



API Policy Analysis



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Identifying thematic policy issues to support API's advocacy and policy initiatives in targeted Districts in Banteay Meanchey, Kampong Chhnang, Kampong Speu, Kampong Thom and Pursat provinces

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Foreword:

The Advocacy and Policy Institute (API) is a well-established and well-respected non-government organization with its center and only office located Phnom Penh Villa Building, Floor 2nd, Room 206, #124, Street 388, Sangkat TuolSvay Prey II, Khan Chamcar Morn, Phnom Penh. API's vision is for a Cambodian nation that, through poverty reduction and the protection of human rights, creates a national culture of harmony and democratic, political and economic sustainability. Its mission is to serve the long-term democratic and social development needs of Cambodia through the empowerment of people to interact with their government to protect their rights and provide for their needs. Since its establishment in 2007 API has been working with sub-national governments in five provinces, and with Parliament, to promote access to information, information disclosure and to encourage local dialogue and participation in the decision making process. Through its focus on grassroots democracy, freedom of information and advocacy capacity building API continues to play a significant role in building advocacy capacity for its target groups. It has established a highly respected reputation with all of its stakeholders and continues to strengthen democratic governance in Cambodia.

Acknowledgements:

Advocacy and Policy Institute (API) wishes to express its gratitude to DCA/CA and BfDW and other contributing partners for providing technical and financial support to the project titled "PRO-CITIZENS: *Promoting Rights, Voices, Choices and Decisions for Citizens, 2017-2019*". The support is relevant to both Cambodia's D&D reform agenda as well as to API's strategic plan focusing on the role of district/municipal administration. With an effort to encourage a more responsive local government, API has engaged a small team of consultants (Mr. Tep Kuntheara, and Mr. Geoff Berry) to carry out a review and analysis of 8 complementary issues relevant to the role of District/Municipal (DM) administrations. Importantly, the findings and recommendations inherent in this report are of great importance for both API and DM administrations to further clarify policy positions and for articulating the main orientations at DM level for the coming years. Therefore, API also wishes to extend its sincere thanks to district leaders, sector officials, community members, CSO partners and other stakeholders including API staffs and consultants for truly being part of this analysis and whose values are well acknowledged.

Acronyms:

ADB	Asia Development Bank
API	Advocacy and Policy Institute
ARD	Agriculture and Rural Development
BfDW	Bread for the World
CBO	Community Based Organization
CD	Commune / District
CDP	Commune Development Plan
CEDAW	Convention on the Elimination of all forms of Discrimination Against Women
CS	Commune / Sangkat
CFi	Community Fisheries
CSO	Civil Society Organization
DCA / CA	Danish Church Aid/ Christian Aid
D&D	Decentralization and Deconcentration
DM	District / Municipal
DMK	Districts, Khans and Municipalities
FACT	Fisheries Coalition Action Team
GADC	Gender and Development for Cambodia
I-SAF	Implementation of the Social Accountability Framework
KII	Key Informant Interviews
LED	Local Economic Development
LMAP	Land Management and Administration Project
MLMUPC	Ministry of Land Management, Urban Planning and Construction
MoWA	Ministry of Women's Affairs
MoLVT	Ministry Labour and Vocational Training
NCDD	National Committee for Subnational Democratic Development
NGO	Non-government Organization
PALC	Provincial Association of Local Councils
FGD	Focus Group Discussion
SME	Small to Medium sized Enterprise
SNA	Sub-National Administration
SNDD	Sub-National Democratic Development
SNIF	Sub-National Investment Fund
WV	World Vision

Executive Summary:

API undertook the policy analysis, the results of which underpin this report, in order to better understand how to assist sub-national administration to promote democratic government and better service provision within eight targeted districts across five provinces – namely Phnom Srouch, Kampong Speu Province, Rolea Bier, Kampong Chhnang Province, Krakor and Bakan Districts, Pursat Province, Santuk and Prasat Ballangk Districts, Kampong Thom Province, Phnom Srok and Thmar Pouk Districts, Banteay Meanchey Province. Based on issues identified through initial discussions with district administration officials, the eight identified themes represented issues that were perceived to be of importance to the districts in question. The diversity of themes selected – which encompassed (1) women's role in planning and decision making, (2) access to land ownership, (3) inclusive planning, (4) fisheries management, (5) community health and wellbeing, (6) local economic development, (7) migration and (8) disability – highlighted the complexity the role of sub-national government at the district and commune levels and the need to work with them as successful sub-national government is established.

API Project Managers and Officers gathered the data for the policy analysis using semi-structured interviews and focus group discussions (See Annex 1) with a range of personnel including community members, district and commune councilors, provincial and district ministry representatives, CBO members and NGO staffs. The data was analyzed by the consultancy team in collaboration with the API staff members. Altogether 42 recommendations were identified as an outcome of the policy analysis and these are listed, as appropriate, at the conclusion of each policy brief. Of these recommendations, 35 were directed at District Administrations and the remaining 5 broader recommendations directed at API as well as, in some cases, API's district partner. While the specific recommendations for each study are listed at the conclusion of each study and are not repeated in this Executive Summary, 9 cross-cutting issues, discussed below, were identified from across the studies as a whole.

Cross Cutting Issues

The eight policy studies reflected in this report were in response to the identified issues being faced by government officials and citizens of Phnom Srouch district, Kampong Speu province, Rolea Bier district, Kampong Chhnang province, Krakor District Pursat Province, Bakan district, Pursat province, Santouk district, Kampong Thom province, Prasat Ballangk district, Kampong Thom province, Srok district, Banteay Meanchey province and Thmar Pouk district, Banteay Meanchey province. A range of stakeholders participated in the KIIs and RGDs, including community members, district councilors, commune councilors, provincial advisors and district governors and deputy governors and senior officers from district officers of national ministries. API staff members facilitated the data gathering process using prepared data gathering instruments which included predominantly qualitative data to investigate specific perceptions of those participating in the KIIs. Overall there was a strong sense of cooperation by all respondents and a willingness to share insights and issues being faced.

The eight topics addressed in this study reflected the disparate and complex nature of subnational government in Cambodia. While each study reflected different issues and will require different forms of intervention it was clear that there were common issues facing subnational government that need to be considered.

Issue 1: The challenges of subnational governance

The challenges of building government institutions at the district and commune levels was apparent from the studies – not only those challenges associated with the politics of subnational governance, but those associated with the lack of experience of councilors, the vague and often confusing policy documents provided to them by their national counterparts, the complex needs of their constituents and the geographical isolation in which they undertake their duties.

Issue 2: Policy alignment and implementation

While there are national policies relating to all of the eight themes investigated, subnational governments seemed to be struggling with the implementation of these policies. This appeared to be partly due to (a) a lack of awareness of, or understanding of, government policy by subnational government office holders and the community generally, (b) the limited funding from the national ministries in question or (c) a lack of management skills. This issue was particularly apparent in the research pertaining to women's participation, fisheries management, migration and disability where there was limited evidence that national policies were being implemented or where there was lack of alignment with other associated policies. The lack of alignment between the Labour Law and the Law on the Protection and the Promotion of the Rights of Persons with Disabilities on employment conditions for people with disabilities is one example. Consequently government officials at the district and commune levels need substantial support in building their capacity to manage these challenges. This could include management development in terms of, for example, collaborative planning and decision making, financial management including budgeting, information management and relationship management.

Issue 3: Community participation in planning and decision making

Limited community participation, particularly of women, in district and commune planning and decision making was also an issue that emerged across many of the studies, reflecting traditional patriarchal notions of leadership and management that need to be challenged. While it seemed clear that women were "involved" in the planning process at the village level, for example, such involvement did not necessarily translate into "participation" through policy decision making at the commune and district levels.

Issue 4: Private sector engagement

The role of the private sector – that is, of local industry – in community development and service provision was understated in the studies, such as those on inclusive planning and Local Economic Development (LED), with no evidence of a corporate citizen approach or sense of community responsibility. There was no evidence of dialogue between or among government departments and the private sector, between NGOs and the private sector, in terms of collaboration for general community welfare.

Issue 5: Compliance management and quality monitoring

The studies on migration, fisheries management and community health alluded to the need for relevant government departments to play a stronger role on monitoring private sector organizations and their impact on the social, economic and health status of their customers and clients, as well as the broader community. No specific accountabilities were mentioned that might be expected by government

authorities on the actions of the private sector in terms of, for example, employment, migration, environment protection or workplace health and safety. There was no evidence from the studies that accountability procedures were in place to ensure compliance with environmental standards or that local governments held community and workplace safety in high regard.

Issue 6: Need to share good practices

Respondents from the community participation in planning & decision making study and the fisheries management study, for example, noted the importance of sharing good practices in aspects of district administration for the benefit of all communes. There was no indication from the research, however, that such "good practice" benchmarking was taking place - but the value of such shared seemed apparent.

Issue 7: Access to information

The research on inclusive planning, migration and land management in particular highlighted the need for community access to relevant and accurate information affecting their livelihoods. The studies indicated that there was a lack of clear information dissemination strategies, or that confusion existed in terms of who was responsible for the management and dissemination of such information at the district and commune levels.

Issue 8: Budgetary restraints

Almost all of the eight studies included the lack of adequate funding as a key barrier to the implementation of development plans at the sub-national level. This issue seemed to impact most on the provision of services such as health and education, as the majority of commune funding was directed to infrastructure development.

Issue 9: Local advocacy

Although respondents were able to list what they believed the government or NGOs ought to do in order to respond to the concerns that they shared, there was no clear evidence of community mobilization or specific intentions to take responsibility and address the issues collectively. Outside of NGO initiatives there seemed to be a lack of community pressure groups to advocate for the changes required and no clear evidence that the community generally were skilled in the advocacy process.

Introduction:

Over the last five years of implementation of its strategic plan, API has felt the need to review its local governance support initiatives funded by its donors towards strengthening the role of DM administrations. In 2016, API developed a series of 7 policy reflections related to 1) Public Participation 2) Public Service Delivery 3) Budget and Disclosure 4) Access to Information in Education 5) Community Forestry 6) Public Safety and 7) Waste Management. In 2017 API continues to work closely with target DMs and citizens to identify major issues for which the DMs have key roles and where the capability to deliver needs to be strengthened, whilst the Government re-affirms its political commitment to shift from local development to local **economic** development (LED). Therefore, more functions (from line ministries) have been transferred to and being planned for DM administrations. With this new approach, API has renewed its focus on capacity development for local councils by supporting the transfer of

functions and funding to district and commune councils. Eight topics for investigation were identified by the districts including:

1. Rights of citizens, in particular women, to participate in local decision making and local planning processes in Phnom Srouch district, Kampong Speu Province
2. Access to the right information and organizations in applying for land title in Rolea Bier district, Kampong Chhnang Province
3. Role of Commune Councilors into developing and implementing an effective Commune Investment Plan and Commune Development Plan in Krakor District Pursat Province
4. Role of DM Unified SNAs in community fishery management in Bakan district, Pursat province
5. Role of DM Unified SNAs in social / economic health issues in Santouk district, Kampong Thom Province
6. Role of DM Unified SNAs on access to information on local economic development private investment projects in Prasat Ballangk district, Kampong Thom Province.
7. Understanding role of DM Unified on migration in Phnom Srok district, Banteay Meanchey province
8. Rights of persons with disabilities in participating local development planning and decision making process in Thmar Pouk district, Banteay Meanchey Province

Purpose:

The objectives of this report therefore are to:

- explore the realities of SNDD reform, in the local context, including administrative and resource decentralization;
- examine the nexus of roles and responsibilities among all sub-national and national actors and civil society organizations with regards to service delivery;
- deepen understanding of how cross-cutting issues like participation, access to information, and civic awareness affect democratic governance.

Methodology:

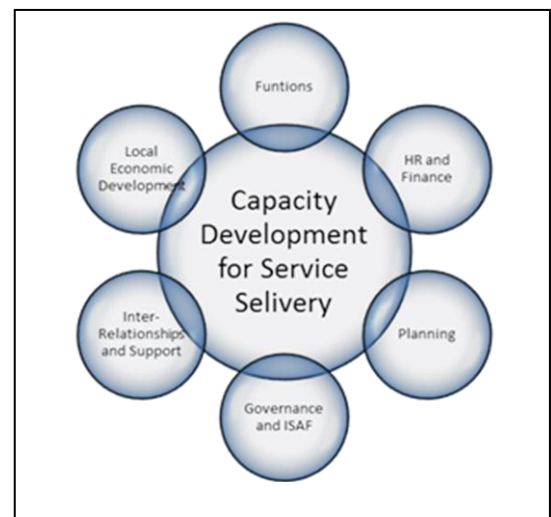
The proposed methodology, particularly tools for data collection, was designed to achieve the objectives stated above and was reviewed in collaboration with the API team in order to ensure the relevance of the selected topics to the identified interests of the targeted districts. The actual processes implemented were as follows:

1. **Kick-off meeting:** Consultants met with API's Director and team to clarify the expectations, particularly in terms of how the results would be used and to review the contents of each topic. Topics that lacked clarity or relevance to the needs of DM administration were re-affirmed by each district and/or changed.
2. **Designing research framework:** The process and tools (KII & FGDs) were designed following research objectives discussed at the kick-off meeting and key people for KII & FGDs were identified. The questions asked in each of 8 thematic issues addressed the following areas:
 - Current situation /actions / decisions
 - process / planning process / achievements

- Current roles and responsibilities of departments, organizations or individuals
 - Policy questions to gauge knowledge gaps and policy / practice alignment
 - Challenges / issues being faced in relation to the theme under investigation
 - Future intentions for the resolution of the issue, challenges and / or improvements to the situation
3. **Orientation and Data Collection:** Following in-house orientation on the research process and tools for API staffs, one of the consultants was also involved in data collection in two districts serving as field coach to API staffs in using the tools for KII and FGD. Actual data collection took more time than expected due to commune elections on 4 June.
 4. **Briefing meeting:** A half-day briefing meeting was held to ascertain the progress of data collection in terms of initial findings and observations. The first impression was that 8 topics were probably too many, some cases were very broad (e.g. review of 12 community fisheries in Bakan rather than one) and uncertainty existed for some topics (e.g. cases on occupational safety, land ownership & migration).
 5. **Drafting a report:** Consultants reviewed data/info and translated it into Khmer and used both primary and secondary data for drafting the report. Case by case reports were drafted and shared with API focal points to ensure the right interpretation of what was discussed during KIIs and FGDs.
 6. **Finalize the reports:** In general, the assignment required more reviewing and drafting than expected resulting in the submission of final report being deferred until the final week of September 2017.

Conceptual Framework

Year 2017 is the last year of IP3-II implementation. The government continues to strengthen accountability and capacity of the district and municipal administrations with focus on service delivery to manage the complex nature of the reforms. Fresh approaches to capacity development include both “supply-driven training” designed at national level and “demand-driven training” designed based on capacity needs of sub-national councilors and staffs by provincial level.



