

ANNEX VI

INTERIM NARRATIVE REPORT

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List of acronyms used in the report

BCC	Behaviour Change Communication
BWTUC	Building and Woodworkers Trade Union Federation
CCA	Cambodian Constructors Association
CST	Community Storytellers
CWPD	Cambodian Women for Peace and Development
EMC	Emerging Markets Consulting
EuroCham	European Chamber of Commerce
FCW	Female Construction Workers
GMB	Good Morning Beautiful Films
IEC	Information, Education and Communication
LSCW	Legal Support for Children and Women
MoLVT	Ministry of Labour and Vocational Training
MoLMUP	Ministry of Land Management and Urban Planning
MoU	Memorandum of Understanding
OH&S	Occupational Health and Safety
SC	Solidarity Centre
ToT	Training of Trainers
TWG	Technical Working Group

1. Description

- 1.1. Name of Coordinator of the grant contract: CARE Austria
- 1.2. Name and title of the Contact person: Julia Weber
- 1.3. Name of Beneficiary(ies) and affiliated entity(ies) in the Action: Legal Support for Children and Women (LSCW); Cambodian Women for Peace and Development (CWPD)
- 1.4. Title of the Action: Labour Rights for Female Construction Workers
- 1.5. Contract number: DCI-NSAPVD/2015/369-063
- 1.6. Start date and end date of the reporting period: January 2016 to December 2018
- 1.7. Target country(ies) or region(s): Cambodia regions: 7 districts in Phnom Penh Municipality
- 1.8. Final beneficiaries &/or target groups¹ (if different) (including numbers of women and men):
Final beneficiaries: 3000 female construction workers; 300 private sector construction companies; Ministry of Labour and Vocational Training
- 1.9. Target group: 200,000 construction workers in Greater Phnom Penh Municipality
Country(ies) in which the activities take place (if different from 1.7): Cambodia

2. Assessment of implementation of Action activities

2.1. Executive summary of the Action

The first year of this three-year project has generated significant learning, built and strengthened relationships, and seen the beginning of the smooth implementation of all project activities.

Because CARE is new to working in the construction sector, and there is little CSO/ NGO work done with the sector in Cambodia, CARE and local partners have invested in research. This year the baseline report and a private sector business case analysis have been completed, and a legal analysis is well underway.

This project is designed to train and capacity-build at three levels: female construction workers through peer to peer networks, construction companies and managers, Ministry officials and labour inspectors. Training at each of these levels has begun. Training has been developed and piloted for peer leaders to carry out and we are seeing the first groups of female workers receiving this training. Topics for training have been based on the findings of the baseline report. Training to construction companies has also been piloted and the content nuanced to capture the business case arguments contained in the research. Labour Inspectors have received training on workplace health and safety from an international consultant. Training materials will be finalised soon.

CARE and local partners have been active in communication, media and events. There have been several appearances on talk back radio, events to launch the baseline, mark the 16 Days of Activism to End Violence Against Women, and female workers have been trained to be community storytellers throughout the rest of the project.

The end of the year was concluded with a very successful forum between Government and female construction workers, whereby women workers were able to use the confidence and advocacy skills that had developed to engage directly with duty bearers on the issues that matter to them.

¹ “Target groups” are the groups/entities who will be directly positively affected by the project at the Project Purpose level, and “final beneficiaries” are those who will benefit from the project in the long term at the level of the society or sector at large.

Specific Objective: To strengthen capacity of female construction workers (FCW), civil society, and government on labour rights and to increase the voice and influence of Female Construction Workers.

Indicator 1: # of recommendations on labour right issues formally submitted by FCW and adopted in meetings of government, trade union and conferences

There has been one social dialogue between female construction workers and Ministry Officials. The Ministry made commitments to increase the number of inspections to construction sites to better implement labour rights standards.

Indicator 2: # of complaints filed with and addressed by Unions, Arbitration Council, Government, and Courts

There have been two cases referred by the Building Wood Workers Trade Union Federation (BWTUC) to Legal Services for Children and Women (LSCW) regarding payment of wages. These related to several workers. LSCW represented the workers in consultations with their employer and this was resolved. So far, there have been no complaints to the Arbitration Council or Courts.

Indicator 3: # of government regulations adopted on labour rights and protections

No new regulations have been adopted. A legal analysis is underway which will be used for advocacy.

Indicator 4: # of workplaces with improved working conditions by the end of the project.

Through follow-up conversations and meetings with construction companies who joined training, some (approximately seven companies) have informed CARE that they have passed information on to their line managers and/or have integrated reminders on workplace safety into their morning meetings with all workers and/or changed policy to facilitate the recruitment of women.

2.2. Results and Activities

R1 – "3,000 FEMALES WORKING IN THE CONSTRUCTION SECTOR ARE AWARE OF THEIR RIGHTS AND HAVE INCREASED ABILITY TO ACCESS PROTECTIONS AND ADVOCATE FOR IMPROVED LABOUR RIGHTS, PROTECTIONS AND WORKING CONDITIONS."

Forty female construction workers (FCWs) haven been trained to become peer leaders. Amongst those 40, 26 are very active in providing peer outreach session, attending monthly meetings and other workshops or meetings. All active peer leaders have improved their facilitation skills and increased their understanding about labour rights.

