

PROGRAMME UPDATE



International Federation of Red Cross and Red Crescent Societies
Fédération Internationale des Sociétés de la Croix-Rouge et du Croissant-Rouge
Federación Internacional de Sociedades de la Cruz Roja y de la Media Luna Roja
الاتحاد الدولي لجمعيات الصليب الأحمر والهلال الأحمر

CAMBODIA

21 December 2005

The Federation's mission is to improve the lives of vulnerable people by mobilizing the power of humanity. It is the world's largest humanitarian organization and its millions of volunteers are active in over 183 countries.

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In Brief

Appeal No. 05AA052; Programme Update no. 3, Period covered: 1 July to 30 September 2005; Appeal coverage: 90.5%; Outstanding needs: CHF 109,727 (USD 83,622 or EUR 70,905).

[\(click here to go directly to the attached Contributions List \(also available on the website\).](#)

Appeal target: CHF 1,158,006 (USD 964,603 or EUR 757,114)

Related Emergency or Annual Appeals: [Southeast Asia regional appeal 05AA057](#)

Programme summary:

Cambodia Red Cross (CRC) and the Federation delegation's strong focus on organizational development is showing progress. The functioning of the newly established human resource department continues to be an important element in the change process, along with youth, volunteer and branch development. There is also some progress within the financial management. The alignment of partners needs to remain a priority, and appears to be coming through growing confidence in CRC's commitment to the process of change. The delegation continues to support CRC in the delivery of priority health programs, like HIV/AIDS and water and sanitation, and community-based disaster risk management. CRC is developing an avian flu proposal for 2006, which will require donor support, and will most likely be operational in early 2006. The delegation is generally well funded by a supportive group of donors including the Australian, British, Danish, Hong Kong, Japanese, New Zealand and Swedish Red Cross, British government's Department for International Development (DFID) and the Federation's Capacity Building Fund.

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This Programme Update reflects activities to be implemented over a one-year period. This forms part of, and is based on, longer-term, multi-year planning. All International Federation assistance seeks to adhere to the [Code of Conduct](#) and is committed to the [Humanitarian Charter and Minimum Standards in Disaster Response](#) in delivering assistance to the most vulnerable. For support to or for further information concerning Federation programmes or operations in this or other countries, or for a full description of the national society profile, please access the Federation's website at <http://www.ifrc.org>

Operational developments

In September, the United Nations Development Programme (UNDP) released their annual Human Development Report for 2005. According to the report's Development Index, Cambodia ranks 130 out of 177 countries, the same position it has occupied for several years. There was improvement in certain important indicators such as the percentage of undernourished Cambodians, HIV/AIDS rate and adult literacy. However, other socio-economic indicators show little progress, in particular when the situation of the poorest 20% of Cambodians is highlighted. For example, only 14% of the most vulnerable have access to professional medical services compared to 81% of the wealthiest 20% of Cambodians. Similarly, 110 out of 1,000 poorer babies die at birth compared to 50 per 1000 for wealthier families.

After months of drought, heavy rainfall through August and September in several of the worst-affected provinces may have prevented a severe case of food shortage potentially affecting up to two million people, according to the ministry of agriculture. Enough rain has fallen in these provinces to allow farmers to begin planting rice, in addition to the 70% paddy fields already planted in the country. The National Committee for Disaster Management and the Cambodian Red Cross, while agreeing that the situation has improved, caution that the rains may have arrived too late to avert food shortages for the coming year.

The Cambodian Red Cross completed the remaining 14 out of 24 total branch assemblies during this reporting period. This year, CRC gave special support to the weaker branches with the aim of strengthening their capacity to organize their assemblies. A large part of the success was attributed to the close collaboration and participation of the members of the governance, management, Federation and partners, through regular consultation and travel to various branches to monitor and participate in these assemblies. Feedback on results and recommendations emerging out of the branch assemblies will be presented at CRC's annual planning meeting in November.

On 22-33 September, the CRC successfully held its annual partnership meeting. The meeting was attended by over 50 participants from CRC, Federation and partners. This year, the meeting expanded to two days to allow greater in-depth discussion on topics of interest and relevance to CRC operations and partnerships, in particular the cooperation agreement strategy (CAS). Participant feedback of the meeting was very positive, emphasizing the openness of CRC to its partner for discussion on diverse issues and the progress made to strengthen CRC-partner relations.