Functions: During 2015-2017 several ministries took courageous decisions to transfer and delegate essential service delivery functions to districts and municipalities. However, DM SNAs have yet taken the initiative to implement their general mandates. The process for transfer of functions is complicated, and the functions transferred were not implemented in an effective way. All Capital and Provincial Resource Facilities across the country were established in order to coordinate state and non-state service providers to provide CD support to SNAs and enable SNAs to access CD support on a demand driven basis. The future perspective of the government is to develop DM SNAs to become an effective administration with autonomy, functions

with sufficient funding and human resources for improving service delivery and promoting local economic development.

Human Resources and Finance: To improve the services, the transfer of functions must be supported by the transfer of resources, both financial and human. In 2015, the Ministry of Economy and Finance began developing conditional grant mechanisms to implement the functions transferred (e.g. fund for solid waste management) and the Ministry of Civil Service developed a separate statute for SNA decentralized personnel management system, which was approved by the NCDD in 2016. The government acknowledges the urgent need to operationalize the “SNIF – Sub-National Investment Fund” and provide SNAs with power to increase discretionary funds through their own source revenues in the coming years.

Planning: Currently, some boards of governors at district/municipal levels do not pay attention to the formation of an inclusive district/municipal development plan and its rolling investment program. For example, they failed to strictly follow key steps which resulted in low participation and responses from diverse stakeholders during district plan integration. In this effort, the government has laid down “sub-national planning policy” supported by “revised planning guidelines” indicating the needs and mechanisms for ensuring inclusive planning and budgeting at the capital, provincial, urban (Municipalities and Sangkats) and rural (districts and communes) levels. A 5-year development plan, as the basis for formulating a 3-year rolling investment program, is a pre-requisite for new councils to develop and could be amended as necessary. The 3-year rolling investment program is revalidated yearly and amended as necessary. It’s a basis for preparation of annual budget plan.

Governance and I-SAF: All DM administrations have Charters which provide strategic direction and clearly separate responsibilities between governors and councilors. At the same time, the Strategic Plan on social accountability is implemented in collaboration with civil society organizations through a number of pilot communes. Both DM charters and I-SAF aims to promote accountability of DM administration and increase voice of citizens through both monitoring and civic engagement.

Inter-Relations and Support: There are challenges in building relationships between sub-national administrations at all levels. First, hierarchical relations remain from province to districts/municipality and from districts/municipality to communes/Sangkats. Secondly, districts and municipalities do not have sufficient staffs and lack budgets to address the needs of communes and sangkats. Thirdly, they receive limited support (resources and technical assistance) from offices of sector ministries. Therefore, inter-relationships between two or more SNAs including broad contacts with sectoral departments, Ministry of Interior and NCDD need to be built in order to address inter-cooperation issues (e.g. solid waste disposal site) and other joint undertakings related to improvements of livelihoods, local economic development and sharing of knowledge, experiences and resources.

Local Economic Development (LED): All reforms, particularly decentralization, are essential and require appropriate strategies to improve service delivery and promote LED. With regard to Organic Law and sub-decree on permissive functions, all DM administrations have autonomy in creating and strengthening measures related to socio-economic development and promoting LED in partnership with private sector and civil society organizations. Such partnerships will be built among three key

actors: (1) public institutions, (2) private sector and (3) civil society. The shift from local development to LED will require the districts/municipalities to create general profiles about their local economy, stakeholders mapping, consultation on responsibilities of stakeholders, learning and exchanges, inputs from experts, multi-stakeholder dialogues and identification of LED opportunities and potential.

Policy Case #1: Participation of women in local planning process, Phnom Srouch District, Kampong Speu Province

Key Issues

It is stated in Neary Rattanak¹ that “sustainable development and good governance depend on women taking part in all decision-making processes” and that “most significant quantitative and qualitative gender gaps are in the areas of political participation and decision-making, due to deeply entrenched gender biases against women which systematically prevent women from getting equal access to these opportunities”. While the Cambodian Government does support women holding positions of political influence at the national and subnational levels, in accordance with Article 7(b) of CEDAW², the economic, social, cultural and educational barriers that prevent fully equitable participation of women still exist. The significant task for subnational governments in addressing the gender inequities associated with women’s rights in Cambodia is highlighted in CEDAW’s General Recommendation No. 34³ where it is stated in Article 54 that state parties need to:

- establish quotas and targets for rural women’s representation in decision-making positions, specifically in Parliaments and governance bodies at all levels
- ensure rural women and their organizations have the right to influence policy formulation, implementation and monitoring at all levels and in all areas that affect them, including through participation in political parties and in local bodies such as community and village councils.
- establish equal power relations between women and men, including in decision-making and political processes at the community level, and remove barriers to rural women’s participation in community life through the establishment of effective and gender-responsive rural decision-making structures.
- engage rural women as decision-makers in peace-building efforts and processes.

Women are underrepresented at all political levels including ministerial positions in the National Assembly and in positions of Secretary of State as well as provincial, municipal, district and khan representation at the subnational level. This lack of equitable official government representation may be indicative of the level of participation of rural women generally in planning and decision making within the family, village, commune, district and provincial contexts. Even though there has been an increase in women’s participation in local planning, only a minority of women serves as decision makers and advisors and the number of women in local politics has been reduced according to 2017 election.

¹ MoWA, (2014), Neary Rattanak IV – Five Year Strategic Plan for Gender Equality and Women’s Empowerment 2014-2018, Phnom Penh: MoWA, p.20

² UN, (1981), Convention on the Elimination of all forms of Discrimination Against Women (CEDAW), New York: UN.

³ UN, (2016), General Recommendation No. 34 on the rights of rural women (CEDAW/C/GC/34), New York: CEDAW, p.15

Findings and Analysis

Altogether 20 personnel participated in the KIIs or RGDs with all except one being female. These personnel represented NCDD, CEDAW, District Deputy Governor, GADC, ARD staff, CBOs from Ou, Kraing Dei Vai commune and MB staff.

Women's current participation in planning and decision making

Women at the Commune level mostly participate in learning events in their village about healthcare and domestic violence and less frequently in commune investment planning & development or dissemination about national policies. Although communes have a budget for social services, this is under-utilized because the payment clearance process is complicated and needs approval from the Commune Council. Even though the number of village female meeting participants is increasing very few women attend commune committee meetings on women's and children's issues and there is limited citizen participation at the commune prioritization meetings because citizens have limited knowledge or are not invited by commune councilors to attend such meetings. Mature aged women, it was pointed out, are often afraid of speaking out publically so the problems of women are not reflected adequately in commune investment programs.

At district level women can participate in "consultative and problem solving forums" but at the provincial level there is limited female representation in decisions due to the limited number of women in the role of Chief of Commune Council. Decision making, therefore, is undertaken by male leaders generally. However provincial planning working groups do include representatives from provincial and district consultative committees in order to include the interests of women and children. Evidence suggests that women's participation in social development at the broader level is limited to their economic contribution through employment in garment factories, agricultural production, selling agricultural products and through tourism.

Female CBO members attend commune meetings to share concerns and present community priorities and they also conduct campaigns and special days such as tree planting days. However CBO participants noted that there is almost no citizen participation in commune planning meetings and that participation in commune prioritization meetings was limited to the village chief and village assistants thus denying citizens information about district and provincial initiatives. At the village level women participate in village meetings and community forums and while female membership has increased, there is still limited discussion of issues that affect the welfare of women and children.

Women's achievement in planning and decision making

Despite this limited participation in decision making there have been significant achievements by women at the local level.

Women had achieved practical outcomes within their communities like building a separate school toilet block in the community pre-school, participating in local economic activities such as agriculture/harvesting thus improving the livelihoods of their families, developing human capital for the

future through the care and education of children as well as reducing incidents of domestic violence. CBO respondents interviewed were able to list the practical benefits that women had brought to their communities - an animal raising group to share income among all members, contributions in cash to various projects such as building a community pre-school and primary school, digging or /renovating community ponds, canal construction, road repairs, construction of a community meeting space, tree planting, forest patrol and management, and advocacy to protection of community forests. Women have also contributed small pieces of land for building a community pre-school.

At another level, achievements were in the form of initiatives relating to women's empowerment undertaken by government departments and NGOs. GADC for example has worked with MoWA to setup a technical working group to focus on capacity development and problem solving for women. Women's networks have been established to help increase the confidence and capacity of women as leaders/decision makers and advocacy campaigns have been undertaken on issues relating to violence against women, and to promote the status of women in social development. The Provincial Department of Women's Affairs plays an important role in collaboration with the Provincial Governor in addressing women's issues.

A number of positive outcomes resulting from these initiatives were identified. Women's attitude to child birth had changed from the traditional midwife to delivery at the Health Center. This had resulted in decreasing mortality rates of both mother and baby. Women are now more aware of the importance of pregnancy care, general healthcare, sanitation, reproductive health and hygiene. It was noted that one Commune Council had established a charity fund box and organized transport to enable pregnant women to give birth the Community Health Center. Domestic violence had been significantly reduced, schools had received upgraded facilities and greater accessibility and space had been provided in Health Centers for people with disability. Women now valued education and worked hard to send their children to school. Some district administrations now recruit young women and people with disabilities to provide administrative service to citizens.

Challenges for enhanced participation

Despite these achievements there are significant challenges to be overcome in terms of women's participation in planning and decision making.

A number of respondents noted the existence of male dominance over budgeting and decision making. It was suggested that many male leaders/decision makers argue that "complicated procedures" are the reason that funding for social development component is inadequate. Women are denied access to budget information with only a small minority of citizens participating in local planning. It was suggested that although CEDAW promotes the role and status of women through social media women still tend to value men rather than themselves in decision making resulting in a low level of female participation. While women's participation in village meetings is high, men's participation in planning is much higher at the commune level. Although women attend many meetings they don't have influence on decision making. Generally citizens are not well informed by local authorities about local planning which is predominantly a male dominated process. It was suggested by one respondent that even if more women were elected as, for example, Deputy Governor they would still have limited influence on

decision making about planning and budgets because all the decisions are under the control of male leaders.

Although the knowledge and understanding of local people, especially women, remains limited gender stereotyping is now less a problem. However most women face significant daily challenges in maintaining family livelihoods and may not understand relevant national policies. Women face problems such as illiteracy, poverty and lack support from their families to join social works. Furthermore, women do not have access to information. Although negative stereotypes about women's participation is changing, community members may not really value women's roles in leading and making decisions. Political discrimination, lack of transportation and local criticism are all potential barriers to participation. In terms of priorities, local decision makers often consider infrastructure more important than social issues and the capacity of officials to allocate budget funds for social service is lacking. Respondents noted the importance of ensuring women's participation is high in the identification of problems and solutions and the need to investigate the conditions that can make it easier for women to participate.

At the policy level it was argued that the Government does not have strong policies on the economic empowerment of women. For example women don't have tax exception for women-led entrepreneurs. Respondents suggested that government should:

- increase public awareness of relevant policies and laws for promoting women's participation and decision making
- continue to promote women's participation through existing mechanisms at sub-national level and continue to raise citizen's awareness of the rights of citizens in local planning and to influence local decision making
- establish quotas in government regulations (at least 40% of women for political party representation)
- work with male leaders in order to change their mindset in terms of women's leadership
- continue to build mutual support and cooperation between men and women for them to understand each other better
- promote Gender-Responsive Budgeting across sectors and local government
- fully implement important policies like Neary Rattanak IV

Commune Councils could:

- identify and circulate critical issues relating to women and children prior to meetings
- monitor women's participation in meetings such as the number of women for each discussion meeting
- allocate a budget to support women's issues
- support women's networks and coach women to exercise local leadership
- support the CCWC in responding the women's and children's concerns

The Provincial Governor, who is in a position of power and influence, could promote women's participation in planning and decision making. Communes have discretionary power to make decisions on using commune funds for the interests of people in the community but need to better balance

infrastructure projects with services. For example, Korng Pisey commune has developed a good plan and budget for social services, while Phnom Srang, Pech Mony in Korng Pisey district could provide examples of how other communes could plan for, and allocate funds for, social services.

Strategies for further participation

Respondents identified a number of strategies to engage women's participation and planning and decision making.

It was suggested that women need to take leadership roles at all levels in order to solve problems of citizens timely and effectively. It was observed that women need to strengthen themselves both individually and collectively in order to create a strong voice and be prepared to serve in senior positions such as District Governor or Commune Councilor. There was a desire to see more women in the management and leadership positions at all levels – commune, district and provincial. It was also suggested that women need encouragement to better participate in planning and decision-making - particularly for those who have not often participated in local planning. Women need to be encouraged to express their ideas concerning community development, and to advocate for change on issues of concern to them. Strong support is also required from friends, neighbours and those individuals in authority in order to empower women.

Training was also seen as an important strategy. Women need to be taught how raise issues of concern and to intervene confidently to address, for example, violence against women and to strengthen community safety. Such capacity building and skill improvement for women could include life skills and the establishment of women's networks. Other strategies include the need to increase the budget for women's capacity building at district and commune levels, the strengthening of commune monitoring of local issues and the provision of time for women to participate in social development.

Policy implications

Responses from participants also pointed to a range of policy issues worthy of consideration.

In terms of social equity there is a need for "gender-responsive budgeting guidelines" through the Social Accountability Framework towards promoting social equity and inclusiveness. There is a need to provide genuine opportunities for women to participate in making decisions on budgets to address gender related problems and social services.

In terms of policy implementation it was noted that while the government has identified intended actions and measures, the implementation of these is less effective. Legislative documents for promoting the status of women exist but there is a lack of resources to implement these policies, plans and key principles. Funding from the government and donors has been used mainly for awareness raising and has not been utilized to address real problems and enable women to act upon them. Policy such as Neary Rattanak for promoting the status of women in sub-national level, for example, has not been well implemented due to lack of women's quota in leadership and management positions. While it was suggested by some respondents that the government's policy values the participation of women, and sub-national administration at the provincial and district level are well oriented to increase women

in these structures in the future, others suggested that all provincial line departments need to better consider all problems being faced by women and children before approving plans.

Conclusions and Recommendations

Information gathered through discussion with the range of personnel from Phnom Srouch district reflected a range of views about the situation of women's participation and planning and decision making. Evidence gathered suggests that women in this district, like women across rural Cambodia, play a significant role in the economic development and social wellbeing of the communities in which they live. Working collaboratively they have achieved many of the practical requirements that a community needs, particularly in terms of social welfare, family wellbeing, child care and small business management.

There was, however, a strong view expressed by respondents generally that women in this district may have involvement at the village level in terms of planning and decision making, but do not have equal access to planning and decision making at the commune, district or provincial levels. This situation is partly due to the fact they hold a minority of subnational government positions and have limited input into budgetary decisions. However, the role of women, the expectations that the community places on them and the diminished access they have to assets such as education, information and training also significantly contributes to this situation.

The recommendations of international conventions on women's rights and national policies designed to enhance the status of women are ignored, misunderstood or poorly implemented and, consequently, results in a limitation to the intellectual, social and economic development that women could contribute given the opportunity.