Around 838 FCWs have received peer outreach sessions in at least one of five topics. Observations and recordings from sessions and monthly meetings show that FCWs are becoming more familiar with concepts of women's and workers' rights. One example is that some FCWs used to accept unequal pay because they are women. However, they now value their work and want equal pay for their equal contribution. Most of FCWs want to live and earn as much as in other sectors such as garment factory workers. Knowledge of sexual harassment is new, and more women are coming to see that this is not behaviour that they have to accept as normal.

Project M&E will conduct a mini assessment in late February 2017 after a significant number of FCW have been exposed to all five topics. The assessment will be to confirm that training is effective prior to rolling out for the rest of the project.

Indicator 1.1: 30 FCW peer leaders and 10 Trade Union peer leaders trained and active in peer-to-peer trainings and meetings outreaching to 3000 FCW.

40 peer leaders have been recruited and trained on labour rights and gender. However, only 26 are active (due to changing job sites, family commitments etc). 838 FCWs have been reached by peer leaders.

Indicator 1.2: 80% of targeted FCW report improved knowledge and understanding of their rights and entitlements.

According to peer monthly meetings, about 70 per cent of FCWs said that they better understand about labour rights. The mini assessment in late February 2017 will confirm the figure.

Indicator 1.3: # of referrals for supportive legal services of FCW to LSCW

Two cases have been referred to LSCW and have been successfully negotiated with managers. Another case that was referred to LSCW did not get to the negotiation stage, as the complainant dropped the matter for fear of losing her job.

Additional cases have come to the attention of Cambodian Women for Peace and Development (CWPD) and the BWTUC including domestic violence cases, however the complainant has not wanted the case to be referred.

Indicator 1.4: # of actions/recommendations identified by TWG as priority for voicing up to private sector employers or duty bearers by the end of the project.

The Technical Working Group (TWG) members have not yet submitted any actions or recommendations to the private sector or other duty bearers. During this reporting period, the TWG members have focussed on mapping, forging relationships and research to build a strong evidence base for advocacy going forward.

A1.1 "Conduct an organisational and capacity assessment and develop a capacity building plan to strengthen capacity of the Trade Union to raise awareness among FCW of their rights and raise up concerns to key duty bearers and relevant businesses.

Topics/activities covered: CARE Human Resources and Finance teams conducted an assessment of the Building and Woodworkers Trade Union Federation of Cambodia (BWTUC) to guide capacity building. CARE met Solidarity Centre who is also providing capacity building to BWTUC. CARE has planned a list of training topics for BWTUC. These are: financial reporting forms, templates and cash advance acquittal process, EC financial rules and regulations. BWTUC joined the orientation about how to comply with donor rules and regulations.

Reason for any changes in the planned activity: The training to BWTUC was originally meant to be conducted by CARE HR, but it has now been jointly decided between CARE and BWTUC that an external consultant could better manage this task. A consultant has been hired and they have begun work with BWTUC to develop internal policies for BWTUC. CARE HR will ensure quality control of the consultant's services to BWTUC. Despite this delay in formal policy development, BWTUC has been implementing their activities and have done a solid job on reporting and compliance.

Please list any risks that might have jeopardised the realisation of some activities and explain how they have been tackled. n/a

A1.2 – Develop an Information, Education and Communication (IEC) training toolkit with a focus on key messages and interactive means of communication for FCW (gender, labour rights, complaint mechanisms, access to services and protections).

Topics/activities covered: CARE and all project partners, CWPD, BWTUC and LSWC have completed the curriculum for training sessions for peer-educators. The messages agreed were:

1. Gender and women's empowerment
2. Health Safety and Hygiene
3. Violence and Alcohol
4. Labour rights for female construction workers
5. Managing money

The curriculum has been developed on different levels: ToT curriculum for partners, peer ToT training curriculum and peer outreach session plans.

Key messages have been tested through the ToT to partners and FCW peer leaders. In October, CWPD and CARE recruited a Behaviour Change Communication (BCC) consultant to design a comprehensive training manual for peer leaders as well as IEC material for training sessions that will be used for the rest of the project.

Reason for any changes in the planned activity: This activity started later than initially planned because the project partners agreed that testing the training for effectiveness should be carried out prior to hiring a consultant to make finalised manuals and IEC materials. This required aligning the training to the findings of the baseline survey to ensure the topics were relevant to FCWs. The consultant was recruited late November 2016 and design is underway.

Please list any risks that might have jeopardised the realisation of some activities and explain how they have been tackled. n/a

A1.3 – A Training of Trainers workshop will be organised for CWPD and the Trade Union.

Topics/activities covered: This was held in mid-June 2016. The topics were gender, labour rights, empowerment and financial inclusion which were lead by CARE, legal procedures (LSCW), OH&S (BWTUC) and facilitation skills (CWPD). Project partners assisted with the facilitation of these sessions as per their skills and knowledge. The ToT training methods were participatory and provided an opportunity for all partners to give input for improving the approach so that it is most suitable for FCWs.

Reason for any changes in the planned activity: n/a

Please list any risks that might have jeopardised the realisation of some activities and explain how they have been tackled. n/a

A1.4 – Identification and capacity building of female peer leaders on peer-to-peer rights education training methodology and legal context.

Topics/activities covered: Forty peer leaders have been identified and trained in the first year of implementation. Thirty peer leaders were identified from nine different construction sites by CWPD and ten peer leaders identified by BWTUC. The criteria of selection of FCWs to be peer leaders were: fair literacy in Khmer, willingness and activeness amongst peers. CWPD identified peer leaders by approaching construction managers and explaining how project works as well as about peer selection criteria. Construction managers then allowed CWPD to seek interest from FCWs. BWTUC has recruited peer leaders from within their active female members.

