants 6) the role of the 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, Streong 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 Meanchey, Palin, Tboung Khmum, Kampong Cham, Phnom Penh, Koh Kong, and Svay Rieng.

Program 3. Women's Empowerment in Politics Program

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.

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 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 (HBF) 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.

Program 4. Democratic Governance Reform Program

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.

Program 5: Organizational Capacity Development Program

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 date 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's 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.

II. About COMFREL

1. Vision

A democratic society that brings benefits to citizen

2. Mission

COMFREL, as a neutral non-governmental organization, empowers Cambodian citizens to exercise their rights in politics and decision-making, through civic education, and constructive engagement with government and elected officials, for policy reforms, free and fair elections, and increased accountabilities in service delivery

3. Program objectives

External Organization:

To empower citizens, especially women, youth, and marginalized groups, to participate in social and political development processes

To improve some articles of controversial law/policies to have an acceptable policy for people benefit

To increase the number of women's participation in politics and in decision-making

To improve democratic accountability of the elected officials and political transparency

Internal Organization:

The capability and the professionalism of the organization are improved, with a strong structure to support the success of the organization

III. Completed Activities

Program 1. Education for Democracy and Elections Program

1.1 Debates on Democratic Rights and Civic Duties

COMFREL could conduct only one debate on the principles of democracy and genuine elections in Kampot province while planning to conduct three debates in the first quarter because of the outbreak of the Covid-19 pandemic. Because this situation still was serious that couldn't meet with the participants directly, in the second quarter, COMFREL's staff changed approach from direct to online debates; however, COMFREL conducted five more online debates for Battambang, Kampong Chhang, Kandal, Prey Veng, Tboung Khmom, Koh Kong, Kampong Thom, Kampong Speu, Phnom Penh, and Kampong Cham province. Thus, COMFREL completed 6 debates, so it was more than the plan while only five. These debates were also invited by six key speakers, Political analyst Meas Ny and Mr. Koul Panha, Mr. Ny Sokha, Moeum Tola, Mr. Sok Sam Oeun, and Mr. Korn Savang, to share the principle of democracy in general and in Cambodian context and genuine elections. These were attended by 333 participants from university students, monks, CSOs, its network, farmers, and community people. 136 (41%) of 333 participants were female, and 59% were youth. Based on COMFREL's observation, youth were so active in learning and asking the speakers good questions. Participants gained knowledge about civic rights, democratic principles, 6 minimum conditions (for a legitimate 2022 Commune Council Election based on the principle of genuine, free, and fair elections), understanding of the mechanisms of free and fair elections, the rule of law, and the peaceful transfer of power. At the same time, they also had an opportunity to talk and discuss the challenges of democracy and election among

participants in the group and ask questions to the key stakeholders. At the end of the debates, COMFREL had a post-test for all the participants to fill in order to measure their understanding. As a result of the post-test, 81,92% of participants answered correctly, while 18.08% gave uncompleted answers. COMFREL also evaluated participants at the end of the debates, and only 117 participants (35%) filled out the evaluation form. As a result of the evaluation, 99.44% of participants who filled the form, would share this knowledge with others, but only 0.56% would not. In addition, COMFREL received 114 recommendations collected from the participants. These recommendations will be sent to the NEC, political parties, the MoI, the NA at the end of the year. These debates were also produced videos to put on the COMFREL Facebook page and the Website and broadcasted on the radio programme for 12 sessions.

COMFREL conducted an assessment by interviewing 36 of 333 participants who participated in the 6 debates to measure their understanding and whether they shared with others or not. There were five questions, including 1) what knowledge did you receive from the debate?, 2) is this knowledge important or not? Why?, 3) does this knowledge make any positive change? 4) Did you share it with others or not?, and 5) If you shared, who did you share with?. As a result of the interview, 31 respondents (86%) answered that they shared with others, but only 5 did not share. All respondents accepted the importance of debates, and they were living in a democratic society, so they needed to know it. This knowledge made them study harder, want to know more about society and politics, know who they vote for, not be afraid to participate in social and political issues, and understand their role and rights.



Direct and virtual debates on the principles of democracy and genuine elections were conducted in the provinces



1-2. Radio program broadcast and Live on Facebook Page

Radio Broadcasts

COMFREL media unit activities are as follows:

- Live broadcasting of COMFREL's radio programme the *Voice of Civil Society (VoC)* via FM105 Radio station ensued every day from 7:30 to 8:30 am, Monday to Friday. The *Voice of Civil Society* consists of daily programmes on differing topics:
- Monday : *Voter's Voice*
- Tuesday : *Human Rights and Democracy*
- Wednesday : *Congress, Government and Governance*

- Thursday : *Women Can Do It*
- Friday : *Weekly Watch*
- Saturday : *To go to vote or not*
- Sunday : Re-broadcast of *Kloam Meul Prarcham Sapada (Weekly Watch)* and *Youth Public Forum*.

The total number of aired live and rebroadcast radio programs was (217 live and 148 rebroadcast). The table below shows the number of times of the VoC programme with both live and rebroadcast, each month via FM 105 station in Phnom Penh. Find a list of the topic of the radio program. The radio program is also cooperating with ADHOC, the Cambodian Youth Network (CYN), and the Young Philosophy Group.



The “Voice of Civil Society” radio program was broadcasted everyday on-air at 7:30-8:30 and on COMFREL’s Facebook page twice per day



Daily radio programmes were broadcasted on the FM105 Radio Station.

	Sub Total	
	Live	Re-br.1
Voter Voice	41	11
Human Rights and Democracy	28	24
Congress, Government and Governance	25	27
Women Can Do It	36	16
Weekly Watch	25	28
To Go Or Not to Go	44	8
Sunday	18	34
TOTAL	217	148

The VoC Programme table and broadcast stations:

Speakers				Organizers/ Facilitators		No. of Callers /Discussants		Commenter in Facebook Page
CSOs		BoD						
F	M	F	M	F	M	F	M	
147	275	0	19	139	110	60	128	1,386
409 Persons		19 Persons		229 Persons		174 Callers		1,386 commenters

During broadcasting the radio program, COMFREL also lived on its Facebook page twice per day. They got 364,665 views, 48,231 Likes, 14,575 shares and 4,706 comments.