It is recommended that district administration supports the further participation of women in planning and decision making in Phnom Srouch District by:

1. Developing an advocacy strategy and action plan, in collaboration with women's interest groups and existing networks at the subnational level, for the further empowerment of women in planning and decision making at the village, communes and district levels.
2. Initiating training with Provincial Human Resource Development Center/Facility for District, Commune and Village leaders on key legislation, such as Neary Rattanak, associated with women's participation in community decision making. This would require the establishment of specific, agreed milestones to be achieved over a designated timeframe in order to fulfill the requirements of the policy legislation.
3. Encouraging senior District Officials to visit and observe other approaches to planning and decision making being utilized in Phnom Srang, Pech Mony and Korng Pisey districts as well as Korng Pisey commune, in order to consider them as models for women's participation in planning and decision making.

4. Meeting with the DCWC and CCWC representatives as a group to discuss how they may be better able to play an active role in promoting greater women's participation in decision making at the commune level. This recommendation could be undertaken as part of Recommendation #1 above.
5. Meeting specifically with all Commune Council chiefs in order to discuss the concept of collaborative, inclusive planning and the need for diversity in decision making, particularly in terms of budgeting, to capture the broader spectrum of community interests. This could include the sharing of models for planning and decision making taken from other sectors both nationally and internationally.
6. Forming partnerships with other local NGOs and CBOs that operate in the district, on how NGOs could work collaboratively to provide greater opportunities for, and innovation in, for women's leadership development.

Furthermore, it is recommended that API, in collaboration with local CSOs:

7. Approach both major political parties at the district level to encourage them to review their membership procedures so that women can equally compete with their male counterparts for political election. This may include specific discussion of barriers to women's participation in politics such as recruitment processes, membership requirements, child minding for meeting attendance, travel support and gender inclusive induction procedures.

Policy Case #2: Citizen's access to information for applying land ownership, Rolea Bier District, Kampong Chhnang Province

Key Issues

Article I of the Cambodian Land Law states that this law "has the objective to determine the regime of ownership for immovable property in the Kingdom of Cambodia for the purposes of guaranteeing the rights of ownership and other rights relating to immovable propriety according to the provisions of the 1993 Constitution of the Kingdom of Cambodia"⁴. Despite the intentions of this policy and the successes of the Land Management and Administration Project (LMAP) between 2002 and 2009 Cambodia is still experiencing challenges in transitioning to a formal land management process in a society that has traditionally followed customary law. The first post-conflict land management policy, the 1992 Land Law, and the sporadic registration system acknowledged customary law. However, in the 1990s Cambodia began to promote a modern legal system as seen in the 2001 Land Law, leaving the effects of previous laws and policies ambiguous. This rapid shift of legal frameworks caused confusion among the people and the resulting land disputes. Such disputes could be the result of inconsistent decisions by different levels of institutions, lack of valid legal documents to proving ownership, possession or distribution, a clash of claims based on the 2001 Land Law versus customary laws of possession, the lack of standards to recognize past land use or inefficient dispute resolution systems. It could be argued that

⁴ RGC, (2001), Cambodia Land Law, Phnom Penh: MLMUPC.

in Cambodia “land policy has become a quilt of overlapping systems, some reaching back centuries, some recent: customary law, the French Civil Code, socialism, private ownership under modern law, and land registration systems”⁵. There is no clear delineation between the many bodies which have the power and influence land disputes and people with land disputes continue to take a multi-track approach, often accessing various bodies concurrently⁶.

Findings and Analysis

Kinds of land titles

Knowledge about the kinds of land titles in existence differed among respondents. Community respondents, for example, believed that land title included temporary land ownership, land use, property ownership and hard land title. They noted that ownership existed if citizens confirmed that they were farming their land continuously and that such possession was publically acknowledged and that no dispute existed. Similarly, line department respondents identified three types of land title including hard land title, soft land title and land ownership application, all of which were acknowledged by local authorities. They noted that owners needed to measure their land to establish boundaries and support such ownership through certification by commune or district level of relevant documents such as birth certificates and family book.

However District and Commune Council respondents identified two kinds of land titles in Cambodia - soft land title and hard title even though land ownership could exist through claim to ancestral land and property ownership application. Commune Councilors, for example, explained that in Pong Ror Commune there were two kinds of land “license” and that in Kork Banteay, even though there was no systematic registration plan, land license was recognized because there had been no land registration action as yet from the Department of Land Management. They explained that from 1989 to the present legal land title resulted from heritage from parents, direct purchase, use of concessional land and deforestation to utilize land.

Land title issues

A number of issues were identified during discussions with respondents. These included land disputes, citizen difficulties in initiating the land registration process, reluctance by some to register their land, land as security for borrowing money and the need to register all land within the district.

District councilors explained that land issues included border disputes, gateway disputes, transferring heritage to relatives, forestry land concessions, dual ownership and farming land concessions. Such disputes have led to a greater demand for land title in order to clearly determine rightful land ownership. Line Department respondents noted that some citizens sought land title to reduce land disputes and avoid confrontation with neighbours. It was noted that there were many disputes involving citizens living along main roads and in close proximity to restricted areas where borders are

⁵ Sekiguchi, M. and Hatsukano, N., (2013), Land conflicts and land registration in Cambodia. In Land and post conflict peace building, ed. J. Unruh and R. C. Williams. London: Earthscan, p. 437.

⁶ Menzies, N. and Ketya, S., (2008), Cambodia’s National Authority for land dispute resolution: An exploratory study, Phnom Penh: World Bank, Center for Advanced studies, p.12

not clearly delineated. Land disputes also occurred between citizens and authorities, like forestry authorities, requiring the checking of documents and the convening of conflict resolution committees.

Disputes between neighboring land owners in terms of borders seemed to be the most prevalent issue. However it was explained that land disputes were usually difficult to resolve. District councilors and community respondents explained that land title disputes were resolved based on existing documents, such as land ownership applications, witnesses to ownership and through the agreement between disputing sides. If a dispute could not be resolved locally, conflicting parties could submit a request to the Department of Land Management for assistance or ultimately file a lawsuit. Line Department respondents noted that the citizen submitted a proposal to commune officials to facilitate a resolution and in the case where such an intervention failed the issue may become court case. It was also noted by Commune Council respondents that the dispute resolution process varied according to the kind of land ownership and that, ideally, a committee would be convened composed of the commune chief, commune deputy chief, commune councilors, clerk and village chief.

Line Department respondents noted that before the land title registration process commences the land owner needed to inform adjoining land owners and gain acknowledgement from local authorities. Similarly Commune Council respondents explained that in order to get the security of land title, the land owner was required to gain acknowledgement from neighboring people. District councilors explained that while land may have already been measured occupiers may not be able to secure land titles if their land bordered government land including conservation zones, or if there were two claimants to the land.

Commune Council respondents noted that in some cases citizens found it difficult to mobilize local witnesses to support their land registration application and relied on people from other provinces to provide such support and assistance. Some citizens found it difficult to complete the required form and, in some circumstances, local citizens expressed little interest in legal documents like birth, death and marriage certificates. Other land owners, it was noted, were reluctant to make a land title application since they feared that land issues may emerge and threaten their existing livelihoods.

Community respondents explained that some citizens required a land title as the basis for seeking a financial loan from a bank or microfinance agency. Commune Council respondents believed that holding legal land title enabled easier access to micro-financing.

In rating the importance of land issues as high the representative of district governor stressed the significance of completing the land registration process in areas where systematic land registration was not yet taking place. It was noted that eight communes had completed the land registration process while the other five communes were in the process of land registration within the district.

Role of local authorities

Respondents explained that District and Commune councilors as well as Department of Land Management officials had role in the land management process with the district. Line Department respondents suggested that local government officials, meaning District and Commune councilors, as

well as the Department of Land Management officers, played a role in providing information about the advantages and disadvantages of land registration through media including radio and television.

District councilors noted that local authorities witnessed land application documentation, facilitated some land dispute resolutions and managed land title applications. They also disseminated information to local citizens related to land issues, land registration and making land title applications. Commune respondents noted that local authorities often requested more information from citizens regarding land issues, prepared relevant documents for citizens in land registration and measured land size using appropriate maps. Community respondents explained that citizens were requested to submit their application to the land department, district office and to the provincial governor.

Respondents suggested that the Department of Land Management provided technical support in measuring, drawing or designing land titles, assessed applications, issued land titles and resolved the land issues that could not be resolved locally. Commune Council respondents noted that in Kork Banteay, the Ministry of Land Management had promoted land registration through increased staff numbers to strengthen the process.

Access to information

Line Department respondents explained that people access information about land title through commune officials who provide information about the need for relevant documents such as birth or marriage certificates. District and commune councilors noted that generally citizens received information from village leaders, commune councilors and Land Department officers. Before systematic registration occurs government institutions provided widespread information to local citizens using radio and television. District councilors explained that the government established working groups to disseminate information in venues such as schools and commune halls as well as through radio and television. Typically the working groups conducted dissemination meetings with citizens directly on the registration process.

In rating awareness raising arrangements as successful, the representative of district governor noted that, to raise awareness of land title issues, government officials provided information on land issues through national forums, disclosure meetings, commune service forums, district forums, commune council meetings and commune administration meetings. Knowledge of legislation was generally low even though the Department of Land and Ministry of Interior played a role in disclosing information and conducting training to local authorities on land management legislation. It was suggested, therefore, that the Government's ability to provide information could be more comprehensive.

Senior Land Department officials believed that land management policy in Cambodia was based on a clear vision for legal land ownership and incorporated components on land preparation, land administration and land division and that land management legislation was equitable, transparent, effective and sustainable.

Improvements to land title process

Respondents were able to identify a number of areas for the improvement of land management policy at the subnational level. District councilors believed that an increased budget was required to support

working groups. Community respondents suggested that more community information was required to assist applicants to prepare relevant documents and that authorities needed to visit targeted areas to better understand local issues. Line Department respondents suggested that there was a need to improve the application process for soft and hard land title, and that government officials needed to strengthen commune councils' ability to manage land titles. Similarly the representative of district governor believed that capacity building for government officials on land management was required as well as widespread information on the process for land title registration. It was suggested that there was need for clear processes for the management of state land, private land and land possessed by citizens. There was also a need for better communication among relevant institutions with a role in land management as well as a review of the service price of land title registration.

Conclusions and Recommendations

As in many locations across Cambodia, land management and registration is a contentious issue in Rolea Bier District. Traditional notions of land ownership, such as long term occupation and land possession, are being replaced by the need for legal documented ownership through "soft" or "hard" title. Consequently the ongoing process of legal land registration being undertaken by the MLMUPC's cadastral office, while bringing with it the advantages of secure, permanent and unchallenged land ownership, has also caused confusion and concern for those citizens whose claim to land is tenuous. While it seems clear the process of land registration within the district is progressing, albeit slowly, there seems to be some confusion surrounding the role of district and commune officials on the one hand and Land Management office staff on the other. While it was claimed by some that information about the land registration process is widely disseminated, others believed they were under-informed about the process – further adding to the insecurities that existed about existing requirements to seek land registration or for support to resolve a dispute.

It is recommended that District Administration supports greater access to information on land ownership in Rolea Bier District by:

1. working with Department of Land Management officials in clarifying the role that each entity has in the land management process and also in the dissemination of information about land registration.
2. engaging with the Cadastral Office of the MLMUPC through provincial/district Lands Department Office to clarify the kinds of land registration and options available for dispute resolution particularly in terms of private land that borders public or main roads.
3. Working with the Department of Land Management to further disseminate of information about the land registration process, documentation in the communes that have not already undertaken the land registration process including and roles and responsibilities of competent offices/departments.

Policy Case #3: Role of commune councils to promote inclusive planning in Krakor District, Pursat Province

Key Issues

Local Planning is considered as a commune council instrument for achieving accountability to citizens. This review aims to understand the issues affecting the capacity of planning to advance accountability and then to draw some practical conclusions and recommendations for newly elected commune councils (2017) in Krakor district to develop inclusive planning based on the principles of governance in Cambodia, the local situation and participation of local people in identifying problems and needs as well as using finite budgets for local priorities.

The inclusive planning discussed in this report is about how commune councils in Krakor district use their local planning to fulfill their primary accountability towards the citizens, particularly the interests of pro-poor people. Article no.37 of the Law on Administrative Management of Commune/Sangkat (CS)⁷ states that CS have to develop and approve its “CDP – Commune Development Plan” aiming at articulating a clear vision and development framework in its jurisdiction. In 2016, the inter-ministerial guidelines on subnational-planning were issued to build an inclusive local planning mechanism with clear roles for leading and supporting the planning exercise. In practice, local planning’s ability to advance greater accountability faced a number of constraints including (1) limited resources to address problems and needs of citizens, (2) CS are not allowed to collect local revenues, (3) limited capacity to anticipate the needs for developing a precise Local Economic Development vision and (4) weak ability to take initiatives but more dependence on national guidelines.

Findings and Analysis

In general, Commune Councils have limited capacity to develop a comprehensive CDP. The five year CDP is one among many difficult tasks for local councils who undertake it once every five year mandate. It’s a mandatory requirement after commune councils take office. Councils recognized that the vision in the five years CDP is not precise and that it requires effective facilitation and consultations with broader stakeholders. However, while most local councils are familiar with the 3 years Commune Investment Program (CIP) as it is revalidated annually giving councilors appropriate orientation to understand and practice, it was suggested that less than 50% of priorities in CDP framework are addressed by the end of council’s term.

As participation of local people is referred to “face to face meetings” only village planning meetings are available to villagers. There are no other means of promoting community access to planning, for example, no citizens’ opinions survey. The current planning calendar overlaps with the farmer calendar although some CBO leaders and village chiefs can better represent villagers in local planning. Participation of local people in local planning is not high for the latter terms of commune councils and planning meetings are often attended by older people. This participation tends to decline because many problems raised by local people through local planning and community forums receive less response and are not raised in time due to limited resources. The Development Component Fund is

⁷ RGC, (2008), Law on Administrative Management of the Capital, Provinces, Municipalities, Districts, and Khans, Phnom Penh: Mol.

minimal and used for small infrastructure projects, while social services projects are receive generally low responses from technical departments (e.g. agriculture, education, health etc.) and from CSOs through district plan integration workshops. Commune funded projects have been carried over to the next year and such delay is experienced annually due to the slow release of commune funds from national level to provincial treasury and from provincial treasury to commune.

The district authority and many commune councils acknowledged that local people, particularly vulnerable people, do not see the importance of participating in local planning. Firstly, they don't know about local planning and secondly, they lose confidence in the inability of local councils to respond to their problems. In many communes, people continue to contribute their cash to important local projects. Local councils face challenges in dealing with complaints from local people who have not received responses in time – budget excuse.

Many commune councils are not concerned with consistency across the 5 years CDP, the 3 years CIP and annual budget plan because annual allocation of development funds is small and used exclusively for one or two small infrastructure projects such as construction or repairs discussed with citizens in recent years. This mismatch adversely affects the success of commune efforts to mobilize citizens and other stakeholders for achieving the CDP vision and its broader priorities.