There have been two rounds of ToT trainings with peer leaders. The first was conducted in collaboration between CWPD and BWTUC on 13-14 August 2016. Fourteen female peer leaders attended the training. The second round of ToT training was conducted on 22-23 October 2016 by CWPD and in September by BWTUC. The project M&E team have designed a recording tool for peer leaders to use to monitor how they provide peer to peer outreach session.

The training was on both the content of the peer training and facilitation skills. Peer leaders also learned how to use the recording form. After the training, each peer leader was required to come up with an action plan of how they would conduct outreach.

Each peer leader received a T-shirt after training for them to wear when conducting peer outreach. Eighty shirts were printed and they have donor visibility.

Reason for any changes in the planned activity: It was decided to train more peer leaders than initially planned because the dropout rate has been quite high. Reasons given by peer leaders are: family commitments, change of construction area, pregnancy, and not allow to work by their husband.

Please list any risks that might have jeopardised the realisation of some activities and explain how they have been tackled: By holding monthly meetings and engaging peer leaders, the project hopes to minimise the dropout rate, however this is something to watch.

Another risk is that now the project is underway and peer leaders are active, this has come more prominently to the attention of managers. There is a risk that managers will push back on active, strong and confident peer leaders and, in the worst case scenario, peer leaders may lose their jobs. CARE and partners will monitor this closely and work with employers where necessary.

A1.5 Conduct trade union trainings and CWPDP peer-to-peer rights education sessions to FCW to both provide information and identify gaps and challenges.

Topics/activities covered: The curriculum for outreach sessions was designed with flexibility so it can be used by both CWPDP and BWTUC in their training contexts. BWTUC conducts four-hour peer outreach sessions, covering all topics close to company housing or communities where FCWs live. CWPDP conducts training in dormitories close to construction sites and does so for 30-40 minutes per topic at a time, as allowed by managers.

During this period there have been 78 outreach sessions conducted, including BWTUC sessions. The topics covered are: gender and gender equality, labour rights for female construction workers, occupational safety and health, domestic violence and alcohol use and financial literacy. 838 FCWs have been reached (CWPDP reached 735 women with four topics completed and BWTUC reached 103 union members on all topics), approximately 83 per cent of the year one target is completed compared to year 1 indicator (3000 for 3 years).

Observations from the first peer outreach sessions indicated that most FCWs are new to the topics of gender, labour rights, domestic violence and financial inclusion topics. But they are familiar with OS&H. The peer education is providing the new learning to FCWs especially on women's rights and labour rights. They give the impression that they are gaining knowledge.

Reason for any changes in the planned activity: Peer outreach sessions did not start until September 2016 due to lags in contracts with partners that pushed back other training of partners and peer leaders. Given that, local partners have done well to make up the numbers that they have. It is expected that trainings will pick up in the second year of the project now that everything is in place.

Please list any risks that might have jeopardised the realisation of some activities and explain how they have been tackled: The first sessions were conducted during lunch time, however this did not work well because the women had to cook for their family. Instead, training is now held on weekends, which puts a strain on project partners who supervise the training. This workload will need to be watched.

A1.6 – Set up weekly referral first point of contact for FCW at 3 locations (Department of Women's Affairs).

Topics/activities covered: Desks have been set up at Khan Doun Penh, Khan Chamcamorn, and Khan Toul Kork. Monthly meetings are held between CWPDP and the focal point at each area. With support from CARE, CWPDP has discussed with focal points about identifying local authorities that could benefit FCWs besides referring them to LSCW for labour rights assistance.

Cases have been raised through this mechanism, including cases about domestic violence (referred to focal point in September 2016). Unfortunately, in that case, both the victim and perpetrator were dismissed from the construction site by the company. Another case was about payment of wages, but that case was dropped because the complainant was afraid of losing her job.

Any patterns in cases that are filed through these focal points will be referred and actioned where appropriate and patterns will be analysed for project advocacy.

Reason for any changes in the planned activity: This activity was delayed due to long government processing times for the supporting letter from the Ministry of Labour and Vocational Training and Municipality.

Also, although the desk has been set up, CWPD has not yet spent the budget on this because there is a complicated government process to be followed to finalise the MoU.

Please list any risks that might have jeopardised the realisation of some activities and explain how they have been tackled: n/a

A1.7 – Monitoring and support to peer leaders and union leaders

Topics/activities covered: The project team developed a monitoring form for peer leaders to use after each outreach session. The form has been adopted by BWTUC peer leaders as well.

CWPD and BWTUC have held monthly meetings with their peer leaders and CARE has also been attending these to monitor activities. Four meetings have been held this year. These meetings have dual purposes: they are to collect information and also to allow for learning and capacity building. Each peer leader must report back about their sessions, the number of FCWs reached, and the training topics they have been providing. They also share their challenges, ask questions and make observations about issues arising at their construction site within their team. At the same time, technical team will help them answer the question and how to deal with difficult situations during the outreach sessions.

Some peer leaders have reported that they feel more empowered by this training and their position because they see themselves and their work as more valuable. Some peer leaders have said that they feel that they are playing a very important role in helping and representing other women who work the same job.

Reason for any changes in the planned activity: Because most FCWs work from Monday to Saturday, the project team are able to organize these meetings during the weekend only.