Within the reporting period, there were 18,176 downloads of the radio programs from COMFREL's website, including 3,437 downloads from "Voter's Voice", 1,870 from "Human Rights and Democracy", 2,103 from "Congress, Government and Governance", 2,397 from "Women Can Do It", 4,543 from "Weekly Watch" and 3,826 from "To Go to Vote or Not". 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". At least 46 articles were written about COMFREL's work by media, including RFA, VOA, RFI, and VOD News.

COMFREL randomly selected 10 people (5 callers in the radio program and 5 accounts from Facebook) to interview to measure people's understanding. There were four questions, including 1) what radio program have you listened? 2) what knowledge do you receive? 3) is this knowledge important or not? why? And 4) does this knowledge make any positive change for you?

1.3. Multimedia education for democracy and elections

In addition to the radio program, COMFREL has a Facebook page to disseminate information regarding society, politics, and economics. There were 8,073 articles on democracy, elections, and good governance released, 18 press news were released, and 26 video animation spots (6 videos related to gender issues) produced and uploaded on COMFREL its Facebook page. The estimate of these articles had 2,365,389 engagement (views),

¹ Re-br. is an abbreviation of Rebroadcast.

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 on its

Facebook page the previous year and got 179,115 views, 30,128 likes, 5,129 shares, and 555 comments. 52 electoral digest was released to its network through the mailing list. COMFREL had an official channel for sharing news in telegram, which had 2,193 subscribers and received 578,000 views. This channel also got a blue tick from Telegram.

8,073 articles on democracy, elections, and good governance were released on its Facebook page





Program 2: Strengthening Genuine Democratic Elections Program

2.1 Constitutional and legal framework review and report

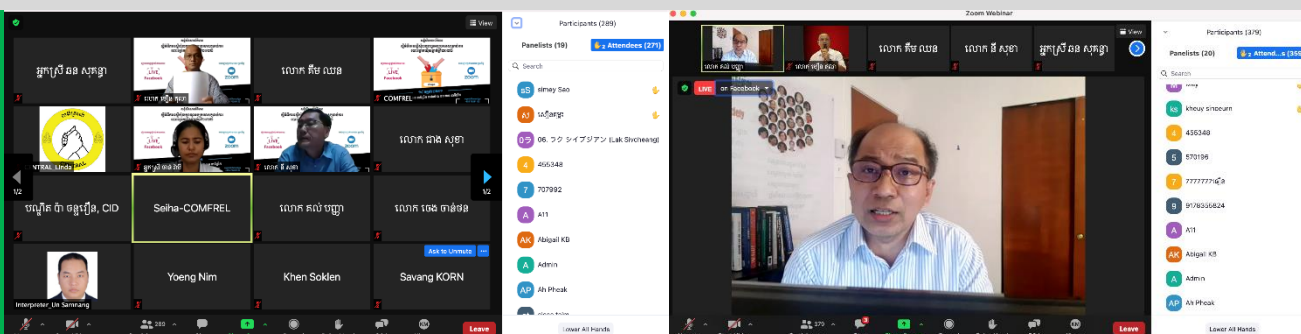
COMFREL continued to lobby and advocate with key stakeholders to amend the controversial laws, including political party law, election law, and LANGOs. COMFREL also lobbies and advocate on 6 minimum conditions for a legitimate 2022 Commune Council Election based on the principle

of genuine, free, and fair elections. The 6 minimum conditions covered all the above laws; for example, the second condition: Political Rights and the Right to Stand for Elections, referred to the restoration of political rights that allow active participation in political life and stand for elections.

COMFREL conducted 21 meetings on 6 minimum conditions:

These meetings were also given the participants to understand more and comment on these minimum conditions.

A press conference on the 6 minimum conditions was conducted online



COMFREL provided inputs to ASIAN Electoral Stakeholder Forum (AESF) 5 hosted by ANFREL and AWEB, here is a summary document from the 3 session discussion.

- ✓ To promote women's participation, we suggest considering special provisions to increase the representation of women in all assemblies, local or national, for instance, introducing quotas of women candidates or reserved seats. Election management bodies and political parties should also make efforts to include women in decision-making roles
- ✓ Voters should be presented with genuine diversity of political parties and candidates to choose from. The dissolution or disqualification of political parties must not be politically motivated or sanctioned by individual wrongdoings.
- ✓ Governments and election management bodies should acknowledge and promote the participation of non-partisan election observers in the election process and minimize the bureaucracy in their accreditation and observation processes. On the other hand, the rise of partisan or co-opted election observation groups is a worrying dynamic, and election management bodies and civil society should work together to identify and hold these organizations accountable.

Election management bodies should ensure data related to elections follow open data principles, including being available for free on the Internet in a timely manner, complete and in bulk, at the finest possible level of granularity, and in an analyzable format.

2.2. Awareness raising and support campaign for electoral reform

COMFREL in cooperation with CSOs organized campaigns and events that engaged local communities, including community members, representatives of local NGOs, local authorities, and provincial party representatives in the discussion of rights and civic duties, produced draft electoral reform recommendations. Many advocate materials were also produced to campaign through social media and COMFREL radio programme. On 15th, 20th, and 24th September 2021, COMFREL's staff had an online meeting on the preparation of the Paris Peace Accord (PPA) to

mobilize CSOs to conduct the event of the 30th anniversary of PPA jointly. This was attended by 22 participants from CSOs partners, including CHRAC, Star Kampuchea, YRDP...CENTRAL. On 23 October 2021, COMFREL, in cooperation with CSOs celebrated the 30th Paris Peace Accords Anniversary at CLEC Head Office and online platform to mobilize CSOs and people to raise awareness about the PPA. 24 people physically attended the event and 360 people online. There were 4 diplomats from 3 embassies: British Embassy, France Embassy, the Japanese Embassy, and US Embassy. The British Embassy participated online.