The capacity of commune councilors, as well as district and provincial councilors, is limited in promoting inclusive planning and implementation because many councilors lack the required knowledge, skills and experience. Only commune officials have been well trained and assist the commune chief and the councilors (old and new) to run planning steps and documentation with support from district office.

Conclusions and Recommendations

Planning is the central focus to increase accountability performance of local councils. Most commune chiefs and district leaders acknowledged there are significant issues that local councils cannot address including (1) limited resources for project delivery, particularly infrastructure completion, (2) the inability of councilors, particularly through lack of hands-on training, on inclusive planning and budgeting, and (3) lack of clear linkage between different levels of sub-national planning.

Some models of inclusive planning have been provided from CSOs and technical line departments of sector ministries through district integration workshops, where social services projects are considered. These provide good examples of cooperation between the public sector and CSOs in making inclusive planning occur.

It is recommended that the District Administration supports inclusive planning by Commune Councils in the Krakor District by:

- a. Mobilizing stakeholders from the public sector, private sector and civil society including citizens and their representatives, to develop a clear vision and achievable priorities for the next five years term based on the current potential of the communes and the district.

- b. Promoting collaborative initiatives between Commune Councils and district authorities to ensure resource allocation creates a balance between social and infrastructure priorities and resource allocation within each annual CIP and budget.
- c. Encouraging Commune Council discussion and suggested actions/measures of the adequacy of social services budgets to do pilots relating to, for example, health, education, agriculture, water and sanitation, vocational training, community forestry and fisheries, and security and order, and the need to balance such budgets with infrastructural needs.
- d. Promoting commune and district councilor awareness of the importance of access to information for all community members relating to commune planning processes, incomes and expenses as a means of ensuring budget transparency and accountability, and to promote community participation in development.
- e. Commune and district councils engage with their Provincial Association of Local Councils (PALC) to advocate for greater ministerial support and substantial allocation of national budgets to local councils to address the most significant community problems. This could also include the strengthening of PALC strengthen their relationships with elected bodies like parliamentarians or senators.
- f. Encouraging inter-relationships, mutual support and partnerships among councils at all levels, the private sector, CBOs and CSOs in order to benefit from the synergies and economic of scale that are possible through such interagency collaboration.

Policy Case #4: Role of District Administration in support of Community Fisheries Management in Bakan District, Pursat Province

Key Issues

Community Fisheries were initially introduced to Cambodia in late 1990 as a means to improve the management of local fisheries and ensure local food security. Cambodia now has 516 CFI, of which 447 are in freshwater inland areas and 39 in marine waters with total members of 332,168 (female at 35%), encompassing 147,518 households. Of these, 370 are recognized by MAFF, 14 are pending registration and 23 waiting for approval at subnational level. Some CFI have still not been recognized by local authorities.

Fishing in Cambodia is productive and has great potential to contribute to food security and livelihoods, therefore, fish and access to fisheries are vital for poor people. Overall, fishery management has experienced a number of problems, particularly relating to governance, corruption and failure to engage communities in conserving natural resources. In responding to this, in 2001, the Royal Government embarked on the reform of fisheries management and regulations with the intension to improve access of the poor to fisheries and governance of the fisheries sector. For instance, the government had released 56% of total fishing lots previously allocated to private owners to local communities as open access. Again, in 2012, the remaining fishing lots were abolished and fishing

rights were given to all Cambodians to manage natural fisheries resources in their areas through the establishment of Community Fisheries (CFi).

Article no.59 of the Fishery Law⁸ states that “all Khmer citizens have the right to jointly establish community fisheries in their own local areas on a voluntary basis in order to contribute the management, conservation, development and use of fisheries resources sustainably”. The article also points out that “regulations for the establishment and management of CFi will be defined by sub-decree on CFi management”. In 2007, the Royal Government issued a sub-decree on the Management of CFi which sets out rules for the establishment, management and use of community fisheries, especially for small scale and family fishing. Although fast release of fishing lots to communities and fisheries legislation occurred, CFi suffers from major problems such as lack of cooperation between the Department of Fisheries and local authorities for support to CFi after they were established and CFi lack of quality and power to stop illegal fishing activities.

In Bakan district, there are 12 CFi located in three communes. This paper mainly aims to examine the issue of governance holistically rather than an investigation of each CFi. Key stakeholders involved in discussions included the Director of Provincial Department of Agriculture, Department of Fisheries, Governor of Bakan District, district councilors, commune councils, local communities, CBOs, and FACT.

Findings and Analysis

The importance of CFi: Fishing is the main occupation of people in Bakan following rice production. Over the last 10 years, the Department of Fisheries, in collaboration with local authorities, established 12 CFi aiming to provide the rights to local communities to protect and use natural resources sustainably. Community members can earn money to support their families through family and small scale fishing and also participate in protecting and conserving fishery resources including floodplain forest. All respondents (interviewed) confirmed that fisheries and natural lakes are vital for their food and water (for cattle and agriculture) and that there is a need to maintain and expand conservation areas. Given that fishery administration has been recently re-integrated into the Provincial Department of Agriculture, the Director of Agriculture Department is well aware of the economic value and challenges the CFi faces and is set to take the fisheries agenda into provincial multi-stakeholder dialogue.

Community Involvement: Article no.2 of the sub-decree on CFi management dated 10 June 2005⁹ clearly states the objectives of CFi, particularly to “increase Khmer citizens’ understanding and recognition of the benefits and importance of fisheries resources through direct participation in managing, using and protecting fisheries resources”. One of the key interviews confirmed that CFis receiving support from the NGOs or donors’ projects (like FACT) have significantly increased knowledge and are able to raise and advocate fishery problems with local authorities, fishery administration etc. However many respondents noted that community members lack understanding in managing and using fisheries resources sustainably. For instance, both community members and non-

⁸ Ministry of Agriculture, Forestry and Fisheries, (2007), Law on Fisheries, Phnom Penh: MAFF, p. 34

⁹ sub-decree on CFi management dated 10 June 2005

members used illegal fishing mechanisms to catch fish. Most CFI are not active in protecting the community interests. Community patrol teams were established but lack a budget to conduct patrols. Members of CFI management committee participate in CFI on a voluntary basis and therefore, don't have enough time to work for the CFI. Illegal fishing activities, particularly by non-members from other neighboring provinces continue and there is a need for effective community engagement and advocacy including timely interventions from all fisheries and local authorities to address any violence that may result. The Director of Agriculture, district fisheries office and district authority suggested that only a mixed group of forces¹⁰ led by the Provincial Governor is effective in suppressing illegal fishing activities but warned that this only happened once or twice a year.

Management of CFI: Overall, effective management of CFI is the outcome of effective community involvement. Article no.13 of the sub-decree states that "members of the CFI have the right to vote and stand for election in the CFI committee structure". The article added that community members can "make a complaint or provide information on any problem which affects the interests of the CFI to the fisheries competence, commune council, local authorities and relevant competent agencies". Key respondents confirmed that Chiefs of CFI often reported a number of current illegal fishing cases to communes, district authority and fishery officials, but no effective measures were taken. Generally, CFI management committees have constantly become less effective for the following reasons: (i) membership of CFI Management Committee is often changed and the committee lacks power and capacity to oversee and advocate for the community interests, (ii) CFI by-laws were not strictly enforced due to CFI having no sources of income (e.g. to make awareness billboards or conduct patrols), (iii) many commune councils, district administration and district fishery offices have not allocated a budget to support CFI, and (iv) lack of support from CSOs etc. The Director of Agriculture and fishery officials suggested that boundaries of all CFIs should be built to prevent non-members conducting fishing illegally and also advocate with national fishery authorities to allow CFI to collect fees from non-members.

Collaboration and roles of key actors: Fishery Administration, in collaboration with local authorities, plays a prime role in the establishment of all CFI, providing public awareness on fishery regulations and laws, formulation of CFI management plan including interventions on illegal fishing activities. However, the collaboration between fishery authorities and district administration is weak. It seems that the district authority is now aware of the need to safeguard fish stocks and attempt to bring CFI management issues into the regular agenda of the district mandatory meeting. At commune level, fishery problems were repeatedly raised at annual district plan integration workshop and integrated into commune investment plan. For example, Meteuk commune allocated at least KHM 600K yearly from its development budget to support CF activities but no district budget was allocated for strengthening of CFI accountability. At the district level, there is no official or representative of Board of Governor assigned to be responsible for CFI or natural resources management. The Department of Agriculture acknowledged that the future district role is vital while functions related to Natural Resource Management will be transferred to the district administration. Therefore, there is a need for the district to understand the challenges of CFI and the need to better represents CFI and commune councils

¹⁰ Army, policy, court, gendarmerie and other sectors (environment, fishery) and local authorities

through dialogue with higher authority and other competent agencies for appropriate interventions and recommendations.

Conclusions and Recommendations

Although remarkable progress has been made over the years, especially after all commercial fishery plots were abolished across the country, CFI continues to face many challenges due to weak law enforcement, lack of capacity, income, and incentives for local communities to participate actively in the sustainable management of CFI. Fishery law and sub-decree on CFI management are the key policy documents for fishery competence, local authority and other fishery agencies, which local communities need to enforce more effectively. Without effective community involvement to advocate for the interests of their own communities, it is believed that conflicts and illegal fishing practices will continue and that the gaps between laws and implementation will remain. In some cases, efforts by local communities to conserve fish stocks in some CFI have been undermined thus decreasing the sense of ownership and rights to take initiative where communities are working.

It is recommended that District Administration supports the further development of community fisheries management in Bakan District by:

1. Liaising with the Provincial Department of Agriculture, Forestry and Fishery in order to convene a full consultation with all parties to investigate existing platforms at all levels in order to strengthen accountability and transparency in protection, conservation and sustainable use of fisheries resources at community level.
2. Identifying examples of where district and communes have allocated development budgets to support CFI as part of improving food security and livelihoods of poor people and for protection of natural resources and share these with targeted communes. For example, Bakan District could visit Meteuk CFI where the commune council allocates some of its budget for running CFI.
3. Encouraging donors and NGOs to create exemplary approaches to CFI through increased community involvement in learning and reflection on what is happening locally.

Furthermore, it is recommended that API:

4. Encourages partnerships and cooperation between the Department of Agriculture, especially Fishery Competence, and commune councils, district administration and civil society.
5. Investigates the existence of legislation for fishery protection and identify gaps within this legislation that could be addressed to reduce the likelihood illegal fishing.
6. Investigates the structures of one CFI management committee to serve as a model for other CFIs.

Policy Case #5: Role of DM Unified SNAs in environmental health and safety in Santouk District, Kampong Thom Province

Key Issues

Santuk district is one of the eight districts of Kampong Thom province, located about 16 km from the provincial town on National Road No.6. Kampong Thom province is rich in tourism potential and attracts both local and international tourists to visit cultural sites, lakes, rivers and forests and mountains. People of Santuk district generally earn a living based on rice farming, carvings and sculptures. Stone handicraft in Kor Koh commune is very popular for livelihoods because the craftsmen can find the rock from Santuk Mountain and from neighboring Preah Vihear province to make statues and various figures for house decoration for local markets and international tourists. Over the last 20 years, occupations in stone carvings and sculptures have significantly increased. This development adversely affects the daily lives of local people leading to increased complaints to local authorities regarding noise and large amount of dust smoke resulting from stone carving business. Local authorities at commune and district levels including district environmental office have investigated the business being operated by craftsmen and made some efforts to stop dust but the result has been doubtful. Today, the dust and noise continue to annoy local people, especially children of a primary school and old people in Kor Koh commune as well as travelers passing through national road no.6.

Findings and Analysis

Impact on environmental health and safety: Santuk district has various environmental issues such as odours from chicken and pig raising farms and solid wastes as well as noise and significant dust smoke from carving and sculpture activities which negatively affect the residential areas and schools. Based on the Ministry of Environment's Sub-Decree on Air and Noise Pollution dated July 2000, *"the ministry set standards for air and noise pollution and the ministry is responsible for assessment of air and noise quality but need collaboration with business owners and concerned institutions and local authority"*. So far, there has been no proper assessment conducted by local authorities and the Department of Environment to deepen understanding the degree to which the dust smoke and noise affects the health of local people. Both citizens and carving community groups do not know how dust smoke from hard stone carving and sculpture activities adversely affect health, and how it impacts on their livelihoods. There have been some community forums organized by API and local authorities on general health awareness but no really focus on environmental health and safety. In 2016, the primary School Director collected thumbprints and submitted a petition to the local authority, including potential complaints raised by citizens in local council meetings and forums but the issue remains unresolved.

Role of local authority to promote handicrafts: Recently, the government has put more emphasis on increasing the district's role in promoting local economic development (LED). As a result, carved products are becoming more important for Santuk district's economy. According to National Guidelines on LED issued by NCCDS in late 2016, district administrations are required to build partnerships with local producers (craftsmen). So far, the district authority has met with them to discuss air pollution and the only measure taken was for all individual craftsmen to enter into agreements/sign contracts with purpose of safeguarding a clean environment for residential areas and as part of promoting the social responsibility of craftsmen. However this has only met with limited success.

Lack of innovation to promote a carving community for tourism: There have some discussions to identify alternative locations or better infrastructure in existing premises for such business. However there has been no follow-up discussion between local authorities, craftsmen and technical departments such as health, culture and environment. Furthermore there is no NGO working to promote LED through tourism and no plan to link cultural carving community with tourism.

Conclusions and Recommendations

Carvings are the 2nd most important business after rice farming for people in Kor Koh commune and other communes. Sustainable development requires that consideration be given to people's well-being. To achieve this all stakeholders (public institutions, local producers and citizens) need to work together to balance (1) social development, (2) economic development and (3) environmental development for their bright future and for benefit of future generations. However, while production has been increased, air and noise pollution have not been well addressed by local authorities and other stakeholders. There is a need to make Kor Koh community become a community that people want to live and work in and as a destination for visitors.

It is recommended that District Administration supports the improvement of social, economic and health issues in Santouk District by:

1. Meeting with commune councils and concerned government sectors such as culture, health and environment to better understand social, economic and environmental aspects of community development.
2. Assisting the group of carving men to develop a robust plan for the development and promotion of a "*Kor Koh Cultural Carving Community*" as a clean environment and safe enterprise.
3. Encouraging the Provincial Department and the Ministry of Environment to carry out technical monitoring of air and noise pollution to see how it adversely affects public health and wellbeing.
4. Encouraging the creation of a network/association of handicraft/carving craftsmen in order to promote carving skills, carving techniques and products for tourism and to work together to address workplace health and safety issues.
5. Create the awareness of relevant policies on occupations, and public health and safety.

Policy Case #6: Role of DM SNAs on local economic development in Prasat Ballangk District, Kampong Thom Province

Key Issues

The Law on Administrative Management of Capital/Provinces (CP), Districts, Khans, and Municipalities¹¹ (DMK) provides sub-national councils with general mandates in promoting the well-being of people in its jurisdictions. Under this general mandate, councils at all levels have the right to carry out functions with full authority. All these functions are considered as “permissive functions” which could be fairly chosen by councils based on priorities and resource available. In an effort to implement the intent of this law, the NC-SNDD¹² emphasis needs to be placed on what is meant by the general mandate, particularly “local autonomy” of sub-national local councils to create and strengthen local measures concerning socio-economic development and promoting Local Economic Development (LED) in partnership with the private sector and civil society groups.