Please list any risks that might have jeopardised the realisation of some activities and explain how they have been tackled: Despite feeling more empowered, FCW peer leaders have expressed their concerns about losing their job because of their involvement in this project. This will be something that CARE and local partners watch and monitor very carefully.

A1.8 – A1.8 Receive referrals and provide legal consultation to FCW

Topics/activities covered: Legal Services for Children and Women (LSCW) has developed a legal service card for FCWs. This card contains key messages about labour rights and support services. The messages are consistent with the shirts for peer leaders. 1000 copies of this card have been printed and 350 have been distributed to peer leaders and to members of BWTUC as well as FCWs.

In the first quarter, LSCW discussed two cases with BWTUC which involved male workers. LSCW will prioritise cases involving women, however if the issues in these cases are also applicable to FCW, LSCW will consider assistance depending on resources.

During this reporting period, there were two cases referred to LSCW by BWTUC for intervention in relation to unpaid wages. Both cases related to sub-contractors and those cases were resolved through negotiation and the workers received their unpaid salaries. One case involved 58 construction workers including some women.

LSCW is also working with Women's Media Centre to develop a radio talk show. The show has aired four episodes so far, discussing labour rights issues. The show aims to create a platform for FCWs to raise their voice and concerns in relation to their living and working condition in public. The program talk show also engages stakeholders to publicly discuss the issues of FCWs and increase public awareness on the issue of FCWs in Cambodia.

Reason for any changes in the planned activity: LSCW has recruited a new legal consultant to provide legal aid service support paid by the day as a consultant rather than support case by case. This was because it was too difficult to find a consultant to be on call, but not receive regular income.

Please list any risks that might have jeopardised the realisation of some activities and explain how they have been tackled: The risk is that not enough women will bring individual matters to the attention of the project.

A1.9 – Submit complaints on behalf of FCW.

Topics/activities covered: LSCW has received two cases about unpaid salary in September and November. These cases were resolved successfully.

Reason for any changes in the planned activity: n/a

Please list any risks that might have jeopardised the realisation of some activities and explain how they have been tackled: CARE and LSCW cannot progress cases if they are not coming to our attention, so there has been focus on getting information out there to ensure that workers who face difficulties will seek assistance. There has been some reluctance of workers to progress their matters due to fear of losing their jobs and this may be something to be addressed if it continues to occur.

A1.10 – Represent FCW at all levels (Arbitration Dispute Resolution committee and courts).

So far there have been no cases that were required to go to the arbitration council or court. The cases brought to the attention of CARE and LSCW were resolved by negotiation with employer and the employer agreed to pay to the workers.

A1.11 – Close management and monitoring of legal cases to identify opportunities for legal advocacy and action.

Topics/activities covered: The two cases have been documented. LSCW will analyse all cases where they are representing workers to talk with employers. The documentation will be used as an advocacy tool for year 2 with legal analysis.

Reason for any changes in the planned activity: n/a

Please list any risks that might have jeopardised the realisation of some activities and explain how they have been tackled. n/a

A1.12 – Develop and implement a plan to voice up gaps and challenges faced by female construction to government and private sector stakeholder.

Topics/activities covered: The CARE project team has worked with CWPD to organise the first advocacy workshop with FCWs. This workshop is linked to the annual social dialogue organised by CARE. The one-day workshop was held in December to allow FCWs to talk about the issues at their workplace and identify the priority issues that they want to voice up at the social dialogue. The advocacy workshop was also used to build FCWs confidence in speaking and give them information on what mechanisms might already exist to manage issues.

The priority issues identified by FCWs were: unequal pay for men and women, dismissal from work if pregnant, forced overtime, lack of safety at work. FCWs spoke about how they had already tried to negotiate with their employers about these issues without success.

During the workshop, there were 19 FCWs who committed to represent those issues as real human testimony at the annual social dialogue with the Ministry. Most of them showed their confidence and willingness to talk to stakeholders. These FCWs also expressed that they are keen to hold awareness raising campaigns for advocacy purposes in the next year of the project.

Reason for any changes in the planned activity: n/a

Please list any risks that might have jeopardised the realisation of some activities and explain how they have been tackled. n/a

A1.13 – Identification and capacity building of 6 female community journalists on sharing results.

Topics/activities covered: The CARE project team with support from the communication team has developed the strategy for engaging community journalists, which we are now calling “community storytellers” (CSTs) to avoid the sensitivities that surround journalists in Cambodia.

CSTs is a mechanism to share the reality of FCWs’ lives through social media. It is a way for CARE and partners to learn more deeply about the women we are working with.

There are six outstanding peer leaders (three from BWTUC and three from CWPD) who have been selected to become CSTs. Six smart phones were given to the CSTs. The training content of how to use the phone and on the power of social media was developed. CARE communication team has developed an internal Facebook group called “Community Story Tellers”.

A workshop was conducted in November to introduce the CSTs and the CSTs were given simple exercises and training. None of the CSTs had owned or used a smart phone before and they were new to social media. They were nervous and excited. The first assignment for CSTs was to learn how to take a picture and upload it into Facebook for about two months. Several follow up sessions were made through the monthly peer meetings and phone calls.

Given the newness of the CSTs to technology, CARE has been impressed with how familiar they are getting to uploading onto facebook and using email. The next step is for them to begin to take pictures following a workplan developed and posted into the internal group. The workplan will request them to document different aspects of their lives, for example, one week it might be family, the next week it might be food preparation or sanitary conditions.