Additionally, the Representative of the UNOHCHR and the Representative of the UN Residence Coordinator also attended online too. As a result, a narrative report of the statement and the joint-statement was produced and supported by 27 CSOs. On 16th and 30th September 2021, COMFREL's staff had an online meeting on preparation for International Human Rights Day to mobilize CSOs to conduct the event jointly. This was attended by 29 participants from CSOs, including ADHOC, CCC, CCHR, BCV...CLEC. In the meeting, they discussed preparation in detail, including the agenda, participants, and the responsibilities for all members. On 10 December 2021, COMFREL, in cooperation with CSOs celebrated the 73rd anniversary of International Human Rights Day at Freedom Park and an online platform to mobilize CSOs, communities, associations to raise awareness about the Human Rights situation among the public.

On 3rd May 2021, COMFREL in cooperation with CSOs celebrated world press freedom day in Cambodia on the theme of «Freedom of the Press and Improved Cooperation» online. This event was attended by 250 participants, including the Ministry of Information representatives, the UN agencies, CSOs, Embassies, the trade union, journalists, and relevant stakeholders. The objective of the event was to promote the freedom of the press and freedom of expression in Cambodia, to pay tribute to journalists who face the challenges in the exercise of their profession, to advocate with the government to earn open space for media outlets, journalists, social media users where they can exercise their right freely, to reinforce the transparency of Internet Services Provider (ISP) in Cambodia and to raise awareness

on the media in societies. COMFREL's contribution to the event as the following:

- ✓ Jointed online campaign (April 26 until May 10, 2021)
- ✓ Designed and Posting 12 key messages on social media platforms
- ✓ Produced posters for social media posting (3 key messages from COMFREL on how the importance of media in Cambodia to promote the freedom of the press and freedom of expression).
- ✓ Conducted 3 radio talks show - discussion on topics related to freedom of the press and expression
- ✓ Produced a video animation on key ethical principles in journalism
- ✓ Joint coordinated the main event on May 3, 2021 - Online discussion on the topic of freedom of the press and improved cooperation
- ✓ Endorsed and released the Joint statement for World Press Freedom Day, Promoting and Protecting Press Freedom guarantees Information as a Public Good.

On 01-07 May 2021, COMFREL in cooperation with CSOs celebrated International Labor Day online. About 400 participants attended this event. In this event, the participants actively addressed their working conditions and difficulties during the lockdown period. A joint statement was released to address the difficulties of workers in labor sectors during the pandemic time and call for intervention from the government. Soon after, the National

On 23 July 2021, COMFREL, in cooperation with YRDP, conducted a training session on Principles and Indicators of Free and Fair Elections to provide knowledge to youth related to the benefit of these conditions for free and fair elections. This

bank of Cambodia, on 21 May 2021, issued a notification about favorable measure phase III to call for Financial institutions to lift the difficulties of people.

2.3 Sodality electoral support

Through electoral solidarity support, COMFREL had meetings with provincial secretaries CCFC in the provinces and conducted training sessions. Regular meetings were conducted with COMFREL networks to follow up and strengthen them through messenger or phone calls.

On 15 November 2021, COMFREL had an online meeting to talk with a consultant of PBO to set a new plan for solidarity on election and at the same day, COMFREL's staff had an online meeting with 4 people from YRDP, ADHOC to share working activities and a plan before the 2022 commune council election to join a small sub-grant to NDI. In the meeting, we talked about the activities which we could do together.

On 26 August 2021, COMFREL organized an online meeting with provincial secretaries to follow up on their work and challenges during the Covid-19 epidemic. The problems were discussed in the meeting including the secretaries facing difficulty in communication, some NGOs don't want to work with COMFREL because we are working on the election and sensitive issues, public institutes don't cooperate with COMFREL and because COMFREL paused its activities, its network stopped and when COMFREL started again, it faced difficult to recruit. The provincial secretaries were concerned that during the election period, it will be more difficult to recruit the network.

session was attended by 14 participants (8 female) as youth. As a result, COMFREL's staff presented a statement in Bangkok, indicators of evaluating the free and fair elections, and answered the participants' questions.



COMFREL, in cooperation with YRDP, conducted a training session on Principles and Indicators of Free and Fair Elections

On 22-27 June 2021, COMFREL's staff had a meeting with 20 people of CCFC, including the management team and advisor. This meeting was taken place in Siem Reap province to mobilize COMFREL's network for the 2022 Commune Council Election. As a result, CCFC agreed to be COMFREL's network, and CCFC would send a name list to COMFREL. The questionnaires were also drafted to ask the relevant stakeholders.

Following the NEC's training on 4-5 June 2021 on the mock election in 2021, COMFREL's staff observed a mock election in 2021 prepared by the NEC. COMFREL planned to deploy one observer to observe two stations of each 25 capitals/provinces. However, the NEC's plan was canceled due to the request of the Prime Minister. The letter of PM said that because of the Covid-19 pandemic, the Government called for the NEC to drop the Mock Election in 2021.

On 28 May 2021, COMFREL's staff had an online meeting on a testing election system with 100 participants. As a result, COMFREL received updated information related to the election from the NEC that tested 3 election systems 1) registered the political candidates by computer, 2) used the symbol on the pens, and 3) questioned the NEC representative on procedures, operating systems, and arrangements.

On 07 May 2021, COMFREL's staff had an online meeting with COMFREL provincial secretaries to follow up on their activities. As a result of the meeting, the provincial secretaries shared the situation in their provinces and their challenges, set up an activities plan such as forums on voters' will, and a presentation of provincial secretaries made on activities that they could and couldn't do.

On 21, 23, 26, 27 and 29 April 2021, COMFREL had an online meeting (Zoom) to share the situation of covid-19 during the lockdown, share political and rights based on the human situation, prepare the event for the International of Labour Day, to follow up activities and program for International of Labor Day and to discuss a joint-statement and key messages. These were attended by about 91 participants from CSOs partners and trade unions of the labor sector.