Health and care

Background

The CRC HIV/AIDS projects are currently funded by a wide range of donors, focusing on different aspects including prevention strategy with national police, anti-stigma and discrimination, and community support for People Living with HIV/AIDS (PLWHA) and CRC capacity building. Donors include Australian Red Cross (ANCP), Family Health International, and Global Fund to fight HIV/AIDS, TB and Malaria (GFATM). The Swedish Red Cross/Federation funding focuses on support for PLWHA. An HIV/AIDS workplace policy for CRC is currently in the approval stages. The Dengue Haemorrhagic Fever (DHF) project continues to be supported by the New Zealand Red Cross and maintains its focus on community-based health education to prevent the sickness. The water and sanitation project, with continued financial and technical support by the American, Austrian, British, Danish and New Zealand Red Cross, has been providing rain water catchments, ceramic water purifiers, community ponds, family latrines and hygiene education to the most vulnerable in Kep City and Koh Kong province. In addition, CRC has subcontracted Resource Development International (RDI) and Rain Water Cambodia to train CRC staff and volunteers on construction of rain water catchments.

Overall Goal: The health and well-being of the most vulnerable communities in Cambodia is improved

Programme Objective: CRC has the capacity and resources to deliver effective health services to the vulnerable in Cambodia

Progress/Achievements

Expected Result 1: To contribute to the national HIV/AIDS response to reduce vulnerability, mitigate impact of HIV/AIDS and combat stigma and discrimination

The project continues to deliver a number of police peer education training courses and activities in five targeted provinces. In quarter three, police peer trainers, with technical and financial support from CRC, conducted a two-day HIV/AIDS and life skills workshop to train 35 police peer supporters in delivering informal peer education (i.e. safe behaviour practices). Additionally, Red Cross Volunteers in three targeted provinces were mobilized to assist, in collaboration with the Network of HIV Positive People (CPN+), in the creation of community forums aimed at supporting PLWHA self-help group and their activities. One successful activity was establishing a fundraising box with the proceeds going to help PLWHA and their families.

In addition, focus was placed on reinforcing anti-stigma and discrimination messages throughout all CRC HIV/AIDS-related projects and activities. Ongoing radio campaigns, used as a forum for PLWHA to share their experiences and to encourage community support for them, have shown positive change in some community's attitudes and behaviours towards PLWHA.

At a regional level, CRC's HIV/AIDS project manager participated in the Seventh International Conference on AIDS in Asia-Pacific held in Kobe, Japan in July. During the conference, a poster presentation highlighting CRC HIV/AIDS project activities was displayed and the project's strategy and CD documentary were distributed.

In quarter four, CRC will participate in the World AIDS Day campaign on 1 December by joining a roundtable discussion to be broadcast on TV and by spearheading mobilization of contributions and volunteers from various organizations to disseminate HIV/AIDS-related information and to distribute condoms in strategic locations. CRC will continue life skills training for national police and other identified groups, anti-stigma and discrimination activities in targeted communities, and ongoing support and activities for PLWHA.

Expected Result 2: Strengthen the community to reduce the vulnerability of children under 12 in the project areas affected by DHF

During the last quarter, the project was focused on responding to dengue outbreaks in Samrong Torng district in Kampong Speu province. To minimize the negative impact in the affected district, the project conducted clean-up campaigns involving 600 people and disseminated DHF health education messages through 133 Red Cross volunteers (RCV) and mobile car reaching a total of 25,200 households. To reinforce CRC's DHF health education message, a roundtable talk on 18 August 2005 was broadcast on a popular local Cambodian TV station to highlight the dangers of Dengue and how to prevent the disease. Elsewhere, the project disseminated DHF health education messages through their mobile cars in three provinces (six districts). Concurrently, 125 Red Cross volunteers conducted health education in four provinces (ten districts) reaching a total of 78,968 households.

To review the effectiveness of the provincial and community dengue working groups in the targeted provinces, a meeting was held involving all stakeholders in September. The outcomes of the review meeting highlighted the concern over the slow progress of change among the community. CRC was requested to continue their health education messages, seen by stakeholders as the most effective, in changing attitudes and behaviours.

The project plans for the next reporting period (1 October - 31 December) is to continue conducting health education through mobile car and Red Cross volunteer dissemination. The team will focus their efforts on improving the quality of the Red Cross Volunteer activity, in particular by encouraging them to have a professional attitude when delivering health education in the communities.

Expected Result 3: To reduce illness caused by poor water and sanitation, utilizing local resources, community participation and mobilization in two target provinces

During the reporting period, 101 rain water catchments units and 101 family latrine units were constructed for 101 households in Toul Sagram village, Kep city, completing the first phase of the project in the targeted village. The construction of the remaining 94 catchments and latrines is planned for quarter four. A significant achievement during the construction was the active participation of the villagers who contributed their labour and various materials (wood, nails and zinc).

At the same time, technician Red Cross Volunteers are training the villagers on the proper maintenance and care of the water units. Judging by early field monitoring reports by CRC and partners, RCVs and people in targeted villages are demonstrating increased willingness and ability to repair and maintain the water facilities. Additionally, highlighting the increased ownership on the part of the villagers, a maintenance committee composed of the village and group chiefs and technician RCVs has been set up in Toul Sagram village to oversee operation and maintenance of the water facilities

Health and hygiene education continues to play a vital role in changing behaviours and attitudes in the targeted communities. During the reporting period, RCVs conducted hygiene and health education to 204 families (1,047 beneficiaries) in Toul Sagram village, Kep town. Assessing effectiveness of health and hygiene education activities and measuring access to safe water is planned for December, coinciding with the end of the second phase of the water and sanitation (wat-san).