Reason for any changes in the planned activity: Community Journalists are now referred to as Community Storytellers.

Please list any risks that might have jeopardised the realisation of some activities and explain how they have been tackled. n/a

A1.14 – Peer leader special events (eg Labour Day/ International Women’s Day)

Topics/activities covered: CARE leveraged other activities we were conducting for the 16 Days of Activism to End Violence Against Women to involve CWPD, BWTUC and FCWs. During this period from 25 November to 10 December, both project partners organized many events to raise awareness about violence against women and linked the key message with labour rights and working conditions for women that are free of violence. The messages across events were: “Value Women’s Work” and “Stopping Violence Against Women Starts with You”.

BWTUC peer leaders held an event at a community where FCWs are living and 75 of them attended. There were quizzes with answers related to working conditions and safety at the workplace. CWPD peer leaders also conducted small awareness sessions at nine construction sites.

These events were successful in drawing attention to the project and getting women excited and involved. 250 orange Kramas were distributed to all participants who joined the special event. These are the checked scarves that women wear on building sites to keep the sun off their necks and faces, so this was a very useful gift for FCWs.

Reason for any changes in the planned activity: The project design mentions both International Women’s Day and International Labour Day as times for special events for the project. This year, due to it being the first year, no project partners were ready for those events. However, for the coming year, CARE and CWPD have already engaged an IEC consultant to develop products and messages for these coming events. This consultant is the same as who will be developing the training BCC and IEC material for women workers and management, so there will be consistency across the project.

Please list any risks that might have jeopardised the realisation of some activities and explain how they have been tackled. n/a

R2 – 300 PRIVATE SECTOR CONSTRUCTION COMPANIES HAVE INCREASED AWARENESS OF WORKPLACE RIGHTS AND IMPLEMENT IMPROVED PROTECTIONS AND WORKING CONDITIONS "

CARE has built a relationship with the Cambodian Constructors Association (CCA) over the first year of the project and CCA has assisted CARE to advertise our training to their members. However, not all construction companies are members of CCA so CARE has also reached out to non members and directly invited them to participate. CCA is very supportive of the project, but it is a relatively new organisation with little capacity to influence their members.

The curriculum for one-day training to construction company management has been developed. The topics have been adopted from CARE's standard training on gender and women's empowerment and also from the ILO's workplace discrimination manual.

There have been 36 construction companies and property developers who have agreed to work with the project and each of them has invited two people to join the one-day training. The Ministry of Labour and Vocational Training (MoLVT) has also supported this training by taking the topic of OS&H. There are 43 employers who have attended the training.

CARE has also worked with consultants to produce a business analysis of the construction sector in Cambodia that explores the costs and benefits of construction companies investing in their female workers. Overall, because there is a labour shortage in the construction sector, there are benefits for employers to treat workers well so they are loyal to the business. If employers invest in workers they could achieve a more productive and more versatile workforce and fewer labour and skills shortages. The report stresses that this is dependent on the labour market patterns in the construction sector at present and that this could change if the construction bubble bursts.

This report will be used to revise the training to managers and also to guide IEC material aimed at construction companies.

Indicator 2.1: 500 private sector construction owners and managers have been trained to implement improved workplace conditions:

43 private sector construction owners and managers have received CARE's training (provided in partnership with MoLVT) about gender, gender equality, labour rights, OH&S and protection for women at the workplace. CARE has followed up with trained managers to discuss how they have implemented the training to improve working conditions for FCWs. One example given by one company is that they now have a policy to encourage women to apply for jobs at both the office and the construction site as they realise that women are valuable employees in both capacities.

Indicator 2.2: At least 50% of the private sector construction owners and managers address FCW priorities (rights, protections, benefits):

About half of the 43 people trained by CARE have attended follow up meetings with CARE, and about half of those that received follow up confirmed that their company is considering change.

Indicator 2.3: 6 formal meetings will be organised between FCW peer leaders, Trade Union members, and private sector employers and managers for information sharing and advocating for their rights.

One social dialogue has been conducted between FCWs and the Ministry. It was decided that allowing peer leaders to talk directly to the Ministry first, without their employers present, was a way to ease them into voicing up their concerns and dispel their fears that they would be fired for involvement in this project.

A2.1 – Build relationship with key private sector construction associations including Cambodia Constructors Association (C.C.A)

Topics/activities covered: CARE has built a relationship with CCA and they have indicated that they will support the project. CCA has advertised CARE's training for construction companies. CARE has

had several meetings with CCA to update them on our work with construction employers. CCA has given CARE their member contact list; however, most of their members are companies which focus on construction materials both at local and international level. A few members are construction sub-contractors.

CCA also joined a workshop organised by CARE and MoLVT which launched the findings of CARE's baseline research.

During this period, CARE planned to reach 100 construction companies but there are only 36 construction companies and property developers who have agreed to collaborate with CARE. CARE continues to meet with construction companies both through CCA and other stakeholders such as the European Chamber of Commerce.

Reason for any changes in the planned activity: Many construction companies were keen to come to trainings but none are willing yet to sign MoUs (unlike garment factories, which CARE has worked with a lot longer). CARE is keeping a spreadsheet of these meetings in English and Khmer.