2.4 Electoral Monitoring

2.4.1 Forum on Voters' Wills

02 April 2021, COMFREL's team had an online meeting to set a plan related to the forum on

Voter's Will and discuss the challenges for the forum. As a result, the team combined the points considered to be challenges for the 2022 election, from the political party law and from the amended election law, briefly reviewed them, and sent them to the consultant team. In June 2021, COMFREL's staff finalized the guideline for a consultation meeting to guide the management team of the forum on voters' will. COMFREL also finished priority issues for the forum on voters' will. On 14 June 2021, COMFREL organized an online consultation meeting with 12 people from CSOs, including ADHOC, CENTRAL, PDP CENTER, YRDP, and law experts, to find support for the forum on voter's will. As a result, COMFREL presented its plan for organizing the consultation meetings and forums and discussing the priority points. On 13th-27th July 2021, COMFREL organized an online meeting with provincial secretaries and volunteers in 8 provinces to talk about the preparation of a consultation workshop in the province. As a result, COMFREL conducted the 8 provincial consultation workshops in Takeo, Kampot, Siem Reap, Kampong Cham, Kampong Thom, Preah Vihear, Banteay Meanchey, and Ratanakiri province. There were 7 issues talking in the consultation workshop, including 1) overseas Voter Registration, 2) Political rights and the right to stand for election, 3) voters' will and voting rights, 4) the NEC composition, 5) the neutrality of civil servants 6) the role of the media and civil society suspension and 7) dissolution of political parties. Organizers could choose 5 of 7 issues for the forum in different provinces. COMFREL received the challenges and recommendations on 7 issues from the provincial governor, district councilors, commune councilors, community people, and political representatives. COMFREL sent a letter to the MoI and the NEC to seek cooperation from them to conduct provincial consultation workshops, and the NEC and the MoI have received COMFREL's notification about project field activities. COMFREL organized two online meetings with 15 provincial secretaries and COMFREL's staff in the central office, the first meeting to talk about the preparation of the forums on voters' will to set place and time, categorize the participants, and allocate the budget and the second meeting to reflect the strength and weakness of conducting the forum. COMFREL conducted three forums on Voters' Will in Kompong Chan, Siem Reap, and Kompot provinces. The objectives of the forums

were to present the result of the consultation workshop to the participants, give an opportunity to participants to provide recommendations and find support from them. These were attended by 292 participants from the provincial governor,

district councilors, commune councilors, community people, and political representatives. The recommendations were sent to the central office.



Consultation workshop was conducted in province to give an opportunity to participants to provide recommendations and find support from them

2.4.2 Election Monitoring: Audit of voter registration and voter list

On 26 August 2021, COMFREL organized an online meeting on Voter Registration Process with 17 provincial secretaries to discuss how to monitor voter registration in 2021. As a result, COMFREL presented its plan for voter registration and preparation for observers' deployment. By the end of September, the plan for voter registration monitoring was revised and finalized. 21 Observers as provincial secretaries and staff were expected to conduct the monitoring in October 2021, according to the NEC schedule. The registration monitoring would be conducted at Banteay Meanchey, Bathambang, Kampong Cham, Kampong Chhnang, Kampot, Kandal, Ratanakiri, Kampong Thom, Kratie, Siem Reap, Mondolkiri, Pursat, Preah Sihanouk, Streong Treng, Takeo, and Preah Vihear province. Five of 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. On 11 and 14 October 2021, COMFREL conducted an online training session on monitoring the voter registration and voter list 2021 with 19 participants (9 female) to build their capacity on how to monitor the registration process. This session was taught them how to use App to collect information related to the registration process. By the end of November 2021, the voter registration monitoring finished, and the voter list audit started to kick off in December. 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 Meanchey, Palin, Tboung Kmom, Kampong Cham, Phnom Penh, Koh Kong, and Svay Rieng.

On 17 February 2021, there was a meeting among COMFREL's staff to talk about preparation for a

press conference on the auditing voter list. This event was decided to organize in COMFREL's office. As a result, the team agreed to set the responsibilities in that event, for example, the person who responded on interpreting for the foreigner/Embassies and the person who printed the document. On 23 February 2020, 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. Political parties, including GDP and Khmer's Will supported COMFREL Findings and recommendations particularly on registration for migrant voters. As a result, COMFREL presented its findings to the participants and answered their questions. At that time, COMFREL also lived on its Facebook page. 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.

Program 3. Women's Empowerment in Politics Program

3.1. Campaigning and lobbying to demand gender equality

In 2021, COMFREL's staff finished studying policy papers to promote women's political participation and decision-making level, from 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 on 22 September 2021. As a result, COMFREL's staff presented its findings related to election laws. In that meeting, participants deeply discussed the Law on the National Assembly Election 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.

COMFREL committed to conducting three consultation workshops as planned, but after discussion with the women working group, we changed the consultation workshops to workshops to understand political parties' action plan to promote women candidates for the upcoming commune council election 2022 and the National Assembly Election 2023. This was not only finding the support and input from participants but also lobbying and advocating at the same time with influencers. As a result, COMFREL conducted