A key focus in 2005 is enhancing project management, particularly financial management, and coordination between partners. In quarter three, the wat-san project manager provided training to the Kep City branch development officers on project and financial management and technical aspects of water and sanitation.

In the next reporting period, there is a plan to complete the construction of the remaining 94 water catchments units and family latrines. Following the end of the construction phase, a final KAPB evaluation will be conducted in December aimed at assessing effectiveness of health and hygiene education and measuring access to safe water in the targeted village.

Impact

HIV/AIDS

The following outputs have been achieved with an aim to reduce vulnerability, mitigate impact of HIV/AIDS and combat stigma and discrimination:

- 982 police participated in a two-day HIV/AIDS and life skills workshop, and a sensitization workshop was conducted for 25 police leaders. Additionally, 35 police trained as peer supporters and a refresher workshop was held for 71 police peer supporters. 66 police peer supporter meetings held;
- 70 casino workers trained as peer supporters, and a sensitization workshop was conducted for 40 casino managers. All above trainings and activities are technically and financially supported by CRC NHQ HIV/AIDS team.
- Anti-stigma and discrimination activities have cut across all prevention and care/support projects this quarter with 50 teachers and 25 students trained on anti-stigma and discrimination. 62 parents attended an HIV meeting conducted by Red Cross Youth and RCV conducted community education reaching 795 people.
- 755 PLWHA, 89 chronic cases and 184 orphans and vulnerable children supported by RCV through self-help activities including regular meetings, HIV/AIDS trainings, income generation, and referral to public health service including opportunistic and anti-retroviral treatment (ART).

DHF

Through the following outputs, the project has strengthened the community and public awareness of dengue:

- 125 RCVs conducted health education in four provinces (ten districts) reaching 78,968 households
- 133 RCVs conducted health education in the outbreak-affected Samrong Torng district in Kampong Speu province reaching a total 25,200 households.
- Disseminate DHF health education messages through the mobile car in three provinces (six districts)
- Roundtable talk on local TV station organized by CRC and focusing on DHF prevention

Initial comparisons between post-knowledge attitude practice and entomological (KAP) rapid survey and pre-KAP and entomological rapid survey are showing some progress made in behavioural and attitudinal change during over the past year.

Wat-san

- Health and hygiene education conducted by RCVs targeting 204 families (1,047 beneficiaries) in Koh Som, Toul Sa Ngam, Ang Kul, and Ampeng villages in Kep city. Topics include washing hands, body and environmental hygiene, safe drinking water and how to refer ill people to health centres.

- 8 trained RCVs in health and hygiene education capable of conducting health and hygiene education to communities
- 101 rain water catchments units and 101 family latrines unit constructed in targeted areas for 101 families. Training conducted for families on operation and maintenance of the water facilities.
- 200 water ceramic purifiers (CWP) distributed to 200 families in Toul Sa ngam village, Kep City
- Ongoing meetings of the WAT/SAN coordination group comprised of CRC, PNS and Federation
- Participatory hygiene and sanitation transformation (PHAST) training was held on 22 to 27 August 2005 in CRC NHQ with 20 participants from CRC wat-san project and relevant partners (Austrian, British, Danish and French Red Cross)

Constraints

HIV/AIDS

Discrimination against PLWHA in local communities continues to prevent people from accessing proper HIV and sexually transmitted disease (STD) services. Compounding the situation, the majority of PLWHA are economically disadvantaged and not able to afford travel and treatment costs. To address these ongoing challenges, CRC has spearheaded the creation of a local community forum with representative from PLWHA groups, CRC, local authorities, religious groups, and other stakeholders with the aim of providing support to PLWHA and their families, to contribute to HIV education and reduce stigma and discrimination in the communities.

Sustainability of project funding continues to be a challenge as only short-term funds have been pledged. With Federation and CRC support, the project will seek to diversify their funding base in the future. Another identified challenge is the limited capacity of the RCV to deliver activities. The project is encouraging greater capacity-building through more targeted HIV/AIDS and leadership- related trainings for the RCVs.

DHF

As mentioned in previous programme updates, targeted communities continue to rely on volunteers for abate (insecticide) and medicine. To date, progress has been slow in developing community-based approaches to DHF prevention and thereby reducing community's dependence on the costly insecticide. To cope with these problems, the project coordinator continues to advise the RCVs and village health supporting groups to be more active in health education and explain to the people that the cost of abate will effect the sustainability of the project.