Please list any risks that might have jeopardised the realisation of some activities and explain how they have been tackled: CARE has concerns about the ability to reach the target numbers. CARE has identified many channels through which to reach companies: CCA, EuroCham and cold calling, but finding companies still has been very slow. CARE would also like to reach sub-contractors as these individuals are often closer down the line to the FCWs. However, this will also be a challenge because companies often don't like to specify who their sub-contractors are and most of them are unregistered. The project team is working on a strategy how to go forward.

A2.2 – Develop IEC package targeting private sector especially construction companies

Topics/activities covered: First, CARE engaged a photojournalist to prepare a suite of captioned photos and portraits of FCWs that can be used throughout the project. These have been useful throughout our initial events and promotion.

Second, CARE produced a two-page summary of the baseline findings and folded brochures for distribution at the launch of the baseline findings as well as posters featuring the portraits and quotes of FCWs. These were produced in both Khmer and English. The brochure gave general project information and detailed the trainings available for the rest of the year both to managers and workers. This brochure has been useful when approaching companies both to invite them to trainings and to allow access on site for peer leaders.

Third, now that the business case analysis is nearly finalized and the training to FCWs and managers has been piloted, CARE and CWPD have contracted a communications consultation to produce the IEC for the coming events. This is to ensure consistency across project materials.

Reason for any changes in the planned activity (if applicable): This activity was delayed so that CARE could use the findings of the business case to better target messages to the private sector.

Please list any risks that might have jeopardised the realisation of some activities and explain how they have been tackled. n/a

A2.3 – Provide capacity building to private sector employers in construction (including C.C.A members) on gender, construction worker's rights based on Cambodian Laws and on the benefits of improved protections, and working conditions. " (R2)

Topics/activities covered: CARE has developed a full day curriculum for the employer training. This incorporates parts of CARE international's gender diversity content and content from the ILO discrimination manual. LSCW has provided the part of the training on the Labour Law. The training is co-facilitated by CARE, MoLVT and LSCW.

CARE has held five employer training sessions which took place in June, September, October (2) and December. MoLVT joined the second training and was pleased with the attendance of private sector

stakeholders. There have been 43 participants in the trainings who have been HR or admin managers assigned by the company.

Reason for any changes in the planned activity (if applicable): As above, there are concerns about whether target numbers will be reached.

Please list any risks that might have jeopardised the realisation of some activities and explain how they have been tackled. n/a

A2.4 – Follow up with private sector employers in construction on use of knowledge gained at trainings (R2)

Topics/activities covered: CARE has had to tailor our approach to the particular working style of the construction sector, which is different to the garment and hospitality and tourism industries.

The CARE project team initially sought to follow up by phone with the trained employers, however they were very hard to reach. Out of the five reached, who attended the first employer training session in September, they informed CARE that they have shared with their company what they have learnt in the training, but at this stage, their top management has not implemented any changes. All of them indicated that issues relating to their female workers would remain on their agenda.

In order to better follow up CARE decided to hold “drop in” meetings in a coffee shop where attendees could show up within a two-hour window that suited them. 16 trained participants attended this meeting. Reports from this session are that some companies have shared information with their management; some companies said that they have integrated OH&S into their morning agenda meetings every day before work. One company informed CARE that their internal management procedures had changed and that they now allow women to work in their office. That company is planning to specifically recruit FCWs to work for their company.

Reason for any changes in the planned activity (if applicable): Follow up with construction companies will continue on a drop in basis. We have learned that there is sometimes a lack of retention of knowledge in attendees of the training. Hence CARE has proposed that we have follow-up training sessions in year 2 of the project.

Please list any risks that might have jeopardised the realisation of some activities and explain how they have been tackled. n/a

A2.5 – Promote one annual social dialogue between workers and private sector owners, based on challenges identified by workers through peer-to-peer sessions and community journalists, and voice up to C.C.A or other private sector bodies (ex. Improved living conditions, wages, and occupational health and safety).

Topics/activities covered: One social dialogue was held in late December with 30 participants. The workshop was attended by representatives from MoLVT, project partners and FCWs. For this first social dialogue, employers’ representatives were not present as we need to build FCWs’ courage in advocacy bit by bit. The workshop gave the opportunity for five women workers to present their human testimonies to MoLVT including labour inspectors. FCWs told their stories and made suggestions to the Ministry to bring more attention on labour violations by some private sector companies. FCWs were able to express that they were coached by their employers not to raise issues of concerns when visited by inspectors.

As result of the workshop, MoLVT indicated that they would look into increasing the number of inspections. The project partners recommitted to training FCWs to increase their knowledge on labour law and to build their confidence in reporting cases to labour inspectors, despite the fact that employers were telling them not to raise their concerns.

Reason for any changes in the planned activity: The first dialogue did not include employers, however future dialogues will.

Please list any risks that might have jeopardised the realisation of some activities and explain how they have been tackled: Given the content and issues raised in this advocacy workshop, there is a risk that when employers are included FCWs will either lose their confidence to be honest, or risk losing their jobs.

R3. CAPACITIES OF DUTY BEARERS ARE ENHANCED TOWARDS PROMOTION OF A BETTER INSTITUTIONAL ENVIRONMENT THAT IS RESPONSIVE AND ACCOUNTABLE TO CONSTRUCTION WORKERS

The project team has met the Ministry of Labour and Vocational Training (MoLVT) four to five times unofficially and twice officially during this reporting period. These meetings were to discuss the project implementation and how the project can work with the Ministry and their labour inspectors.