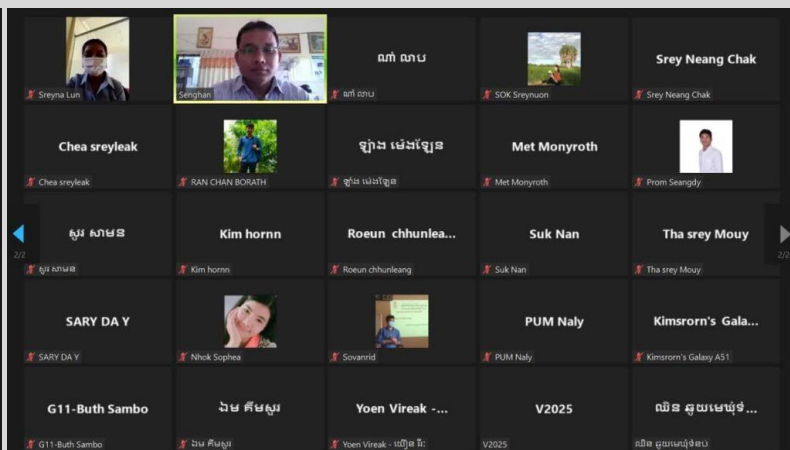
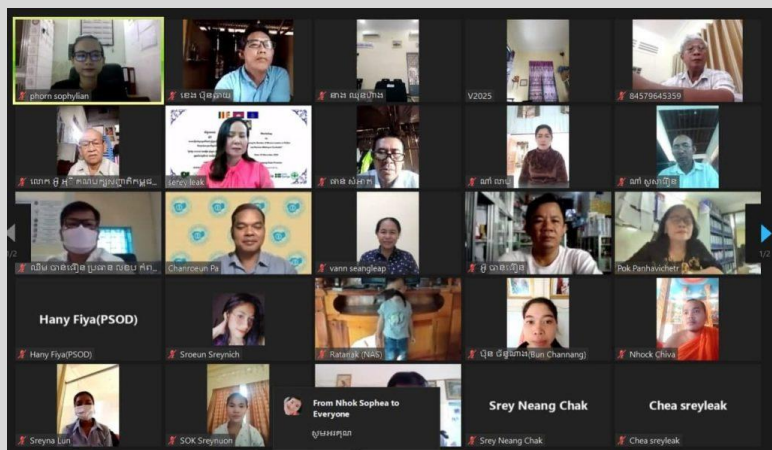
three workshops as planned; two online sub-national workshops, and one (offline and online) national workshop including November and December 2021, on "Increasing the number of women leaders in politics and decision-making in Cambodia", co-organized by COMFREL, SILAKA Cambodia, GADC, Banteay Srey organization, and Committee to Promote Women in Politics (CPWP). These were attended by 177 participants (80 female, 45.1%) 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, Embassies, 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. The objective was to understand the policies or action plans of political parties to increase the number of female candidates for the 2022 Commune Council Elections and the 2023 National Assembly Elections, to share survey finding mini-report on women in politics, and to share the study's findings of successful experiences and policies to promote women's political participation and decision-making from other countries and key points in developing gender equality policies within the political parties. These were also to present the study results on the election laws in Cambodia in increasing the representation of women elected and the decision-making role and seeking support for the proposed amendments to the election laws. 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 the candidate for the upcoming Commune Council Election (CCE) 2022 and National Assembly Election (NAE) 2023:

- ✓ 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.

- ✓ CNLP committed place women candidates as commune chief (to be elected) for CCE 2022 in all 10 districts/city
- ✓ KNUP planned to place women candidates 35% for CCE 2022 and 45% for the NAE 2023

- ✓ GDP committed to placing women candidates from 1 to 3 rank for CCE 2022
- ✓ CNP committed to placing more women candidates (50% female) for the CCE 2022 and the NAE 2023
- ✓ BSDP: if his party win the election, 50% women and 50% men



Online workshops on "Increasing the number of women leaders in politics and decision-making in Cambodia"

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 very important 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 their 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.

Cooperation with NGO-CEDAW:

On 10th August 2021, COMFREL's staff had an online meeting with NGO-CEDAW to discuss producing a CEDAW report. It was attended by 31 participants who are working to promote gender equality in Cambodia. In the meeting, they talked about rights and freedom of expression, assembly and establishing the association, amendment of the law on domestic violence, and set the date together for submitting the recommendations to NGO-

CEDAW. This is the 24th meeting of the technical group working regarding domestic violence and gender. On 16th April 2021: COMFREL joined with NGO-CEDAW released a joint statement on “Increase Vigilance to Prevent Gender-based violence in Quarantine and Areas under Lockdown”. The purpose of the statement was 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 that 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. On 12th May 2021: COMFREL’s staff joined with a women group (NGO-CEDAW) on “Open Letter to Samdech Krala Hom Sar Kheng, Deputy Prime Minister, Minister of Interior, Lok Chumteav Dr. Ing Kantha Phavi, Minister of Women's Affairs, His Excellency Keut Rith, Minister of Justice”. The subject of the open letter was to request further legal actions against Oknha Heng Sear, former Oknha Duong Chhay, and Mr. Ouk Kosal, former Provincial Police Commissioner of Kampong Thom Province on cases of violence, sexual harassment, and rape of women. As a result, Mr. Ouk Kosal was fired from his position, and Oknha Dong Chay was also fired from this position. On 05 March 2021, COMFREL celebrated International Women’s Day at COMFREL. This event was attended by all COMFREL’s staff (22 participants and 11 female). The objective of this celebration was to celebrate the 110th Anniversary of International Women's Day, to raise awareness of the staff and volunteers of COMFREL and manager of love is not hate-related gender perspective, and to give special encouragement to COMFREL's female staff and managers who dedicated their energy, mind and time to work for COMFREL to help society and promote the democratic process in Cambodia, and to create a friendly, happy and united atmosphere among the staff, managers and volunteers of COMFREL. On 08 March 2021, 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 report in

Khmer: <http://ngocedaw.org/wpcontent/uploads/2021/03/MR2020KH.pdf>

The report in

English: <http://ngocedaw.org/wpcontent/uploads/2021/03/MR2020EN.pdf>

Here are the recommendations:

- ✓ Discard the draft law on public order, and the new sub-decree on the internet gateway as such laws potentially violate women’s freedom of expression and rights to privacy, and a gender impact assessment is necessary before adopting new legislation.
- ✓ Allocate an adequate national budget to effectively implement NAPVAW III and Neary Rattanak V and the upcoming national policy on gender equality.
- ✓ Amend and enforce laws aimed at eliminating intimate partner violence, sexual violence against girls, and all other forms of gender-based violence, particularly by providing responsive services that focus on the physical and mental wellbeing of survivors and ensure access to justice for survivors.
- ✓ Act to prevent and eliminate all harassment, violence, and other forms of gender-based discrimination in the world of work, by adopting national policies and by ratifying the ILO Convention No. 190.
- ✓ Train all security personnel hired by the government or municipal actors, including their managers and supervisors, on how to interact with women in a non-violent and gender-sensitive manner.