Wat-san

One of the strategies of the project to ensure greater ownership on the part of the beneficiaries is encouraging them to contribute their labour and materials during the construction phase. However, these efforts are proving a challenge as many of the beneficiaries are reluctant to contribute their time and needed materials. During his regular monthly monitoring visits, the wat-san project manager has taken great care to educate the villagers on the importance of ownership and participation to ensure long-term operation and maintenance of the water facilities.

The transfer of project funds from Federation to CRC was delayed in quarter three. Coupled with a long cash-withdrawal process, certain activities were not implemented on time as planned. A financial management working group is currently looking at ways to reduce the cash withdrawal process for CRC as a whole.

Disaster management

Background

The main focus for this 18-month project cycle, starting from January 2005 to March 2006, is to rework the existing community-based disaster preparedness (CBDP) model. CRC, funded through the Federation by DFID, the British Red Cross, and with funding from European Commission's Humanitarian Aid Office's disaster preparedness programme (DIPECHO) through the Danish Red Cross, continue to implement the CBDP programme within the four most disaster-affected provinces comprising of Prey Veng and Svay Rieng province (funded by DFID, the British Red Cross and the Hong Kong Red Cross) and Krache and Pursat province (funded by DIPECHO through Danish Red Cross). Overall, there were some new interventions/activities added under the remodelling process but there is no adaptation/revision of CBDP structure, as well as no change in the roles and responsibilities of the respective team members.

During the reporting period, the focus of the programme activities under the remodelling phase focused primarily on providing refresher training to the RCVs and the commune counsel for disaster management committees (CCDMC). Additionally, hazards, vulnerabilities and capacities assessments (HVCA) were conducted to assess and analyze disaster risk within the targeted community to be the basis for development of the community action plan to address disaster risk.

Overall goal: The impact of natural disaster on people of Cambodia is reduced.

Program objective: A sustainable and replicable model is developed for community-based disaster risk reduction for natural disaster-prone communities in rural Cambodia.

Progress/Achievements

Expected Result 1: RCVs, local disaster management committee and Red Cross staffs with improved capacity to facilitate community-based disaster management.

All planned activities, consisting primarily of refresher trainings (community organizing, disaster management, HVCA field-based training) for Red Cross Volunteers, were successfully conducted during the reporting period.

Expected Result 2: Communities have disaster management action plan and have identified, prioritized, and implement structural and non-structural disaster risk reduction measure.

Hazards, vulnerabilities and capacities assessments (HVCA), facilitated by Red Cross youth leaders and district officers, with additional support of the trainers from the headquarters, were conducted in targeted communities. To ensure the HVCA process was implemented properly and gathered accurate and relevant information, monitoring and follow-up activities were done to identify any weaknesses in the process.

Expected Result 3: Identified hazard vulnerable groups have reduced impact from natural disasters through sustainable community-based DRR micro-project.

Activities for this expected result were not implemented during this reporting period. While the DRR micro-project was planned for this quarter, the disaster risk reduction officer, who is mainly responsible for overseeing implementation of the project, resigned. The activity will be carried out in the next reporting period.

Expected Result 4: Communities and disaster management committees have developed participatory monitoring and evaluation plan for project impact

Due to time constraint and lack of technical staff, CRC is considering cancelling these activities. Instead, CBDP will continue to implement the existing micro-project impact monitoring and evaluation plans.

Expected Result 5: Cambodia Disaster Risk Reduction Forum established and functioning.

In July, CRC successfully hosted the inaugural meeting of the Cambodian Disaster Risk Reduction Forum. The meeting focused primarily on how the forum can be sustained, effective and maintain relevance within the region. The second meeting is planned for the next quarter. Various DM-related stakeholders in Cambodia will host on a revolving basis.

Impact

The following outputs have been achieved during the reporting period:

- 2 refresher courses on 'community organizing' and 2 HVCA field-based training conducted for 117 RCVs
- 12 HVCA sessions conducted in 12 target villages of Svay Rieng and Prey Veng province
- 2 follow-up sessions conducted to monitor progress of HVCA implemented by RCLs and DOs in the community
- The Cambodia Disaster Risk Reduction Forum established and the initial meeting successfully held at the CRC.

Constraints

One of the major constraints the project faced this quarter was high staff turnover. The resignation of the officer responsible for project budgeting and the Disaster Risk Reduction officer created serious challenges in CBDP

project management and implementation. While replacements have been recruited for both positions, time is needed for them to be fully trained in their new roles and responsibilities.

Other constraints continues to be in budgeting due to the ongoing updating of the CRC-Federation financial system and the co-funding (DIPECHO, DFID and British Red Cross) system which ultimately lead to delay of activities at the ground-level.