To better explore what would be the role of District Administration on Local Economic Development (LED) in the context of democratic governance, the first thing to do is to better understand the meaning of LED. However, LED is defined differently among organizations. Within this study LED is defined as activities or initiatives that boost partnerships among the public sector, private sector and civil society in order to create an environment that promotes LED activities and local employment¹³. The central government considers three key actors who have a role in LED activities including:

Public sector: DM councils, board of governors, district administrative officials and staffs of line ministries at the DM level are grouped as public sector. This group plays a major role in creating policy and enabling environment that benefit local people (men, women, and people with disabilities, orphan children, and vulnerable groups in the community).

Private sector: is comprised of SME, suppliers (e.g. electricity, agriculture), businessmen, local producers (e.g. farmers, self-helped groups), service providers (e.g. health treatment, micro-finance, technicians etc.), handicrafts, rice mills, and local entrepreneurs (e.g. bricks). This group plays an important role in establishing and sustaining LED initiatives through the use of their own resources for their businesses in response to client needs.

Civil Society Groups: refer to non-government actors working for the public interest. At the district level, there are associations (e.g. teachers), community-based organizations, non-government local and international organizations (e.g. World Vision), minority groups, worker unions, and citizens groups (e.g. youth groups). These groups work closely with local citizens, understand the needs of citizens and can better represent their interests in terms of identifying different viewpoints, better ideas and advocating for great solutions for local people.

¹¹ RGC, (2008), Law on Administrative Management of the Capital, Provinces, Municipalities, Districts, and Khans, Phnom Penh: Mol

¹² National Committee for Subnational Democratic Development (2014), 3 Year Implementation Plan, Phase II (@015-17) of the National Program for Sub-national Democratic Development (IP3-II), Phnom Penh: NC-SNDD

¹³ NCDD-S's Technical Document, dated November 2016

In Prasat Ballangk district, there are seven communes with total households of 11,617 (total population: 55,198, female: 27,929). Agriculture is the most prominent economic sector at present, particularly rice farming, planting of cassava, cashew nuts, animal raising and rubber plantation being operated by a local company "Kol Veasna" including small businesses. However, all these activities are not included in the local development plan and annual investment program of the district administration while the district continues to focus on small scale infrastructure such as construction and repair of roads etc.

During key interviews with district officials and focus group discussions with citizens and community groups, it was confirmed that rice and cashew nuts are the most important occupations to improve livelihoods and for income generation due to at least 80% of citizens having lands for rice and cashew nut farming. They acknowledged that the livelihoods of local people in the district have been considerably improved between 2003 till now through the production of rice, cashew nuts, cassava, and local business. For local employment, at least 15% of total the population in the district are employed by the Rubber Plantation owned by a local company named "Kol Veasna Group". They see rice, cashew nuts and local employment as the potential to earn more income for their communities.

However, the district recognized many issues and challenges being faced by farmers and local producers in their communities. These included lack of a well-functioned irrigation system, lack of intensified agriculture techniques, and lack of markets for agricultural products and soil fertility (e.g. sand soil). Farmers are struggling to increase productivity by seeking micro financing to buy chemical fertilizers and pesticides and are mainly dependent on social marketing from companies which sell the chemical products to the farmers. Many district officials and community members mentioned that not so many farmers are successful as most farmers tend to use chemical products at large. Additionally, representatives from the district board of governors, a female councilor and officials from offices mentioned that food security and livelihood improvement of farmers through agriculture is the priority for the district's economy in the future, however, the district does not have knowledge about local economic development and what they can do to support local farmers to produce more organically and to connect to markets.

Findings and Analysis

Refining strategic focus: There is no doubt that the district is in a weak position to be a dedicated local authority wholly accountable to citizens and local producers on local economic activities because the LED concept and process have not been investigated over the years within the district administration or with higher authorities and sectoral institutions. As articulated in the Organic Law¹⁴, the council and the leadership of the district play a major role in promoting LED initiatives in their jurisdiction however, they appear to have limited ability to generate an inclusive vision which is essentially policy to promote LED rather than infrastructure.

A Reaffirmation of Government's Commitment to LED: In 2016, NCDD Secretariat laid down a "decision" supported by a Technical Document for DM Administrations to promote LED. The document

¹⁴ RGC, (2008), Law o Administrative Management of the Capital, Provinces, Municipalities, Districts and Khans, Phnom Penh: RC

mainly pointed out to the Council and Board of Governors as a public sector at the district level a requirement to work collaboratively with concerned stakeholders, the private sector, and civil society organizations based the needs, potential and opportunities existing in the district. This has allowed the district to take more responsibilities while LED knowledge, capacity and diversity in the district have not really existed. In reality, the accountability structure and staffs of the district do not reflect the communities they serve. For example, there is no senior official either at the council or board of governors assigned to deal with LED initiatives. This will take more time to organically restructure the district administration as well as to capacitate the district to coordinate and mobilize support from the private sector and civil society to promote LED through agriculture and across several other sectors linking to agriculture.

A strong emphasis on public relations, communication and engagement: Another area for the district to improve is that there is an ADB-funded project (TDDS) and CSOs (World Vision - WV) operating in the district which focus on Food Security and Livelihood Improvement through agriculture production. For example, WV intends to establish a local association in the form of SME in order to buy agriculture products from farmers based on agreed prices. Even though the district has the direct role in such a project, the district has not really been involved in terms of documenting lessons learned and developing a model for the district to further enhance this LED initiative. Moreover, the district has not really engaged with "Kol Veasna's Rubber Plantation" to explore how this private company can help local people living around the plantation. As discussed, currently "Kol Veasna Group" could employ approximately 15% of district population in its early stage of the plantation. It's estimated that more people should be employed by this company at the harvesting stage. Local employment is one key factor for increasing LED activities. If the district was engaged with the company, some possibilities such as training on sustainable agriculture techniques etc. for farmers or local producers around the rubber plantation would be addressed.

Undertaking critical research and capacity development on LED: There are some LED data updated annually by Provincial Department of Planning, with assistance from village chiefs and commune councils. However, the district does not have the capacity to generate and analyse data and information from this source to understand the current state of LED in the district. For sure, the district has produced a district profile mainly aimed to serve the development of the annual investment program, which is purely about "LD – local development". As stated in the NCDD-S's Decision on LED at SNA, NCDD-S and the General Department of Administration of Ministry of Interior have sole responsibility to develop the capacity of District/Municipal Administrations to enable them to coordinate with external and local stakeholders to promote LED activities.

Strengthening local partnership: The district has a number of different actors such as Kol Veasna's rubber plantation, an ADB-funded project, WV's program on food security and livelihood improvement, local associations to buy agriculture products, CBOs, many rice, cashew nut local producers and private contractors. The good relationship between local authorities with NGOs and private contractors (for bidding/contracting local infrastructure projects) is demonstrated through the variety of local development activities over the year. However, the tenuous relationships that exists between local authority and Kol Veasna's group and between Kol Veasna's Group and CSOs reflect the weak linkages between local government, private sector and CSOs and from local government to provincial level.

Conclusions and Recommendations

All key interviews and focus group discussions rated the potential of agriculture and other activities across other sectors (e.g. irrigation, sustainable agriculture training) linking to agriculture for the economy of Prasat Ballangk district as high. However, they recognized that cooperation among the three key actors has not been built with a focus on LED but more on Local Development, especially good relationships between CSOs and district authority on various social and infrastructure development activities. There have been signs of building relationships between local authorities and the private sector over the past on issues related to improved access to information on land economic concession for rubber plantations. However, there is no consensus built between district and commune authorities with the private rubber plantation to consider local employment and LED supported activities in business plans of both sides. So, there are no skills training initiatives for farmers or integrated LED concepts and processes into district or commune development plans in terms of social service and infrastructural initiatives, small business initiatives, agriculture initiatives and other LED initiatives. On the other hand, district and commune funds are very limited for the development component, particularly social services. Furthermore the capacity of SNAs from commune to district and from the district to provincial level is weak in terms of leadership, lack of analytical information and lack of formal inclusion of LED in local development plans.

To promote LED at the district level, there are some recommendations that could be translated into actions, but it's understood that it will take time to have the LED concept and process turned into practice over the next several years.

It is recommended that District Administration supports the further development of LED initiatives in Prasat Ballangk District by:

1. Engaging with local councils to:
 - a. discuss the need for a clear "LED" vision for promoting LED initiatives with local businesses, local producers, suppliers, rubber plantation company, service providers and civil Society Organizations and the implications LED has for the existing five-year development plan.
 - b. suggest a dissemination meeting to release key messages on LED to public officials, private sector and civil society
 - c. conduct a LED survey mapping LED potential and opportunities, and factors to influence LED activities for the next five years
 - d. suggest a "future consultative workshop" or similar event with multi-stakeholders, especially the private sector, as a process for the development of such a vision
2. As a result of the achievement of Recommendation #1, suggest that key organizations (e.g. NCDDS, Provincial HR Development Center, National League of Local Councils and NGO partners with an interest in LED conduct an intensive one-day hands-on participatory LED awareness training course for the district councilors and board of governors, director of administration and key officials of relevant offices in order to:
 - a. deepen understanding of what is meant by LED

- b. provide a rationale LED
- c. explain how to translate national guidelines on LED into practices.
- d. gather different viewpoints, and better ideas to reach some solutions about LED in agriculture
- e. build political commitment on LED at DM SNAs
- f. understand the current state of district LED
- g. build partnership with private sector businesses (s) and CSOs or donor's projects/programs being operated in the district
- h. initiate at least one or two real (small) LED projects with CSOs, private sector in the form of co-financing (e.g. better farming techniques on rice or cashew nuts, clean water, better road, addressing production versus local market).

Policy Case #7: Understanding role of the District regarding migration in Phnom Srok District, Banteay Meanchey Province

Key Issues

The migration of Cambodians to countries like Thailand and Malaysia for employment is a significant contributor to the Cambodian economy. It impacts on the livelihoods of individuals, their families and their communities as well as the development of the country as a whole. The management of migration of Cambodian workers falls under the responsibility of the MoLVT who, along with other ministries, have overall responsibility for the recruitment, education, welfare and repatriation of migrant workers. This process is governed by significant legislation relating to the management of the economic and welfare components of the labour migration process. The Labour Migration Policy for Cambodia 2014-2018¹⁵ is the key legislation for the labour migration process. This policy has the function of "developing a comprehensive and effective labour migration governance framework that protects and empowers women and men throughout the migration cycle, ensure that migration is an informed choice, and enables a positive and profitable experience for individual workers, their families and communities, that also contributes to the development of Cambodia"¹⁶. This policy is supported by a number of prakas pertaining to, for example, recruitment agency licensing, pre-departure procedures, placement support, repatriation procedures and agency reporting to MoLVT. Other legislation that addresses the economic importance, or the welfare requirements, of the migration process include the Cambodian Civil Code¹⁷, the National Strategic Development Plan (2014-2018)¹⁸ and the Rectangular Strategic Phase 111-2013-2018¹⁹.

Emerging issues from this legislative framework worthy of further investigation include:

- the process for the recognition of skills of migrant workers after repatriation
- the continuing education of school aged children during the migration process
- safety and security measures for those migrating in high risk industries – especially for women

¹⁵ RGC, (2013), Labour Migration Policy for Cambodia 2014-2018, Phnom Penh: MoLVT.

¹⁶ RGC, *ibid.* p8

¹⁷ RGC, (2008), The Civil Code of Cambodia, Phnom Penh: Ministry of Justice

¹⁸ RGC, (2013), National Strategic Development Plan (2014-2018) – for Growth, Employment, Equity and Efficiency, Phnom Penh: RGC.

¹⁹ RGC, (2013), Rectangular Strategic Phase 111-2013-2018, Phnom Penh: RGC

- the need for effective education and orientation processes prior to departure as a migrant
- effective quality assurance and monitoring processes for all stages of the migration cycle
- the possible connections between powerful government officials and recruitment agencies
- the promotion of quality domestic employment opportunities and skill development as an alternative to, or parallel to, migrant employment
- ensuring up-to-date information on safe migration and work rights in major migration communities and transit hubs

For Phnom Srok District in particular issues include the better understanding of:

- the reasons why people migrate, their destinations and duration of migration
- the positive and negative consequences of migration
- the ways in which communities are informed about safe migratory practices and other migration issues
- the ways in which migratory practices could be made safer and more economically beneficial for transient families
- the role of local government in managing migration issues.

Key Informant interviews or focus group discussions were held with 32 government officials (eight of whom were women) including representatives from the Department of Women's Affairs and Social Affairs, the Department of Work Affairs, District Councilors and Specialized Officials, Commune Councilors, a District Deputy Governor, a District Council Chief and CBO members.

Findings and Analysis

Reasons why people migrate, their destinations and duration of migration

It was noted that labour migration is a process whereby an individual or family leaves their community to sell labour in other locations usually for a long period of time. Migrants, some being poor and others comparatively well off, choose this option in order to enhance their socio-economic situation or to pay off debts they have incurred. Some of them believe that they are poor and are seeking increased income. After the harvest season, for example, they seek an income through migration. The lack of local community work, poverty, debt, domestic violence or encouragement from others are incentives to seek migratory employment in locations such as Thailand where earning a higher income is possible. Migration may be undertaken individually or as a family group including children. While some migrant workers remain for a significant time others return to resume seasonal farming or for Khmer New Year and Phum Ben day. Others may migrate to Thailand if they have committed a crime and wish to avoid prosecution. A considerable number who choose to engage in migratory labour have incurred debts with banks or Micro-finance institutions due to crop failure or the inability to pay for the purchase of farming equipment.

The large majority of labour migration is to Thailand with other destinations being Malaysia, Korea, Japan or Kuwait where they work in factories, in construction, retail, domestic work or farming. Movement also occurs within country with Phnom Penh being an attractive location. If migrating through legal channels the migration period is usually around two years or based on their contract requirements, while some illegal migration based on seasonal agriculture products requires daily border

crossing. However, in some communes within Phnom Srok District migration to other countries is less prevalent. Some communities were originally experiencing economic difficulty, but now are more economically independent with an increase in the tourist industry through initiatives such as the Tropeang Thmor resort that provides employment to the local population. People are able to afford better housing and livelihood standards have improved. Conversely, people from Monkul Borey migrate internationally and, because of their Laos cultural heritage and capacity to speak Thai, are able to benefit from work opportunities in Thailand. Similarly more than 45% of the 2000 families in Narm Toav migrate to Thailand.