Cooperation with the MOWA:

On 09 July and 15th September 2021, COMFREL’s staff, as a member of the technical working group on women in leadership and governance, participated in an online meeting on the Technical Working group on Women in Leadership and Governance, organized by the MoWA, to update about the key progresses and challenges and to present the next steps of promoting gender equality and women in decision-making level. 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.

Cooperation with HBF

On 22nd July 2021, COMFREL’s staff had an

online meeting with Heinrich Boell Foundation (HBF) on «Gender, Election and CPWP» to share what COMFREL has done to contribute to gender equality and elections through women working groups. This was a sharing session between COMFREL and HBF

3.2. Political Gender Watch

3.2.1. Monitoring Women's Political Participation in Voter Registration

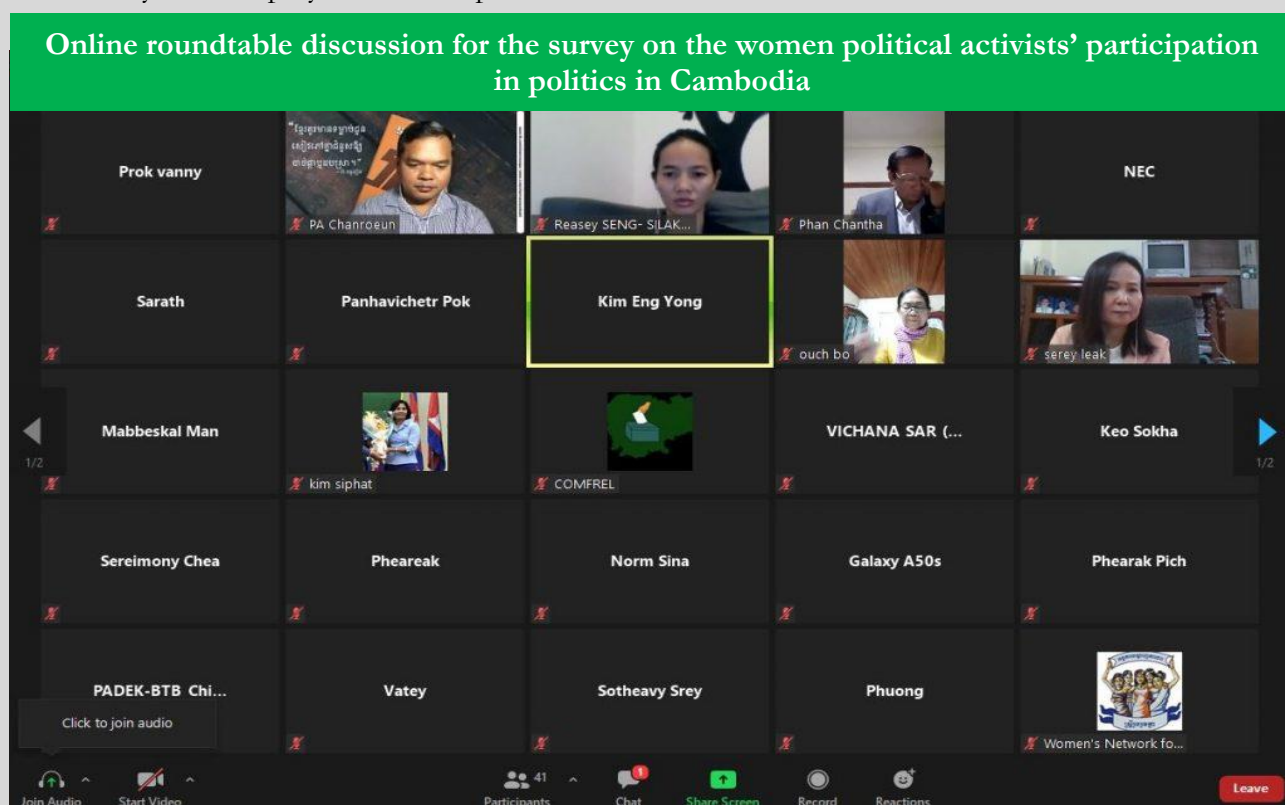
COMFREL recruited 10 active people in their area to be female observers to monitor the voter registration in 10 communes, 7 districts of 5 provinces including Kampong Cham (change from Tbong Khmom to Kampong Cham), Kampong Chhnang, Kampong Thom, Takeo, and Preah Vihear province. COMFREL applied the observer's ID from the NEC for them. COMFREL provided an online training session on "Techniques to collect quality data and challenges of women in the voter registration process" to them. They were deployed in these provinces to

collect data related to women's participation in voter registration and revision. For 2021 report on women's political participation in voter registration is in the process of developing the report.

3.2.2. Monitoring Women's Political Participation in the Commune Council Elections 2022

COMFREL also recruited 15 female observers in 15 communes 12 districts in the same provinces to monitor the situation of women's participation in politics. COMFREL provided an online training session on how to monitor women's political participation to them and deployed at the proposed target place. Now It is in the process of compiling the data for the annual report.

COMFREL produced the survey on the women political activists' participation in politics in Cambodia completely, and on 24 June 2021, COMFREL's staff organized an online roundtable discussion for this report.



It was attended by 52 participants (because online discussion, can't identify female or male) consisting of representatives from the Ministry of Women's Affairs, representatives of the National Election Committee (NEC), representatives from political parties, civil society organizations, and donors, local journalists. This discussion was also attended by multi-media. The objective of the discussion

was to disseminate the results of the survey to the participants and discuss the findings among participants to improve the survey. 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. For example, the representative of the NEC Mr. Ke Rith, praised COMFREL's efforts to produce this important survey, and he would bring these findings to talk with superiors. Separately, a representative of the Ministry of Women's Affairs H.E. Kim Siphath, also praised COMFREL's work and acknowledged that the number of women in politics was limited because men have not changed their behavior yet, and most men think that he is the one who decides everything.