Humanitarian Values

Background

Over the last reporting period, the humanitarian values programme has continued their efforts in orientation, dissemination and training. Highlights included the establishment of a first aid station in two markets in Phnom Penh. A key focus of this station will be to provide first aid to the public but also disseminate Red Cross messages. Over 150 participants from various parts of the country were given orientation sessions on various components of the Red Cross and its work in Cambodia. Additionally, for the newly-elected branch assemblies, efforts were placed on providing them with comprehensive induction courses on the Red Cross. In the next quarter, a key activity will be the launch of the 2005 World Disasters Report.

Overall Goal: There is greater awareness, respect for, and application of, humanitarian values in Cambodia

Programme Objective: The Movement's Fundamental Principles as well as its position concerning humanitarian values is disseminated to, and understood by, a larger proportion of the Cambodian population

Progress/Achievements

Expected Result 1: Key audiences understand the origin and history of the Movement, its principles and the importance of the respect for the Emblem

Over the last reporting period, orientation sessions on Red Cross history, mandates of each component of the Movement and basic international humanitarian law (IHL) were conducted for 50 representatives from provincial offices, departments and NGOs in Kompong Thom province and another 100 participants composed of security guards and first-aiders in Phnom Penh. During the orientation session, CRC activities and its focus on the promotion of the respect of the Emblem in Cambodia was highlighted.

Expected Result 2: The degree of general understanding of the general public has gradually increased

In August, ten winners of various Cambodian Red Cross contests (three from 2003 and seven from 2005) were invited to attend a one-day refresher training on the Red Cross principles and values at CRC national headquarters. Following the course, the participants all expressed their willingness to help promote Red Cross principles to their colleagues and friends.

In September, two aid stations were open in two centrally-located public markets in Phnom Penh. The purpose of the stations was to provide easily-accessible first aid services to the general public and to increase the visibility of the Red Cross. Flyers on first aid were distributed to raise awareness among the general public.

The CRC website continues to be updated regularly. Over the last reporting period, two articles were posted focusing on the promotion of humanitarian values at branch level and the consequences of drought on the most vulnerable in parts of Cambodia.

In the next quarter, the launch of the World Disasters Report 2005 will be a major dissemination activity. Preparations are already underway for the launch in October.

Expected Result 3: The degree of understanding of the Cambodian Red Cross staff and volunteers has increased

In August and September, a refresher workshop was conducted for 29 disseminators from 22 branches and seven sub-branches, five newly-recruited communications department staff, and volunteers. The objectives of the workshop was to enhance dissemination skills and techniques among the trainees, to conduct a strength-weakness-

opportunity-threat (SWOT) analysis of the 2005 dissemination activities, and to brainstorm on the Emblem Protection Campaign which will begin in 2006. New elements of the IHL such as the Convention on the Protection of Cultural Property, the Convention on Conventional Weapons and Safer Access were incorporated into the refresher module.

During the branch assemblies conducted over the past three months, newly elected branch committee members received induction on the Red Cross history, principles and basic IHL as part of an overall focus on deepening the member's understanding of their roles and responsibilities.

In July, the CRC communications department's director and head of public relations attended the regional emergency media workshop organized by the Federation regional information unit. The main focus was on how to work with the media and how to enhance media interest in Red Cross activities.

Impact

The following outputs have been achieved during the reporting period in an effort to disseminate wider knowledge of the Movement's Fundamental Principles and its humanitarian values:

- Orientation sessions on Red Cross history, mandates of each component of the Movement and basic IHL were conducted for 50 representatives from provincial offices, departments and NGOs in Kompong Thom province, and 100 participants composed of security guards and first-aiders in Phnom Penh.
- Induction courses on Red Cross history, Principles and basic IHL for newly-elected branch committee members
- Two aid stations set up in markets in the capital Phnom Penh.
- One-day refresher training on the RC Principles and Values at CRC NHQ conducted for 10 winners of Cambodian Red Cross contests
- Website updated with two stories
- Refresher workshop for newly-recruited communications department staff and volunteers.

Constraints

Enhancing the capacity of the existing staff is a challenge of the communications department. There is a shortage of qualified staff like publicist and information manager, and existing staff are overloaded with tasks at present. Presently there is a review of position descriptions and a plan to provide skills training of the responsible persons.

There continues to be virus problems with the CRC server. This will be investigated further and solutions found, and ultimately a new server to administer the website and email will be installed under a new policy.

Organizational development

Background

The organizational development (OD) programme includes four areas of development derived from CRC's strategy 2003-2010 and guidance for a well-functioning National Society:

- a) Leadership (governance and management) that will guide CRC through the implementation of its strategic plan 2003-2010
- b) Management of human, financial and material resources of the CRC
- c) Consolidation of structures, systems and procedures to build the capacity of CRC to more efficiently manage its operations as well as to co-ordinate and cooperate with its partners.
- d) Systematization of the processes of planning, reporting, monitoring and evaluation for all levels of CRC management of programmes to improve the overall effectiveness of its work.