MoLVT has helped CARE gaining access to labour inspectors and organised a meeting between the project team and the inspectors on their roles and responsibilities on construction sites. CARE learned that the inspectors play two roles: they are meant to both inspect and assess the site and also capacity-build so that safety procedures are better followed.

CARE has learned that there is a big focus on OH&S in the construction sector and that this is the topic that inspectors are most interested in. CARE and partners are building the relationship with inspectors by framing labour rights for women from the OH&S angle to develop buy-in.

Indicator 3.1: # of inspections conducted

MoLVT has only been able to inform us about their inspections in the past six months, and their report is that there have only been a few inspections in the construction sector. The explanations given for the limited number of inspections are that there are not that many companies on the Ministry's register and that each inspection requires a high level approval – namely from the Minister. Furthermore, there is a focus on inspections in the garment industry and construction is somewhat neglected. Inspectors have indicated that even when they propose inspections of construction sites, getting approval is extremely difficult. CARE would like to see improvements in this space, including data matching with the Ministry of Land Management and Urban Planning. CARE and MoLVT will sit together in year 2 to work out how to improve this.

Indicator 3.2: # of trainings by Ministry of Labor and Vocational Training for their staff on FCW rights and entitlements, and conducting the inspection process

Because of MoLVT's strong interest in OH&S in the construction sector, CARE decided that this should be the main focus of the first training to labour inspectors, with a secondary focus on the specific issues for women. The MoLVT focal point verbally requested a trainer with international expertise to provide the training. The training integrated issues related with gender, especially rights to access equipment, as identified by the business analysis.

Indicator 3.3: 6 advocacy / outreach events on FCW issues and sharing of evidence-based cases

After the completion of the baseline study, CARE held an event with private sector stakeholders, project partners and MoLVT to publicize the research and build relationships. For the event, CARE had printed glossy brochures advertising the project activities to the private sector, two page summaries of the baseline findings and posters featuring portraits of women workers. This was a highly successful event, with many private sector attendees including the Cambodian Constructors Association and media, both English and Khmer. CARE was pleased to see the manner in which civil society, government and union representatives sat on one panel to discuss jointly the situation of female workers, with agreement that rights should be protected.

Indicator 3.4: 1 Technical Working Group is perceived by other non-TWG stakeholders as functioning and exerting influence as an advocacy platform for addressing labour rights specifically for FCW

Throughout the mapping exercise and consultative process conducted by LSCW, other stakeholders expressed interest in the TWG and wished to be included in the project. Furthermore, other stakeholders recognized the necessity of TWG as the platform to address labour rights issues,

especially for female construction workers. All members of the TWG agreed to include other non-members to the platform for advocacy. LSCW will invite non-members of the TWG to some TWG meetings as appropriate.

Indicator 3.5: 1 publication on investigations and evidence based cases shared with stakeholders by the TWG

n/a

A3.1 – Formal creation of Technical Working Group on FCW working conditions and protections

Topics/activities covered: The Technical Working Group on Female Construction Worker (TWG-FCW) has been formed under the project. The first TWG meeting was held on 27 April at CARE. The TWG is chaired by LSCW.

The TWG-FCW is composed of core members from CARE, LSCW, CWPD and BWTUC and non-core members including CSOs, Trade Unions, UN agencies and IOs who are working on labour rights and human rights issues in Cambodia. LSCW developed the TOR for the working group.

Reason for any changes in the planned activity: n/a

Please list any risks that might have jeopardised the realisation of some activities and explain how they have been tackled. n/a

A3.2 – Map other potential stakeholders working on similar issues.

Topics/activities covered: LSCW conducted a mapping to select potential contributors to the TWG-FCW. First, project staff reviewed existing documents and mapped those NGOs and Trade Unions who worked on issues on labour rights and human rights for workers, especially for female construction workers. After that mapping, the project staff met with identified stakeholders in order to have more discussions and to introduce them the labour rights project.

A consultative workshop to engage identified stakeholders was held on 29 July 2016. There were 29 participants from government, 14 from CSOs and nine from trade unions.

Reason for any changes in the planned activity: n/a

Please list any risks that might have jeopardised the realisation of some activities and explain how they have been tackled. n/a

A3.3 – Quarterly TWG meetings inviting relevant stakeholders.

Topics/activities covered: There were four TWG meetings this reporting period. The first was organised and hosted by CARE in April and the other three were organised by LSCW.

As well as updating on the project amongst core TWG partners, these meetings have been an opportunity to present the baseline findings to partners and stakeholders and also to share the draft findings of the legal analysis on the gaps in implementation of the labour law and the business case research.

Reason for any changes in the planned activity: n/a

Please list any risks that might have jeopardised the realisation of some activities and explain how they have been tackled. n/a

A3.4 – Engagement with MoLVT on FCW Occupational Health and Safety to reinforce and strengthen inspection process

Topics/activities covered: CARE has been in communication with MoLVT from the beginning and they are familiar with and supportive of the project. CARE has an existing relationship with the Department of Occupational Health and Safety and is building the relationship with the Department of Inspections. CARE has also been engaged with ILO on a project that they are planning with MoLVT on safety. CARE's first training session with labour inspectors focussed on OH&S.

Reason for any changes in the planned activity: In addition, CARE is attempting to reach out to the Ministry of Land Management and Urban Planning (MoLMUP) who also regulates this sector.