3.3 Online/Radio show 'Women Can Do It' broadcast and disseminated online

In cooperation with the media unit, the civic education unit hosted 50 sessions (35 live and 15 rebroadcast) of the 60-minute online/radio call-in show, 'Woman Can Do It', on FM 105. The programme discussed women in elections and politics and the promotion and increase of gender equality in a decision-making positions in Cambodia.



Online/radio call-in show, 'Woman Can Do It' was broadcasted every Thursday

The objectives of the discussions were to strengthen women's confidence in their job performance, enhance gender equality, and motivate all political parties to consider placing women on their candidate lists. The radio shows featured feedback and interaction by allowing listeners to call in and share their ideas, and experiences, and/or raise questions. There were 60 callers and commenters (40% female) and also 59 (74% female) speakers. The radio program received 42,100 views, 5,524 likes, 1,668 shares, and 572 comments.

These topics were:

- ✓ Attention on Solutions for the Abuse of Women
- ✓ ADHOC Women's Role in Helping Victims of Trafficking
- ✓ Human Trafficking
- ✓ Promote the Proportion of Women in Politics and Decision-Making

- ✓ Love is Love, True Love, No Violent Reason
- ✓ Migration's Issues During Covid-19
- ✓ Human Trafficking through Marriage to China
- ✓ Men's Participation in Supporting Women in Politics
- ✓ Gender Perspective
- ✓ Gender-Based Violence during the Block Down
- ✓ Why Is There Gender Equality in Politics?
- ✓ Migration and Impact on Children

For example: COMFREL cooperated with SILAKA and CVS to conduct a roundtable discussion through an online radio talk show on 11 March 2021 at COMFREL's studio. The topic was "Men's Participation in Supporting Women in Politics". The main objectives were the following:

- ✓ To foster active and fruitful dialogue on how men can be the catalyst for the

- promotion and increase of women's participation in politics
- ✓ To mobilize leadership, an independent analyst, famous male support and provide opportunities for women to participate on equal terms with men and take full advantage in Politics
- ✓ To increase gender equality in political positions and decision-making power
- ✓ To provide key recommendations for men to support women in politics and decision-making

COMFREL produced six video animation spots to maintain gender perspective and promote gender equality: Here were the topics of the video animation spots:

- ✓ Eliminate all forms of discrimination against women
- ✓ End all forms of violence against women and children
- ✓ Strengthen law enforcement to protect women from violence
- ✓ Women's capacity development
- ✓ Good political environment for women

Propose amendments to the election law for the sake of gender equality in politics

Program 4. Democratic Governance Reform Program

4.1. Government Watch

The 2020 report on Government Watch was produced and released on its Website and Facebook page. The findings in the report were disseminated through the radio talk show of COMFREL.

COMFREL conducted a small study to measure the results from the people's forums in 2020 of each commune. Six COMFREL's networks were deployed to interview 18 people of the villages, and 6 commune councils who both attended the forums in 2020. On 25 June 2021, COMFREL's network were oriented through an online meeting to discuss questionnaires and guideline and report to the central office. During the interview with commune councils at the field, the result of the people scorecard of the bear commune in 2020 was submitted to commune councils. Six target communes, including Kampot, Kampong Chhnang, Siem Reap, Prey Veng, Banteay Meanchey, and Kratie province, were conducted an interview with 24 people. COMFREL listed

down the main problems of their commune for COMFREL's network to check whether these problems have been solved or not yet. The data was sent to the central office.

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). By September 2021, a revised method was done. By December, the process of the scorecard was finished, and data have been collected and in the process of analyses. About 190 people who were from each village of each commune (6 communes) were engaged in the scorecard process. They were interviewed to understand good local governance, provide their scorecard on the implementation of good governance in their communes, and raise their concerns and requests to commune for possible solutions.

COMFREL broadcasted nine sessions of the radio program on Congress, Government and Governance to share about good governance in their target group. These sessions invited provincial secretaries and commune councilors to share the commune councilors' permanence and challenges in their community. These sessions also invited COMFREL's staff who responded to monitor the government to share in the programme.

The 2020 report on the parliamentary watch was produced and released on 30 March 2021 on the Facebook page and COMFREL's Website. The findings of the 2020 report were discussed in COMFREL's Radio program.

COMFREL's volunteers collected data regarding sessions in the National Assembly and the field visits of members of parliament. Data was inserted into the server for a report purpose. COMFREL participated in monitoring the plenary sessions to track down all data of the NA. On 24 June 2021, the 6th Plenary Session of the NA was held to give confidence to HE Prach Chan as the Chairman of the NEC. As a result, there were 82 votes out of 82 for him as the NEC chairman, and in this session, the NA didn't give a floor to the new NEC chairman to thank or make a commitment. 09 September 2021, COMFREL's staff monitored the plenary session of the NA at the parliament to adopt the 8 proposed agendas, including approval and amendment of some articles of a draft labor

law and a draft law on investment in Cambodia. In this session, some questions were raised by the MPs on these laws. On 24 October 2021, COMFREL, in cooperation with YRDP conducted an online training session on the experience of monitoring the plenary session in the NA and a plan for youth to monitor in the NA. This was attended by 10 participants (3 female) as youth from YRDP to present the legal norms and internal regulations of the National Assembly related to the sessions of the National Assembly and develop a session observation plan. Three choices were proposed: monitor all processes of establishing the law, review the effectiveness of law-making, and examine the characters in each session of the National Assembly and the responsibilities of the representatives in that session. As a result, the discussion decided to take the third point to examine the characters in the session because the above two points needed a lot of time, budget, and human resources, so the YRDP didn't have the resources as well as the possibility to monitor. On 25 October 2021, COMFREL monitored the 6th Plenary Session of the National Assembly, 3rd year. There were two draft laws on the agenda of the plenary session to be discussed and approved the draft law on the amendment of Article 19 (new), Article 82 (new), Article 106 (new), Article 119 (new), Article 119 (new) and Article 137 (new) of the Constitution of the Kingdom of Cambodia and Article 3 and Article 4 of the Constitution to aims to ensure the normal functioning of national institutions. This was attended by 111 members of parliament who voted for confidence without giving any feedback on the articles. On 29 December 2021, COMFREL's staff attended to monitor a plenary session in the NA to discuss and approve three agendas, including 1) A draft law on the amendment to the Law on Commercial Enterprises 2) A draft law on the amendment to the Law on Commercial Rules and Commercial

Registration and 3) A draft law on the Approval of a Free Trade Agreement between the Royal Government of the Kingdom of Cambodia and the Government of the Republic of Korea. This was attended by 102 members of parliament who voted for confidence, and only MP commented on this draft law.