The positive consequences of migration

There are clearly positive outcomes of migration for work. Families gain more income and are financially more secure. Expenses such as electricity, water and clothing are less than in Cambodia and may be covered by the employer. They are materially better off and may be able to build new and bigger houses, or purchase farm land, vehicles or machinery. They may be able to afford extra labour during the harvest season and they gain more knowledge on alternative living styles which they can apply within their home and community. Many people return with greater levels of skill. The opportunities migration provides can have an impact on poverty reduction and enhanced family socio-economic status. Some younger migrating children have the opportunity to learn the local language thus receiving some compensatory education either through the employing organization or NGOs on location.

The negative consequence of migration

There are, however, negative aspects to labour migration. Children either migrating with their parents or remaining within their community have less access to education and are more prone to abuse and accident. Family dysfunction, isolation and anxiety can be outcomes of prolonged separation. Usually it is only the elderly who remain at home and this may lead to neglect and low school attendance for children. Parents may encourage their children of working age to leave school. This has a significant impact on junior secondary school students (grades 7-9) who are unlikely to resume their education after dropping out. Some Commune Councilors are unsure how many children are affected during migration to Thailand. In some cases migrants return from Thailand to deliver babies and then resume their work almost immediately.

It was noted that around 10% are legal migrants and the remaining 90% are illegal migrants who face issues of exploitation or arrest by Thai police. In response Thailand has decided to close all small gates along the border. Those migrating illegally may face greater likelihood of traffic accidents, exploitation by employers, government officials or recruitment agencies or arrest by Thai authorities. Some become involved in drug taking, sex work or suffer ill-health. Some illegal workers are children and are extremely vulnerable to deportation, exploitation and life-threatening physical danger. Most are unable to attend the school and their families repatriate them to their home community. Large scale migrations may also leave home communities with reduced provincial labor force resulting in a shortage of people for farming and factory work. Incorrect documents many also lead to early termination of employment, deportation and subsequent reduced income.

Recruitment and passports

Within Phnom Srok District there are 65 recruitment companies functioning to provide services to potential migrants, however these companies vary in quality and price. Although the issuing of passports is managed in different ways it is currently a costly and time consuming process. Applicants may need to wait for months to receive their passport. Consequently in some situations the manager or owner of the Thai company takes responsibility for gaining passports and the workers pay the required costs back in installments. Additionally if the migrant wishes to change their job while in Thailand, they require permission from the company. Prospective migrants seek relevant documents, such as birth certificates, from their commune office in order to complete passport applications. Commune officials check family books and birth certificates in order to authorize passport applications. Not only is the price to make passport and other legal documents high, the process is unclear and lacks transparency thus leaving it open to “middle men”, nepotism and other fraudulent and corrupt practices. Furthermore some of the people lie to the Village Chief in order to get legal documents. However, commune will inform and coach villagers about correct ways to make legal documents. While the venues for passport applications have been extended to Battambang, Pailin, Poi Pet, and Koh Kong as well as Phnom Penh, the production of fake or incorrect passports was noted.

The role of local government in managing migration issues

The authorities disseminate migration information through occasional forums and village meetings and occasional radio broadcasts. In some communes Department of Work Affairs disseminate information about migrant work 4 times per year and cooperate with NGOs like CWCC, IOM and Good Night to disseminate information. However, the prevalence of information dissemination depends on government budget allocations which appear to be minimal. While the District Governor and District / Commune Councils have provided occasional forums there is no specific schedule or budget to directly support safe migration issues. Commencing recently the provincial governor circulates information to Maly, Poi Pet, Ou Chrov, Svay Chek, and Thmor Pouk districts through public forums on legal and illegal migration. District administration has occasionally disseminated information to assist people in preparation for migration. This usually takes occurs at the village level as part of other planned meetings. However, there is no designated NGO working on migration in Phnom Srok. Consequently the information provided at the various subnational government levels is infrequent, inconsistent in content and process and dependent on the budgetary parameters. While it was noted that in Ponley, for example, 60% of participants receive information on safe migration from commune officials other communes do not have access to such information. In summary, authorities disseminate legal migration information through commune and district activities, commune meetings, women’s and children’s meetings, and through NGOs. However, there is still no clear budget to work on migration.

Respondents also explained that the “pink card” system had been discontinued to better control the migration process. Furthermore, it was noted that in July 2017 an interagency team of government officials and NGO worked collaboratively to identify illegal companies and brokers, and to negotiate better prices for passport and other migratory services. From September 2017 the management of migrants at border crossing will be undertake using a more systematic approach.

Future considerations

Those interviewed were able to identify a number of issues that need to be addressed in order to enhance the efficiency, integrity and effectiveness of the labour migration process.

Consistency in process and pricing

Of particular importance was the need to enhance the migrant management process itself. It was suggested that:

- the Government must clarify service prices and timeframes with recruitment companies
- the document requirements and locations for the lodging of documents be made clear
- the passport service should be at commune and district level
- all elements of the migrant recruitment and placement process be made transparent
- effective control need to be exercised over companies who provide services for migrant workers
- the service costs for passports needs to be decreased and general service availability be more easily accessible

Stimulating the local economy

Respondents suggested that increasing local opportunities could assist in reducing the need for migration for many people. This could be achieved through:

- increasing the price of agricultural products
- enhancing private sector investment and job creating incentives
- establishing economic zones to create job opportunities with equal salary scales
- balancing the availability domestic products and imported products
- better communicating job opportunities at the local or commune level
- provide training in skill development or provide small grant to local people to establish their own businesses

Migrant education and awareness

Respondents suggested that there was a continuing need to:

- conduct information sessions on safe migration and engage NGOs in this process
- ensure that prospective migrants understand the document requirements, the process to obtain these and the consequences of inadequate documentation

Vocational training and recognition

As a means of building migrant capacity, respondents noted that:

- life skill training ought to be an option particularly for younger migrants
- training ought to be provided to focal point personnel (commune/district)
- vocational skill training is required as part of local industry development
- parents need to better understand the value of education

Migration data management

Respondents suggested that the government and authorities need to better manage the statistics and data on migration particularly in terms of legal and illegal migration from Phnom Srok.

Interagency cooperation

Respondents noted the importance of interagency cooperation in suggesting that:

- clear roles and functions were required for staff members working on migration and migration issues needed to be incorporated into commune plans
- the knowledge and experience of local Department staff needed to be better utilized

Migrant welfare

It was suggested that migrant welfare could be improved through:

- providing migrants with contact numbers of authorities in Cambodia and Thailand
- the provision of insurance cards or migration cards to enhance security

Enhanced government budget to support migration

It was suggested that:

- a clear and adequate budget provision needs to be established at the district and commune level to support migrant education

Conclusions and Recommendations

Although varying to some degree across communes, labour migration is an important, and in some situations, an indispensable part of a family's livelihood and socio-economic status. It is clear that migration has significant advantages to those who are willing to complete adequate documentation and migrate legally. Many who have a successful labour migrant experience are better off materially and are able to escape the poverty cycle that is faced by many of their fellow citizens.

However, for the majority of those undertaking migration and do so illegally, there are clear pitfalls, disadvantages and dangers. While it seems clear that many prospective migrants are aware of these pitfalls and choose to migrate illegally anyway, the research undertaken points to an inconsistent and inadequate information and education system that ought to be available to all Cambodian citizens intending to migrate for employment purposes. Lack of funds, confused responsibility and a lack of knowledge of labour migration policy all contribute to a system that exacerbates the problems that these migrants are likely to face.

The Cambodian government, in collaboration with its Thai counterpart, is working to better manage the migration issues by establishing central border processing locations and reducing the opportunity for use of illegal crossing points. However, a system that lacks transparency and adequate controls is open to inefficient and fraudulent practices, particularly when the extent of migration is considered, and the amount of money being transacted. There was no evidence from the research that recruitment agencies are held to account or that standard procedures (e.g. passport issuance) exist across all communes with the Phnom Srok District. The sense of frustration with this system was apparent from the responses of those being interviewed, given that the resources available to them to manage such a complex process are limited.

It is recommended that District Administration supports the development of migratory management practices in Phnom Srok District by:

1. Convening a meeting of all Commune Leaders in order to:

- a. identify required documents to be submitted by prospective migrants
 - b. document this list of requirements and make them publically available
 - c. establish a schedule for dissemination of information about safe migratory practices that is consistent across all communes
2. Encouraging Commune Councils to allocate a budget within their CIP to enable such a dissemination process to take place
 3. Facilitating training at district and / or commune level to subnational government officials on all legislation pertaining to labour migration to ensure a thorough understanding of the role and responsibility of all stakeholders
 4. Developing a schedule of regular audits and inspections, in collaboration with MoLVT, of all recruitment agencies to be undertaken by relevant provincial authorities in order to identify underperforming agencies, identify potential conflicts of interest and to promote standard procedures across and elements of the migration cycle
 5. Encouraging those returning from labour migration to:
 - o share the new knowledge and experience gained during the migratory period within their community
 - o align new skills and knowledge gained to enhance their local employment opportunities
 - o engage in further vocational training

Policy Case #8: Rights of persons with disabilities in local planning process in Thmar Pouk District, Banteay Meanchey Province

It has been estimated the approximately 2.1% (i.e. 301,629 people of whom 144,622 are women) of Cambodia's population live with a disability and that 33.4% of this group have a physical disability that prevents full limb movement while another 34.8% have visual impairments²⁰. Less than half (42.6%) of people with a disability in Cambodia are employed – mainly in the agricultural or service sectors.

Cambodia ratified the Convention of the Rights of Persons with Disability (CRDP) in 2012²¹. This requires the Cambodian government to "promote, protect and ensure full participation and equal enjoyment of all human rights and fundamental freedoms by all persons with disabilities and promote respect for their inherent dignity"²². Consequently to approach to disability Cambodia can be described as a social or human rights approach²³ where people with disabilities are in many ways excluded as the result of attitudinal, environmental and institutional barriers and that action is required to transform unjust

²⁰ UN, (2015), Disability at a Glance 2015 – Strengthening Employment Prospects of Persons with Disabilities in Asia and the Pacific, Bangkok, Thailand: ESCAP, p. 16.

²¹ UN, (2006), Convention of the Rights of Persons with Disability (CRDP), Washington DC: UN.

²² *ibid.* p3

²³ Rohwerder, B. (2015), Disability inclusion: Topic guide, Birmingham, UK: GSDRC, University of Birmingham, p. 5

systems and practices. It sees people with disabilities as central actors in their own lives as decision makers, citizens and rights holders.

The Law on the Protection and the Promotion of the Rights of Persons with Disabilities²⁴ defines people with disabilities as those who “lack, lose, or damage any physical or mental functions, which results in a disturbance to their daily life or activities, such as physical, visual, hearing, intellectual impairments, mental disorders and any other types of disabilities toward the insurmountable end of the scale” and describes the rights of people with disabilities, including children, as access to education, health care, employment, political involvement and inclusion at all levels of society – in line with the CRPD mentioned above. Specifically the Inter-ministerial Declaration on Classification of Types and Levels of Disability²⁵ defines persons with disabilities as those who have:

- movement difficulty or unable to move, hearing difficulty or unable to hear, speaking difficulty or unable to speak, seeing difficulty or unable to see and those who have been operated on internal organs or have suffered from organs failure (physical or sensory disability)
- memory difficulty or cognitive delay as compared to persons at the same age, caused by congenital, accident, injury, diseases etc. (intellectual disability)
- behavioural, feeling and thinking difficulty, that regularly exists and which results in a disturbance to their daily activities (psychological disability); and
- body and social functioning problems or any disability not included in the above categories or multiple disabilities (other disability).

In line with this law, the Cambodian government’s National Disability Strategic Plan 2014-2018²⁶ seeks a future where “persons with disabilities and their families have a high quality of life and participate actively, fully and equally in a society in which their rights and dignity are respected with the inclusion of disability across all sectors”. With the underpinning philosophy of “making rights real”, through the implementation provided by the Persons with Disability Foundation (PWDF) and the Disability Rights Administration (DRA), it would be expected to see established disability support programs in existence across and Cambodian provinces.

However it has been found that in many Asian and Pacific countries, as a result of continued prejudices both towards women and surrounding disability, women with disabilities are doubly discriminated against in the labour market. In many countries within the Asia-Pacific region women with disabilities are only half as likely as men with disabilities to have a job and when they are employed, women with disabilities encounter worse working conditions and lower pay as compared with other women, as well as men with disabilities. Women with disabilities are also less likely to receive education and vocational training, and those women who do access education and attain a degree of financial stability are more likely to have done so before acquiring their disability²⁷.

²⁴ RGC, (2009), Law on the Protection and the Promotion of the Rights of Persons with Disabilities, Phnom Penh: RGC

²⁵ MOLVT, (2011), Inter-ministerial Declaration on Classification of Types and Levels of Disability (Prakas No. 2492)

²⁶ RGC, (2013), National Disability Strategic Plan 2014-2018, Phnom Penh: Disability Action Council. p. 3.

²⁷ UN, (2015), Disability at a Glance 2015 – Strengthening Employment Prospects of Persons with Disabilities in Asia and the Pacific, Bangkok, Thailand: ESCAP, p. 16.

Of particular importance, therefore, is the current international interest in promoting equitable employment opportunities for people with disabilities and the raising of awareness within the private sector in particular of the advantages of a diverse work place and inclusive organizational culture²⁸. Along with the conventions supporting the social, political and educational rights of persons with disabilities, there is a stronger understanding of the barriers to, and the benefits of, employing people with disabilities in the public and private sectors. However, while the existing Cambodian Labour Law²⁹ has provisions that outline the actions required in the case of temporary or permanent disabilities as the result of work related accidents (see Clauses 71, 86, 103, 253 & 257) the law is silent on the rights of person with disabilities to gain equal access to paid employment.

In investigating the rights of persons with disabilities in participating local development planning and decision making in Thmar Pouk district, Banteay Meanchey Province, 27 District and Commune government personnel as well as non-government organizations and community members, of which five were women and five were people with a disability, participated in either FGS or KIIs.

Key Issues

Key issues included:

- the degree to which there existed a shared understanding of “disability” across the district
- the nature and quality of services available to people with disabilities
- the degree to which people with disabilities have a voice in decisions about their communities
- the kinds of employment available to people with disabilities and barriers that might impact on such employment and associated training, and
- the actions that ought to be taken to better implement the disability law and implementation plan

Findings and Analysis

Community understanding of disability

It was suggested by senior government officials that disability is a key issue in Cambodia and that disabled people are those who are disabled physically and / or mentally. Examples of disability included:

- permanent injury resulting from war, land mine accidents or other exploding materials
- visual or hearing impairment either acquired or innate
- physical injury resulting from domestic violence, traffic accidents or other violent situations
- conditions existing at birth
- the effects of lack of nutrition in children
- effects of disease or drug use
- organ loss
- acquired or innate psychological or mental problems

²⁸ UN, (2017), Guide for Business on the Rights of Persons with Disabilities – How business can respect and support the rights of persons with disabilities and benefit from inclusion, Washington DC: UN.

²⁹ RGC, (1997), Cambodian Labour Law, Phnom Penh: MoLVT.