In order to accelerate the implementation of the above components, three working groups (CAS, financial management and health) were formulated and have been meeting regularly and finding solutions for better departmental integration, understanding of each other's work, and updating procedures and guidelines for a sound management.

During August–September 2005, CRC began to address the key challenges identified in its strategy, such as the lack of qualified staff, low staff motivation and staff retention caused by the lack of systematic HR management.

To address these challenges, relevant staff policies and enforcement of procedures and conditions of service were introduced by organizing an intensive training course for members of branch committee and branch directors. This provided opportunity to the staff at the national headquarters and branch to discuss matters related to management and organizational development.

Two team-building exercises were carried out during the reporting period to promote team work and team spirit within each department resulting in better coordination, communication and understanding between units and staff of each other's roles and responsibilities.

Overall Goal: A greater number of vulnerable people (women and men) in Cambodia have access to poverty alleviation programmes and more effective humanitarian relief.

Programme Objective: The capability of CRC to implement sustainable projects and programmes through NHQ and branch has systematically increased at all levels and the society has become a leading humanitarian organization in Cambodia.

Progress/Achievements

Expected Result 1: CRC NHQ and branch has capable and committed board members and management staff at central and branch level to work together in a coherent and consistent way as one strong National Society

During the last reporting period, representatives from the central committee, Federation, partners and NHQ participated in the branch assemblies to elect the new branch committee members in all 24 branches. These assemblies were successfully achieved as planned in 2005. The National Society now has newly elected governance teams at branch level, who will in turn elect the central committee in mid-2006. Through comprehensive induction courses, the committee members were well prepared to undertake their roles and responsibilities for next four years.

Special support to C-category branches to strengthen their capacity to improve their office facilities was provided to Rattanakiri and Koh Kong branch

Expected Result 2: CRC has sufficient human, financial and material resources to implement its humanitarian work

During the branch assembly, Red Cross members and public generously contributed to the event. However, due to their remote location, certain branches (Rattanakiri, Mondolkiri and Preah Vihear) were not able to raise sufficient funds and additional support was needed from the NHQ. Consequently, lack of resources has led to difficulties in recruiting qualified staff and properly operating these branch offices.

Commercial first aid (CFA), an CRC income-generating project, has been supported by OD programme in 2005. Most of the funds have been directed at marketing efforts of the project. Due in part to this support, the project had already reached in July their income goals of USD 16,000 for 2005. It is estimated that the project will generate USD 28,000 by the end of the year. In quarter four, the major CFA activity will be the implementation of a comprehensive market survey, funded by the British Red Cross, by an independent marketing research firm covering key markets around Cambodia. The findings will help CFA gain a better understanding of customer needs and modify their training packages accordingly.

Expected Result 3: CRC has appropriate structures, systems, mechanisms, policies and procedures to efficiently coordinate all activities

On 19 September, the CRC human resources department organized a meeting with the leadership, management and staff to discuss the revision of the conditions of service and other HR policies (retirement, pension, etc).

In quarter three, a teambuilding workshop was conducted for disaster management department aimed at promoting team work and team spirit, and to review departmental structure, systems and staffing based on their function and job description. These activities were aimed at achieving inter-department integration and coordination, exchange and sharing of resources.

CRC hosted a partnership meeting in September to present the progress of achievements and remaining challenges of the National Society to its partners. The highlight of this meeting was the finalization of the CAS document.

Expected Result 4: CRC has a systematic planning, reporting, monitoring and evaluation process to improve learning and measuring effectiveness

Over the past three months, each department is attempting to align its plans, reports and budgets to one standard format following a common financial and reporting system within CRC.

Refresher project planning process (PPP), project management and participatory community development (PCD) courses were conducted to improve project planning, implementation, monitoring and evaluation for branch committee members, branch directors and NHQ staff. A total of 60 staff were trained and 20 trainees were selected to attend the training of trainers (ToT) course who will further train staff at sub-branch level. As a result, five branch trainers conducted management courses for 100 sub-branch staff. Training manuals in management and fundraising were provided to the trainers.

Expected Result 5: Youth Unit develops road safety awareness and accident prevention in Phnom Penh

The significant achievements of the reporting period was the successful completion of the remaining two school-based road safety workshops in targeted schools in Phnom Penh in July. In addition, 350 helmets were distributed to the trained CRC youth advisors, volunteers, and youths in seven selected schools at the end of August and September. Monitoring of the students' usage of the helmets will continue in the remainder of the year.

Due to unexpected circumstances (*see constraints below*), the district road safety publicity campaign was not conducted as planned, but will instead be scheduled for the beginning of October.

In terms of partnerships and networking, CRC formalized their road safety partnership agreement with Handicap International and held their first steering committee meeting. Significantly, CRC was invited to join the inter-ministerial National Road Safety Committee. CRC's first secretary general will participate on behalf of the National Society.