On 25 February 2021, COMFREL's staff had a meeting on "the experience of monitoring the parliament and the NA members " with the YRDP team to get the experience of monitoring. On 09-10 June 2021, COMFREL's staff was invited to be a speaker in the workshop organized by the YRDP to share about the NA and the MPs to YRDP youth. In the workshop, COMFRE's staff shared about LEMNA, the statute of the National Assembly, the chapters of the NA and the government, and how to monitor the NA. On 22-23 August 2021, COMFREL, in cooperation with YRDP conducted a training session on Youth's participation in monitoring the parliament and pushing the members of the NA to have responsibility. This was attended by 14 participants as youths, including 9 direct participations and 5 online participations and they were from Siem Reap and Battambang province. The session's objective was to give youth a chance to learn the role of MPs and participate more in monitoring the local area. As a result of the session, they understood the MPs' responsibilities and obligations and also understood their role and responsibilities in a democratic society.

4.3 Democracy Watch

The 2020 annual report on democracy and election reform in Cambodia was not produced as planned because a producer got health problems and COMFREL could not find another producer to replace him. For the 2021 report, COMFREL will do as planned and will be finished by March 2022.

IV. Staff Capacity and Organizational Development

5.1. Staff capacity development

On 17 December 2021, COMFREL's staff attended a workshop on Legal Standards Governing the use of social media and the Internet, taking place at YRDP's office to present the rights and challenges of using social media and digital. At end of the workshop, COMFREL's staff understand the relationship between human rights and digital rights, how to use digital for supporting human rights activities, the negative effects of using Facebook pages and Websites, and how to protect against negative effects.

On November 23, 2021, COMFREL's staff attended a workshop on "Results Dissemination and Planning on Environment, conflict sensitivity, and Gender Mainstreaming" hosted by Diakonia, at Himawari Hotel Apartments. The objective of the workshop was to share the mainstreaming assessment results of environment, conflict sensitivity, and gender with our partner organizations. The following components were shared/discussed: 1) identify the overall picture of where the program is today (baseline), 2) show different partners where they seem to be compared to other partners, 3) reflect on back donor expectations of program and partners and 4) give the opportunity to partners to reflect on what will be the next steps for their organization and how Diakonia could support them.

On 10-11 November 2021, COMFREL staff attended a workshop on the role of citizen journalists/youth to promote freedom of expression, taking place at the Himawari Hotel. The objective of the workshop was to build strong cooperation among citizen journalists and professional journalists. As a result, COMFREL's staff learned about the role and responsibility of journalists, learned how to collect and analyse the

news and understand the challenges and solutions for citizen journalists.

On 2nd July 2021, COMFREL organized an online board meeting to report to the board the achievement and main challenges during its project implementation and present the next 6-month work plan 2021. This meeting was to update about fund support from the donors and receive the board's advice on the current political situation in order to be flexible to fit the situation. As a result of the meeting, the boards understood COMFREL situation during the Covid-19 epidemic and request COMFREL be ready for the 2022 elections.

On 04-26 May 2021, COMFREL's staff attended a training session on Quickbooks and QE Extension taught by Bill24 Co., Ltd to build capacity related to finance. As a result, staff learned more about QuickBooks and QE extension which was useful for recent work.

On 09th March 2021, the M&E team had a meeting together to talk about a report format that needed to be used to write a monthly report. A detail of the report format was discussed and agreed to fit the donors' requirements. In the meeting, the team also talked about a plan for monitoring and evaluation. As a result of the meeting, the report format and the plan for M&E were discussed and agreed together.

On 19 February 2021, COMFREL organized a sharing session on Gender Statistic at COMFREL. This was attended by 11 participants (4 male). The Objective of session were to build capacity of staff related to gender statistics and importance of gender statistics using. This session contributed to improving staff's capacity of using gender statistics in the report and as reference or in the proposal.

On 02 February 2021, COMFREL organized a training session on Video Animation Spot at

COMFREL's office. This session was shared by COMFREL staff who experienced it for 4 years. It was attended by four participants from Media Unit and Gender Unit. The objective of this session was to remind and develop more capacity of the staff on how to produce a good video animation. The participants asked many questions related to their previous challenges during the video making. In this session, the participants learned the technique to connect one scene to scene smoothly and the technique to create a good scene with voice.

5.2. Monitoring and Evaluation and Quality Assurance

If compared to the staff capacity development plan and project plan, COMFREL could achieve 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 the creation of digital caricature/video animation, evidence-based research, and mentoring on implementation of financial policy. COMFREL couldn't find outsourcing to provide capacity for the 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 to finishing the activities against the plan. Staff developed more capacity and skill in report writing, how to use QuickBooks for financial work, and video animation production. 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 the urgent tasks, 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 you. Monthly meetings (staff meetings) were conducted to share the situation of staff during the Covid-19, vote for staff representatives, form 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 recruited an HR policy consultant to develop HR policy and conducted a staff capacity assessment. COMFREL also recruited M&E guidelines and system consultants. 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 the new HR policy twice by the 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 a 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.

On 22-24 December 2021, COMFREL conducted a staff reflection (staff retreat) in Sihanoukville province to review organizational development, discuss a strategic plan for 2022, and build solidarity among COMFREL staff. New HR policy which was in process of being finalized, 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, attended. Four groups were divided to discuss shortcomings and improvements. After discussion, each group presented its findings to the whole group. 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 still had a good performance on 8 corners.