RCEDO program officers explained that disabled people, as one of the most marginalized groups in society, have difficulty earning an income, suffer significant disadvantages and are more likely to experience health problems. It was suggested by government respondents, for example, that there are around 100 people with disabilities acquired during wartime within the Thmar Pouk district and around 70 of these having a disability resulting from leg or feet injuries. It was not clear, however, as to the number of people within the district in other categories of disability (e.g. traffic accidents or disease) because it was believed that these categories were not included in government policy which specifically referred to disability as the result of war during Khmer Rouge era.

Service provision for people with disabilities

Government authorities try to work together and raise awareness of the need for social equity. The provincial department is in the process increasing the number of disabled people receiving services. However, some disabled people are unaware of how to seek services provided by government institutions. There are plans, however, to provide more wheel chairs to support disabled people when the required budget is available. Relevant ministries, through the formation of an inter-department committee, also intend to conduct a disability census in Banteay Meanchey, however the collecting of accurate data is difficult as some people migrate to work in other places.

District authorities have helped disabled people to build houses and disabled people have generally have received high priority, particularly for those disabled during wartime. Specialized staff members have, for example, supported 126 disabled people Kom Rou commune, Kor Romeat commune and Banteay Chmar commune during 2015-2017. The district is now in the process of forming disabled people's committees - one per commune and led by the head of police post. However there is currently no designated government budget so community members have been requested contribute 4000 riel each. However based on the limited data from the Banteay Meanchey Department of Social Affairs it is suggested that there are more than 100,000 disabled people with the province, but only 1,793 hold ID poor status enabling them to receive services from the Health Center.

The district authorities have established an equity fund (inter-sectorial office initiative) to assist people with disabilities with their transport needs. Currently \$50 is provided to the Health Center to support people with disabilities but sometimes this funding does not eventuate. The district also formed an equity committee to gather community donations during ceremonies at pagodas or other activities. The funds are held at the Health Center to support disabled people. The Health Center is responsible for leading the community in terms of disability support but there is no specific financial assistance from the government. However, Health Center staff members give priority to disabled citizens and anyone accompanying them who seek services.

It was claimed by government respondents that the district gives support to disabled people with psychological problems by providing free services at the Health Center although many do not seek these services because they have indicated that the Health Center staff members do not provide them with appropriate treatment. Generally however, respondents noted that psychological and mental health services are very few. One respondent suggested that Health Center staff members promote services to disabled people only when donors visit the center.

Up until now the Department of Social Affairs has focused on the provision of services to physically disabled people, as the responsibility for mental health and intellectual disability lies with the Department of Health. The Department of Social Affairs has established mechanisms at the provincial level to help disabled people - welfare teams, a disability council and an equity fund. It was suggested by some non-government respondents, however, that the Department of Social Affairs provides some support but infrequently. Although in some areas there is prosthetic assistance, support is generally for those who require food supplements. RCEDO, for example, has formed a community rice bank for local citizens including disabled people so that funds saved can be allocated to improve support the living standards of the most needy community members. A few soldiers receive government and NGO disability support and there is an NGO providing life skills relating to livelihood development. Ex-soldiers have a monthly retirement allowance as well as limited life skills training, provided by an NGO, on how to repair motors. NGOs have also assisted in developing chicken raisin activities and hairdressing.

Even though there are some government vocational programs, generally disabled people have low skills and experience making employment difficult especially if it involves considerable travel. While job announcements are structured to prevent discrimination, many disabled people are not qualified to apply and migrate to Thailand as construction workers. Except for working as baggers or on cashew nut farms, for example, many disabled people find it difficult to gain employment even in Thailand as their disability excludes them from the physical work that is usually available. One Commune Councilor explained that the commune engages people with disabilities to work within the commune but it was unclear under what conditions such employment exists. There are some children who had acquired a disability from birth who have been provided with wheelchairs from an NGO and currently *Enfant du Mekong* support small children's education.

Community acceptance of people with disabilities

Most respondents indicated that people with disabilities are generally well accepted within their community and are invited to attend community activities as equal members. They have been invited to attend life skills programs to enhance their knowledge and experience and been given priority in access to key community services. Local people it was pointed out pay attention to, and understand the needs of, disabled people. It was suggested that there is only minimal discrimination among villagers towards people with disabilities because most of the local citizens know about human rights. Priority is given to disabled people for services provided by police office, commune officials, the District Office and Health Center. At both commune and district level, disabled people receive attention and care by commune and districts authorities and the Department of Social Affairs has staff in Kork Romeat Commune, for example, to support people with physical disabilities and it is intended to establish district and commune self-help groups. There was general agreement that disabled people have opportunities to raise issues during CIP and DIP meetings. There was a belief among some respondents that the Government has a law to promote disability and forbids reference to disability in a derogatory sense.

Involvement of people with disabilities in community planning and decision making

As part of a social accountability project within the district, people with disabilities are invited to attend ISAF meetings where their rights are explained and they are informed about services available through the Health Center. The district authorities also provide data to other development partners on disability

issues within the community. However there is no data on disabled children at the District level but schools may hold such information. There is also an annual meeting or public forum facilitated by the Department of Social Affairs that provides disabled people with the opportunity to raise their concerns. While it was argued by some that people with disabilities are invited to attend CIP and DIP meetings and their plans or suggestions are considered in the same way as other proposals, others argued that their issues were not always raised and there was limited encouragement from other community members and authorities. Issues raised received only limited attention from the government officials even though disabled people are accepted equally within the community.

Given that infrastructural development is a priority for District and Commune Councils, there is no clear plan for districts and communes to focus on disabled people. There is, however, life skills training for them (vegetable, and animal raising) but details of this are not clear. In addition disabled youths have been offered opportunities to work for, or volunteer in, local NGOs. Occasionally people with disabilities are selected as Commune Councilor.

Actions require to better support people with disabilities

It was suggested by respondents that there is a need to:

- **Increase government funding:** There should be funds from the national government to help disabled people, support self-help groups and provide training.
- **Enhance physical accessibility:** Physical Accessibility to Health Centers, schools and other public places needs to improve
- **Support children with disabilities:** An educational project, including life skills, ought to be developed to support children with disabilities at school
- **Enhance voice and participation:** CIP and DIP meetings should be more accessible for people to raise their voice
- **Create job opportunities:** Government authorities and the private sector should identify jobs for people with disabilities
- **Provide life skill training:** The relevant ministries should delegate budget to sub-national government so that they can provide life skill training to those disabled people.
- **Identify people with disabilities:** Community leaders should have accurate data on disabled people including their needs and required services
- **Build NGO support:** Relevant authorities need to identify NGOs partners to work specifically on disability.
- **Build program sustainability:** The authorities and government need to find way to make sure that after each program or project is phased out, the activities or project impact continues

Conclusions and Recommendations

There was a range of views expressed by participants on aspects of disability policy and practice discussed during the investigation. Clearly those holding political office had different perceptions than community members, those who were disabled and NGO representatives. Generally respondents defined disability in terms of significant physical impairment as the result of accidents, innate disability at birth, as the result of disease or through behaviours detrimental to health. There was less

acknowledgment and understanding of psychological factors associated with mental illness and no mention of how community members with significant visual or hearing impairments were supported

However, it can be concluded that while there does not seem to be active discrimination against people with disabilities – that is, they are accepted as part of the community and invited to attend meetings – there is a lack of specific support services required to enable the equitable participation of this significant sector of the community. It has been five years since the ratification of the CRDP and a comprehensive disability law and national strategic action plan exist, but there is limited government resources provided at the subnational level to ensure this plan is implemented. The rhetoric is strong but the support assumes the responsibility for the disability support will come from NGOs or community generosity.

It is recommended that District Administration supports disability policy implementation in Thmar Pouk District by:

1. Facilitating a district and commune councils update on the Law on the Protection and the Promotion of the Rights of Persons with Disabilities and National Disability Strategic Plan 2014-2018.
2. Liaising with the Department of Social Services in facilitating the life skills programs mentioned by respondents on a regular basis to people with disabilities in order to enhance their life and employment opportunities.
3. Encouraging the Department of Social Services to gather accurate data on the number of people with disabilities and the kinds of disabilities that they identify with in order to better target limited resources.
4. Encouraging the District Office of Education to undertake an audit of the capacity of government schools to integrate children with disabilities into their educational programs. This could include the nature of infrastructure, the training provided to teachers and the degree to which the curriculum caters for students with disabilities.
5. Ensuring physical accessibility for people with disabilities to services on which they depend, commencing with the Community Health Centers.

Furthermore it is recommended that API:

6. Clarifies the roles of, and support available through, the Persons with Disability Foundation (PWDF) and the Disability Rights Administration (DRA) to ascertain the kinds of support these bodies provide people with disabilities at the provincial, district and commune levels. This may include an analysis of the Disability Financing Framework and how it applies for disability support at the district level.

7. Seeks a review, or at least a timeframe for the review, of the existing Disability Law which has now been in existence for 8 years and may not reflect the changing needs of people with disability or the scope of disability issues.
8. Provides a submission to the Working Party, or designated committee, on the impending review of the 1997 Cambodian Labour Law due to commence in 2018. This submission could set out a rationale for the inclusion of clauses that align with the Cambodian Disability Policy and specially address the need for equal opportunity in the recruitment, working conditions, career development, remuneration and workplace acceptability.

Annex 1: FGI and KII questions

FGI and KII questions for Phnom Srouch District, Kampong Speu Province

FGD questions: Phnom Srouch District, Kampong Speu Province		
Rights of citizens, in particular women, to participate in local decision making and local planning process in Phnom Srouch district, Kampong Speu province		
Respondents ®	R1 R2	
Date:		
Location:		
Duration:	Start time:	End time:
Interviewer:		

Question # 1:	What is your role and involvement in local planning, budgeting, and decision making process?	
Response:	Observations:	
Question # 2:	In what ways do women currently participate in decision-making at the commune level? At the district level, provincial levels?	
Response:	Observations:	
Question # 3:	In what ways do women participate in the planning process at the commune level, district level, and provincial level?	
Response:	Observations:	
Question # 4:	What have been to achievements of women in planning and decision-making within your district?	
Response:	Observations:	
Question # 5:	What department, organization or individuals (leaders) are in position to influence women's participation in decision making?	
Response:	Observations:	
Question # 6:	What are the government's expectation of women's participation in planning and decision making at the provincial, district and commune levels of administration? How well are they being achieved?	
Response:	Observations:	
Question # 7:	What makes it difficult for women to equally participate in planning and decision making? How are these challenges being addressed in your district?	
Response:	Observations:	
Question # 8:	What immediate and long term actions are required to increase the participation of women in decision-making at the subnational in your district?	
Response:	Observations:	
Question # 9	Any other comments and suggestions?	
Response:	Observations:	

KII Questions: Phnom Srouch District, Kampong Speu Province						
Rights of citizens, in particular women, to participate in local decision making and local planning process in Phnom Srouch district, Kampong Speu province						
API Interviewer:						
Interview location:				Interview Time:		
Interviewee name:						
Organization / Departments						
Position						
Address:						
Contact details:		Phone:		Email:		
	Interview questions	Very low	Low	Med.	High	Very High
1.	<i>Overall, how would you rate the level of female participation in planning in your district?</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	What is your role and involvement in local planning, budgeting and decision making process?					
	Response:	Observation:				
2.	<i>Overall, how would you rate the level of female participation in decision-making within your district?</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	In what ways do women currently participate in decision-making at the commune level? At the district level, provincial levels?					
	Response:	Observation:				
3.	<i>How would you rate the contribution of women in the economic and social achievements of your district over the last 4 years?</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	What have been to achievements of women in planning and decision-making within your district?					
	Response:	Observation:				
4.	<i>What is the level of government support for women's participation in planning and decision making within your district?</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	What departments, organizations or individuals are in position to influence women's participation in decision making?					
	Response:	Observation:				
5.	<i>How would you rate government support for enhanced participation of women in planning and decision-making?</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	What are the government's expectations of women's participation in planning and decision making at the provincial, district and commune levels of administration? How well are they being achieved?					
	Response:	Observation:				
6.	<i>How would you rate the level of difficulty women face in equally participating in planning and decision making?</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	What makes it difficult for women to equally participate in planning and decision making? How are					

	these challenges being addressed in your district?	
	Response:	Observation:
7.	What immediate and long term actions are required to increase the participation of women in decision-making at the subnational in your district?	Response:
8.	Do you have any other comments regarding women's participation in planning and decision-making within your district?	Response:
9.	Any comments and suggestions?	Response:

FGD questions: Rolea Bier District, Kampong Chhnang Province		
Access to right information and right organization for applying for land title in Rolea Bier district, Kampong Chhnang province		
Respondents ®	R1 R2	
Date:		
Location:		
Duration:	Start time:	End time:
Interviewer:		

Question # 1:	What kind of land titles exist in Rolea Bier district? Why do they exist this way?	
Response:	Observations:	
Question # 2:	How are disputed land titles resolved?	
Response:	Observations:	
Question # 3:	In what ways do citizen "own" land in Rolea Bier district?	
Response:	Observations:	
Question # 4:	Where do people go to find information about land title in Rolea Bier District?	
Response:	Observations:	
Question # 5:	How is land title protected in Rolea Bier district?	
Response:	Observations:	
Question # 6:	What issues about land title emerge in Rolea Bier district?	
Response:	Observations:	
Question # 7:	For what reason do people challenge land title in Rolea Bier district? How are these issues resolved?	
Response:	Observations:	
Question # 8:	How helpful are government departments in providing information about ad title applications?	
Response:	Observations:	
Question # 9	Do you have any other comments about land title?	
Response:	Observations:	

KII Questions: Rolea Bier District, Kampong Chhnang Province						
Access to right information and right organization for applying for land title in Rolea Bier district, Kampong Chhnang province						
API Interviewer:						
Interview location:		Interview Time:				
Interviewee name:						
Organization / Departments						
Position						
Address:						
Contact details:	Phone:	Email:				
Interview questions						
		Very low	Low	Med.	High	Very High
1.	How would you rate local government's ability to provide information on land title applications?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Have you had experience in making a land title application? No <input type="checkbox"/> Yes <input type="checkbox"/> Please describe:					
	Response:			Observation:		
2.	How satisfied are you with land title arrangements in your district?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	What processes, if any, do government officials use to raise awareness of land title issues in your district?					
	Response:			Observation:		
3.	How important is the "land title" issue in your district?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	What are the reasons for your answer?					
	Response:			Observation:		
4.	To what degree is legal land registration important in your district?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How widespread is land registration in Rolea Bier?					
	Response:			Observation:		
5.	How well do you understand land management legislation Cambodia?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Who would assist you in better understanding land management legislation?					
	Response:			Observation:		
6.	What is the extent of land registration in your district?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	What are the advantages of land registration?					
	Response:			Observation:		
7.	Do you have any other comments regarding land titles within your district?	Response:				

8.	Any comments and suggestions?	Response:
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FGI and KII questions for Krakor District, Pursat Province