In quarter four, CRC will launch an internal road safety policy which will require all CRC staff to follow safe road practices. The policy will be introduced through a road safety awareness day at NHQ, to be organized by the youth unit and human resource department. Furthermore, a city-wide road safety publicity campaign is planned for the end of December. A road safety TV spot, targeting youth, will air on a local TV station to coincide with the event.

Impact

The following outputs were achieved during the reporting period, aimed at building CRC's capacity to implement sustainable programmes for more vulnerable people :

- 24 branch assemblies and election of branch committees completed and Induction courses provided to 24 branch committee members
- Organized partnership meeting 22-23 Sept 2005
- Ongoing development of internal monthly and quarterly planning and budgeting systems
- Human resource meeting on 19 September to discuss revision of conditions of service and other HR policies.
- Volunteer leadership training conducted for four branches
- PPP refresher, management and PCD training conducted for 60 staff at branch and NHQ
- Production of project management and PCD handbook, English-Khmer glossary and financial procedures (ongoing)
- Conducted ToT course for 20 trainers (ten from branches and ten from the NHQ)
- Computer and English language training for 12 NHQ staff and ten branch staff
- Improvement of office facilities to Rattanikiri and Koh Kong branch
- CRC-DFID impact assessment study conducted in two provinces (Pusat and Svay Rieng) and NHQ by DFID team
- Participation of CRC finance staff in finance training in Kuala Lumpur, Malaysia.
- CRC organized a planning workshop in Takeo in cooperation with Swiss Red Cross
- Youth strategy disseminated, and road safety workshops and helmet distribution successfully completed.

- Partnership strengthened between Youth programme and Handicap International to coordinate road safety activities

Constraints

Alignment of partners to follow the CRC's strategy and direction at branch level where the projects are implemented continues to prove challenging. A key indicator for increased alignment would be demonstrated by allocating time, effort and finances towards branch development and capacity building of branch, sub-branch staff, volunteers and youth to ensure sustainability and continuity of activities after the completion of donor-supported projects.

There is a pressing need to establish a CRC-wide monitoring and evaluation system that will provide information on project and programme implementation results, and produce regular progress reports in order to promote transparency and accountability of CRC to its stakeholders and beneficiaries.

For the road safety project, school holidays have made monitoring of the youth's change in safe road behaviour a challenge. With students returning to school a full three months after the road safety workshops, the concern is that the momentum and impetus to change following the workshops will have been lost within the majority of students. Monitoring activities including field observation and surveys are planned for quarter four to better gauge desired change.

Implementation and management

The delegation facilitated the 'DFID/Federation Institutional Strategy Impact Measurement Pilot - The Cambodia Study'. The pilot study explored the impact of both the organizational development and disaster management programmes in Cambodia, and their impact on beneficiaries and outcomes on the organization. The study proved to be successful in three key areas. 1) The study provided important institutional learning and input for the Federation and DFID in terms of a useful methodology for measuring the outcomes of their programs, 2) CRC staff involved have clearly gained a greater understanding of addressing their logframes and reporting with a beneficiary and impact focus, and 3) CRC were able to show and demonstrate to themselves and the study team, that CRC is taking an improvement path in terms of the organization's overall development, indicating real progress from the OD process in the past three years.

During the reporting period, the team has been busy with CRC developing and submitting the appeal for 2006-07. CRC has contributed significantly to the appeal with writing support and editing provided by the delegation.

The three working groups established at the 2004 partnership meeting have continued their efforts with additional elements being integrated:

- The *finance working group* has been reinforced by the inclusion of the regional finance development delegate into the team. Her visits have added to the momentum of the working group. CRC has revised its financial procedures, and now seeks to establish an activity-based finance reporting system by the start of 2006 financial year.
- The *health working group* decided that a consultancy would be needed to assist CRC align the different projects in 'common approaches' to community-based health care activities. The consultancy, supported by the Danish Red Cross, is seen as a starting point for placing in practical steps to create more efficient and effective programs, more understanding for CRC and partners of the different approaches, and eventually a sound overall CRC approach to community-based health care activities.
- The *CAS working group* has focused on facilitating a results-oriented partnership meeting, with an open atmosphere. The team facilitated the organization of the meeting and managed the contributions from the different departments. The partnership meeting report reflects the positive nature of the meeting. The other key focus for the working group has been the CAS document, which was discussed considerably at the partnership meeting, particular the values, reporting requirements and the management structure.

Coordination, cooperation and strategic partnerships

In early July the delegation gathered most of CRC senior management and representatives from governance and the partner national societies, along with some branch directors to discuss the future role of the Federation secretariat in Cambodia. The meeting was fruitful in discussing possible exit times of the delegation and what the delegation should be focusing on over the coming years. Clearly these discussions need to continue as there is an array of thoughts and expectations from the Federation delegation, and ongoing dialogue will allow further alignment. The output of the meeting will be a revised indicative four-year plan for the Federation secretariat, to help track the performance of the secretariat, and provide focus for the future.