FGD questions: Krakor District Pursat Province		
Role of Commune Councilors to develop and implement an effective Commune Investment Plan and Commune Development Plan in Krakor District Pursat Province		
Respondents ®	R1 R2	
Date:		
Location:		
Duration:	Start time:	End time:
Interviewer:		

Question # 1:	What is the purpose of the Commune Investment Plan?	
Response:		Observations:
Question # 2:	What is the purpose of the Commune Development Plan?	
Response:		Observations:
Question # 3:	In what way are you involved in the development of the CIP and the CDP?	
Response:		Observations:
Question # 4:	What would you expects to see in an effective CIP?	
Response:		Observations:
Question # 5:	What would expect to see in an effective CDP?	
Response:		Observations:
Question # 6:	Who does the CC consult with in developing the CIP and the CDP?	
Response:		Observations:
Question # 7:	What have been some key achievements of the previous CC as a result of the CIP and CDP?	
Response:		Observations:
Question # 8:	How could the CIP and CDP processes be improved?	
Response:		Observations:
Question # 9	Any other comments and suggestions?	
Response:		Observations:

KII Questions: Krakor District Pursat Province	
Role of Commune Councilors to develop and implement an effective Commune Investment Plan and Commune Development Plan in Krakor District Pursat Province	
API Interviewer:	

Interview location:		Interview Time:				
Interviewee name:						
Organization / Departments						
Position						
Address:						
Contact details:	Phone:	Email:				
Interview questions						
		Very low	Low	Med	High	Very High
1.	<i>How would you rate the success of the current Commune Investment plan?</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	What have been some achievements?					
	Response:	Observation:				
2.	<i>How would you rate the success of the Commune Development Plan?</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	What have been some achievements?					
	Response:	Observation:				
3.	<i>How would you rate the degree of community involvement in the Commune Investment Plan?</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	What has been the nature of this involvement?					
	Response:	Observation:				
4.	<i>How would you rate the degree of community involvement on the Commune Development Plan?</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	What has been the nature of this involvement?					
	Response:	Observation:				
5.	<i>How would you rate the Commune Council's capacity to develop the Commune Investment Plan?</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	What are some examples to support your rating?					
	Response:	Observation:				
6.	<i>How would you rate the Commune Council's capacity to develop the Commune Development Plan?</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	What are some examples to support your rating?					
	Response:	Observation:				
7.	How can the process for developing the Commune Investment Plan and the Commune Development Plan be improved?	Response:				
8.	Do you have any other comments regarding the role of the Commune Council in the development of the CIP or the CDP within your district?	Response:				
9.	Any comments and suggestions?	Response:				

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FGI and KII questions for Bakan District, Pursat Province

FGD questions: Bakan district, Pursat province		
Role of DM Unified SNAs in community fishery management in Bakan district, Pursat province		
Respondents ®	R1 R2	
Date:		
Location:		
Duration:	Start time:	End time:
Interviewer:		

Question # 1:	What does community fishery management include?	
Response:		Observations:
Question # 2:	Who is involved in community fishery management?	
Response:		Observations:
Question # 3:	How effective is the fishery management process?	
Response:		Observations:
Question # 4:	What is the role of DM Unified SNA in commune fishery management?	
Response:		Observations:
Question # 5:	What external government or other support does the community fisheries management receive?	
Response:		Observations:
Question # 6:	What have been the achievements of community fisheries management?	
Response:		Observations:
Question # 7:	How could the community fisheries management process be improved?	
Response:		Observations:
Question # 8:	How important is fishing to the economy of Pursat Province?	
Response:		Observations:
Question # 9	Any other comments and suggestions?	
Response:		Observations:

KII Questions: Bakan district, Pursat province		
Role of DM Unified SNAs in community fishery management in Bakan district, Pursat province		
API Interviewer:		
Interview location:		Interview Time:
Interviewee name:		

Organization / Departments						
Position						
Address:						
Contact details:	Phone:	Email:				
Interview questions						
		Very low	Low	Med.	High	Very High
1.	<i>How would you rate the importance of community fishery the economy of Bakan District?</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	What specific contribution does community fisheries make to the economy of Bakan District?					
	Response:	Observation:				
2.	<i>How effectively is community fisheries managed in Bakan Province?</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	What are some examples to support your rating?					
	Response:	Observation:				
3.	<i>What is the level of community involvement in fisheries management on Bakan District?</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How appropriate is this level of involvement? To what degree are women involved in fisheries management? What are some examples of community involvement?					
	Response:	Observation:				
4.	<i>How effective is the role of DM Unified SNAs in fisheries management on Bakan district?</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How can this role be described?					
	Response:	Observation:				
5.	<i>How would you rate community fishery for the future economy of Bakan District?</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	What are the factors that have led to your rating?					
	Response:	Observation:				
6.	Do you have any other comments regarding community fishery management within your district?	Response:				
7.	Any comments and suggestions?	Response:				

FGI and KII questions: for Santouk District, Kampong Thom Province

FGD questions: Phnom Srouch District, Kampong Speu Province		
Role of DM Unified SNAs in environmental management and protection in Santouk district, Kampong Thom province Role of DM Unified SNAs		
Respondents ®	R1 R2	
Date:		
Location:		
Duration:	Start time:	End time:
Interviewer:		

Question # 1:	What is your role in environmental management and protection in Santouk District?	
Response:		Observations:
Question # 2:	In what ways do women currently participate in environmental management and protection?	
Response:		Observations:
Question # 3:	What is meant by the environment?	
Response:		Observations:
Question # 4:	How important is environmental management and protection in Santouk District?	
Response:		Observations:
Question # 5:	How well is the environment managed and protected in Santouk District?	
Response:		Observations:
Question # 6:	What are the issues that impact on environmental protection and management in Santouk District?	
Response:		Observations:
Question # 7:	Who is responsible for environmental management and protection in Santouk District?	
Response:		Observations:
Question # 8:	What have been some achievements in environmental management and protection in in Santouk District?	
Response:		Observations:
Question # 9	What do you see as the future of environmental management and protection in Santouk District?	
Response:		Observations:
Question # 10	Any other comments and suggestions?	
Response:		Observations:

KII Questions: Phnom Srouch District, Kampong Speu Province		
Role of DM Unified SNAs in environmental management and protection in Santouk district, Kampong Thom province		
API Interviewer:		
Interview location:		Interview Time:
Interviewee name:		
Organization / Departments		
Position		

Address:						
Contact details:	Phone:	Email:				
Interview questions						
		Very low	Low	Med.	High	Very High
1.	<i>How important an issue is environment management and protecting in Phnom Srouch District?</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Response:		Observation:				
2.	<i>How strong is community involvement in environmental management and protection?</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Response:		Observation:				
3.	<i>How well do local authorities respond to issues associated with environmental management and protection?</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Response:		Observation:				
4.	<i>How well is the environment managed and protected in Phnom Srouch District?</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
What are some key environmental issues of particular importance to Phnom Srouch district?						
Response:		Observation:				
5.	<i>To what degree do educational programs on environmental management and protection exist within the Phnom Srouch district?</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
What effect, if any, have these program had on community understanding of environmental issues?						
Response:		Observation:				
6.	What immediate and long term actions are required to in your district?	Response:				
7.	Any comments and suggestions?	Response:				

FGI and KII questions: Prasat Ballang District, Kampong Thom Province

FGD questions: Phnom Srouch District, Kampong Speu Province		
Role of DM Unified SNAs in local economic development in Prasat Ballang district, Kampong Thom province		
Respondents ®	R1 R2	
Date:		
Location:		
Duration:	Start time:	End time:
Interviewer:		
Question # 1:	What is meant by economic development?	
Response:	Observations:	

Question # 2:	What are the existing key business enterprises in Prasat Ballang district?
Response:	Observations:
Question # 3:	How is economic development encouraged in Prasat Ballang?
Response:	Observations:
Question # 4:	What are the factors that restrict economic development in Prasat Ballang?
Response:	Observations:
Question # 5:	What are some examples of effective economic development in Prasat Ballang?
Response:	Observations:
Question # 6:	To what degree are women involved in economic development in Prasat Ballang?
Response:	Observations:
Question # 7:	How are youth engaged in the economic development of Prasat Ballang?
Response:	Observations:
Question # 8:	What do you see as the future of economic Development in Prasat Ballang?
Response:	Observations:
Question # 9	Any other comments and suggestions?
Response:	Observations:

KII Questions: Phnom Srouch District, Kampong Speu Province						
Role of DM Unified SNAs in local economic development in Prasat Ballang district, Kampong Thom province						
API Interviewer:						
Interview location:		Interview Time:				
Interviewee name:						
Organization / Departments						
Position						
Address:						
Contact details:		Phone:		Email:		
Interview questions						
		Very low	Low	Med.	High	Very High
1.	<i>How strong is economic development in Prasat Ballang District?</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	In which areas is economic development most prevalent?					
	Response:	Observation:				
2.	<i>How would you rate the cooperation between business and local</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	<i>government in the promotion of economic growth in Prasat Ballang District?</i>					
	In what ways does this cooperation take place?					
	Response:	Observation:				
3.	<i>How would you rate the role of women in the economic development of Prasat Ballang District?</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	In which kind of businesses do women feature strongly?					
	Response:	Observation:				
4.	<i>How would you rate the amount of economic growth currently taking place in Prasat Ballang District?</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	In what industries / occupations is this growth taking place?					
	Response:	Observation:				
5.	<i>How would you rate the level of information provide to the community to encourage economic development in Prasat Ballang District?</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	What are some examples of such support? Who provides it?					
	Response:	Observation:				
6.	<i>How would you rate the importance of train Jung (TVET or university for example) for the further economic development in Prasat Ballang District?</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	In what industries / occupations ought such training to be directed and to whom?					
	Response:	Observation:				
7.	What immediate and long term actions are required to increase economic development in your district?	Response:				
8.	Any comments and suggestions?	Response:				

FGI and KII questions: Phnom Srok District, Banteay Meanchey District

FGD questions: Phnom Srouch District, Kampong Speu Province		
Understanding role of DM Unified regarding migration in Phnom Srok district, Banteay Meanchey province		
Respondents ®	R1 R2	
Date:		
Location:		
Duration:	Start time:	End time:
Interviewer:		

Question # 1:	What does migration include?	
Response:		Observations:
Question # 2:	Why do people migrate from Phnom Srok Distract? Where do they go? For how long?	
Response:		Observations:
Question # 3:	What are the consequences of migration from Phnom Srok District	
Response:		Observations:
Question # 4:	In what ways are communities informed about safe migratory practices and other migration	

	issues? Who provides this support?	
Response:		Observations:
Question # 5:	How could migratory practices be made safer and economically beneficial for transient families?	
Response:		Observations:
Question # 6:	What ought to be done to reduce the need from migration from Phnom Sok district?	
Response:		Observations:
Question # 7:	What if the role of local government in managing migration issues?	
Response:		Observations:
Question # 8:	Any other comments and suggestions?	
Response:		Observations:

KII Questions: Phnom Srouch District, Kampong Speu Province						
Understanding role of DM Unified migration in Phnom Srok district, Banteay Meanchey province						
API Interviewer:						
Interview location:		Interview Time:				
Interviewee name:						
Organization / Departments						
Position						
Address:						
Contact details:		Phone:		Email:		
Interview questions						
		Very low	Low	Med.	High	Very High
1.	<i>To what degree is migration a socio-economic issue in Srouch District?</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	What evidence exists for your rating?					
	Response:	Observation:				
2.	<i>How well are people in Srouch District educated about migration?</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How does any such education take place?					
	Response:	Observation:				
3.	<i>To what degree does migration have an impact on the family / social wellbeing of communities I Srouch District?</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	In what ways is this impact positive and / or negative?					
	Response:	Observation:				

4.	<i>To what degree does migration have an impact on the economic wellbeing of communities in Srouch District?</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
In what ways is this impact positive and / or negative?						
Response:				Observation:		
5.	In what ways is this impact positive or negative?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
What leads you to this conclusion?						
Response:				Observation:		
6.	<i>To what degree are migratory practices managed in a way that protects the health and safety of those choosing this option in Srouch District?</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
What data exists to support this conclusion?						
Response:				Observation:		
7.	What immediate and long term actions are required to better manage worker migration in your district?	In what ways is this impact positive or negative?				
8.	Any comments and suggestions?	Response:				

FGI and KII questions: Thmar Pouk District, Banteay Meanchey District

FGD questions: Thmar Pouk District, Banteay Meanchey District		
Rights of persons with disabilities in participating local development planning and decision making process in Thmar Pouk district, Banteay Meanchey province		
Respondents ®	R1 R2	
Date:		
Location:		
Duration:	Start time:	End time:
Interviewer:		

Question # 1:	What does the term “disabilities” include?	
Response:	Observations:	
Question # 2:	How are persons with disabilities identified in Thmar Pouk district?	
Response:	Observations:	
Question # 3:	What services exist to support people with disabilities in Thmar Pouk?	
Response:	Observations:	
Question # 4:	To what degree do people with disabilities find it difficult to gain employment in Thmar Pouk?	
Response:	Observations:	
Question # 5:	How are children with disabilities supported in schools to gain an education?	
Response:	Observations:	
Question # 6:	To what degree are people with disabilities treated equitably within Thmar Pouk?	
Response:	Observations:	
Question # 7:	How well does the community understand the needs of people with disabilities?	

Response:		Observations:
Question # 8:	Who is responsible for developing programs to meet the needs of people with disabilities within Thmar Pouk province?	
Response:		Observations:
Question # 9	Any other comments and suggestions?	
Response:		Observations:

KII Questions: Phnom Srouch District, Kampong Speu Province						
Rights of persons with disabilities in participating local development planning and decision making process in Thmar Pouk district, Banteay Meanchey province						
API Interviewer:						
Interview location:		Interview Time:				
Interviewee name:						
Organization / Departments						
Position						
Address:						
Contact details:	Phone:	Email:				
Interview questions						
		Very low	Low	Med.	High	Very High
1.	<i>To what degree is there a common understanding of what the term "disability" means within the community?</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	How is the term disability defined?					
	Response:	Observation:				
2.	<i>How would you rate the availability of specific services within the Thmar Pouk for people with physical disabilities?</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	What services, if any, are available for people with physical disabilities?					
	Response:	Observation:				
3.	<i>How would you rate the availability of specific services within the Thmar Pouk district for people with psychological or emotional conditions?</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	What service are available for people with psychological or emotional conditions?					
	Response:	Observation:				
4.	<i>To what degree have the need of people with disabilities been identified within Thmar Pouk district.</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	If identified, who has undertaken this responsibility?					
	Response:	Observation:				

5.	<i>To what degree to people with disability have a voice in local community decision making at the commune and village levels?</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
In what ways are people with disabilities included in community decision making at the commune and village levels?						
Response:				Observation:		
6.	<i>To what der ear people with physical disabilities and / or psychological / emotional conditions accepted as equal member of the Thmar Pouk community?</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
What are some examples of how this equity exists?						
Response:				Observation:		
7.	What immediate and long term actions are required to at the subnational in your district?	Response:				
8.	Any comments and suggestions?	Response:				