The partnership meeting organized in September 2005 provided a great opportunity for CRC to demonstrate its ability to work effectively as a humanitarian organization partner in Cambodia. During the meeting, CRC demonstrated its willingness to improve its way of working with partners through its endorsement of the ongoing CAS process and CRC expects the same with its partners. A mutual agreement and consensus was reached during the meeting leading to a renewed spirit of cooperation. The facilitation of the CAS process by a team within CRC was the focus of a lot of discussion, in particular the way and type of information that should be provided to partners.

The American Red Cross and the delegation have continued discussions on an integration agreement for Cambodia between the two parties. The plan is that an agreement would be operational from the start of 2006.

Effective representation and advocacy

The Federation representative and other delegation staff members have been actively joining branch assembly meetings to represent the Federation, and to be a witness to the process. Encouragingly, many partner national societies took the opportunity to be involved in the process on behalf of the Federation and their own national society.

World First aid was celebrated and highlighted by the Cambodian Red Cross and the Federation secretariat through the opening of two first aid posts run by CRC. The openings at Oressey market, Phnom Penh, and the main market in Kandal province, assembled hundreds of people, and allowed for reinforcement of the key first aid messages. Speeches were given by key CRC central committee members and the Federation representative.

The Federation representative also joined the CRC youth performances on TV3 for International Children's day. The performances carried out by the youth, to the national television audience, strongly expressed their concern for drug use in the youth of Cambodia, and the social evils that are associated, along with raising concerns about trafficking of human beings, and additionally raised the profile of CRC youth through some very good acting and singing.

Delegation management

The delegation continues to have a small and balanced team within the delegation. A new driver has been employed who is multi-skilled assisting both administration and logistics staff members, as well as normal driving responsibilities, and providing some translation to expatriates. Performance reviews are underway for all staff, and the local reporting consultant, and will be completed by mid October.

[Contributions list below; click here to return to the title page and contact information.](#)

APPEAL No. 05AA052

PLEDGES RECEIVED

20/12/2005

DONOR	CATEGORY	QUANTITY	UNIT	VALUE CHF	DATE	COMMENT
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CASH

REQUESTED IN APPEAL CHF ----->				1,158,006	TOTAL COVERAGE 90.5%	
OPENING BALANCE				129,721		
AUSTRALIA - RC		73,104	AUD	71,532	29.08.05	SCOTT TIND-SIMMONS
CAPACITY BUILDING FUND				70,300	18.01.05	ORGANISATIONAL DEVELOPMENT & CAPACITY BUILDING
BRITISH - RC		5,000	GBP	10,905	21.03.05	COORDINATION & MANAGEMENT COSTS
BRITISH - GOVT/DIFD GRANT				89,000	01.01.05	ORGANISATIONAL DEVELOPMENT, DISASTER PREPAREDNESS
BRITISH - RC		20,000	USD	24,914	14.07.05	OD DELEGATE
BRITISH - RC		10,000	GBP	22,780	16.09.05	COMMUNICATIONS
BRITISH - DIFD/RC				44,000	10.10.05	ORGANISATIONAL DEVELOPMENT
BRITISH - DIFD/RC		7,500	GBP	17,085	10.10.05	FUNDRAISING
BRITISH - DIFD/RC		5,000	GBP	11,390	10.10.05	VOLUNTEERING
DANISH - GOVT				34,300	13.09.05	OD DELEGATE
JAPANESE - RC		52,558	USD	68,010	29.09.05	
NEW ZEALAND - RC		100,000	NZD	89,600	19.10.05	DENGUE FEVER
NEW ZEALAND - RC		100,000	NZD	89,600	19.10.05	WATER & SANITATION
SWEDISH - GOVT		300,000	SEK	51,300	29.03.05	ORGANISATIONAL DEVELOPMENT, YOUTH
SWEDISH - RC		700,000	SEK	119,700	29.03.05	RC HIV/AIDS PROGRAMME
SWEDISH - RC		25,000	USD	31,142	21.07.05	RC HIV/AIDS PROGRAMME
SUB/TOTAL RECEIVED IN CASH				975,279	CHF	84.2%

KIND AND SERVICES (INCLUDING PERSONNEL)

DONOR	CATEGORY	QUANTITY	UNIT	VALUE CHF	DATE	COMMENT
AUSTRALIA	DELEGATE(S)			73,000		
SUB/TOTAL RECEIVED IN KIND/SERVICES				73,000	CHF	6.3%

ADDITIONAL TO APPEAL BUDGET

DONOR	CATEGORY	QUANTITY	UNIT	VALUE CHF	DATE	COMMENT
SUB/TOTAL RECEIVED				0	CHF	