Please list any risks that might have jeopardised the realisation of some activities and explain how they have been tackled: Negotiating MoUs to encompass new projects has been a bureaucratic challenge. An existing MoU with MoLVT was extended in August and finished in November 2016. CARE is still meeting with MoLVT about the project to discuss the next MoU in order to implement the activities under this project.

A3.5 – MoLVT training to labour inspectors focusing on inclusion of protections for female workers.

Topics/activities covered: Twenty participants from MoLVT, mostly labour inspectors, attended training given by an international expert on OH&S in November. The training was opened by His Excellency Hoy Hansong, Secretary of State, who showed commitment to improving knowledge of OH&S and women workers' rights.

From the training evaluation and verbal discussion, CARE learned that the training successfully increased the knowledge of labour inspectors on how to effectively inspect construction sites. The training covered international conventions and related them to Cambodia's law (prakas) so that labour inspectors could see how this fits together.

The recommendation from the training was to review and improve the inspection checklist and make sure that both men and women have equal access to safety equipment they may require. The head of the inspection department suggested to CARE that a possible training topic for the next year's collaborative training should be "skills of interviewing and observation during inspection process." This was also a matter discussed by FCWs and ministry representatives at the end of year social dialogue.

Reason for any changes in the planned activity: The Ministry requested that a specialised international trainer provide the OH&S training to labour inspectors. It was agreed that CARE would allocate the savings from two underspent budget lines (develop and printing curriculum and translation) of labour inspectors to hire a consultant. The EU was informed accordingly.

Please list any risks that might have jeopardised the realisation of some activities and explain how they have been tackled. n/a

A3.6 – Quarterly meetings with MoLVT and inspectors to follow up on progress, challenges and findings.

Topics/activities covered: The first meeting took place on 1 November 2016. There were 25 labour inspectors who attended and the meeting was facilitated by His Excellency Secretary of State. The meeting was conducted to understand the process of labour inspections. CARE learned that there are four Prakas (sub-laws) for OS&H for construction sites.

During the meeting inspectors shared their challenges – the limited number of registered companies, the high and complex levels of approval, and the lack of emphasis put on the construction sector as compared to the garment factory sector. They also mentioned that the construction checklist is the same for all sectors and that it is mostly relevant to the garment sector.

Reason for any changes in the planned activity: There has been a delay in this activity due to the process of negotiating an MoU with the Ministry.

Please list any risks that might have jeopardised the realisation of some activities and explain how they have been tackled: n/a

A3.7 – Analysis by TWG for MoLVT to identify the gaps and challenges in implementation of Labour Law regarding FCW.

Topics/activities covered: LSCW hired a consultant to study the Labour Law and other regulations in Cambodia to identify the gaps in the law and in its implementation. A draft report has been presented at a TWG meeting, however the report has not yet been finalised.

The report will be presented to MoLVT when it is finalised and has been translated in Khmer and printed. This document will be a reference document to assist MoLVT to develop the plan to improve legal regulations to protect FCWs.

Reason for any changes in the planned activity: This activity has been delayed due to difficulties in recruiting a suitable consultant to carry out this analysis.

Please list any risks that might have jeopardised the realisation of some activities and explain how they have been tackled. n/a

A3.8 – Support MoLVT to develop a plan to address the gaps in implementation of the Labour Law with construction workers.

Topics/activities covered: Once the legal analysis has been finalised, the TWG will discuss how to support MoLVT to address the gaps found in the report.

Reason for any changes in the planned activity: This activity has been delayed because it requires the completion of the legal analysis which has been delayed.

Please list any risks that might have jeopardised the realisation of some activities and explain how they have been tackled. n/a

A3.9 – Collect information on investigations and evidence-based cases and share with stakeholders (case analysis / recommendations and radio shows).

Topics/activities covered: Only two cases were brought to the attention of LSCW, but they did not go further. LSCW organized in cooperation with Women's Media Centre a radio program called "Voice of Female Construction Workers". This program is the first radio program to focus on the issues of FCWs in Cambodia. Through the radio talk show program, FCWs, NGOs, Trade Union and Government agencies have been invited to share information. There have been 12 speakers, including FCWs and other key stakeholders. During the live show, there were 28 callers (24 male and 4 female). Most of the questions were about working conditions of workers and interventions of the government and unions when there are breaches of labour rights.

Reason for any changes in the planned activity: n/a

Please list any risks that might have jeopardised the realisation of some activities and explain how they have been tackled: There is a risk that there are cases involving FCWs that are still not coming to the attention of LSCW. CARE will work with LSCW to build relationships with BWTUC and other stakeholders to ensure that they are receiving as much information as necessary.

A3.10 – Publish findings to raise awareness on issues faced by FCW.

Topics/activities covered: CARE published a summary of the baseline survey both in Khmer and English and shared it at the private sector launch event, as discussed above.

Reason for any changes in the planned activity: n/a

Please list any risks that might have jeopardised the realisation of some activities and explain how they have been tackled. n/a

A3.11 – Special events to raise awareness eg. International Labour Day / International Women Day.

This activity for special events is reserved for events carried out in collaboration with MoLVT. Because of the MoU process between CARE and MoLVT, these events did not take place. In consultation with MoLVT, CARE plans on rolling over this budget to year 2 and scaling up the planned events for international labour day.

2.3. If relevant, submit a revised log-frame, highlighting the changes.

Some new sub-activities have been included, however these do not require changes in the logframe as they contribute to the same indicators. These are:

- A1.7.2 Peer Leader Annual Reflection workshop
- A1.13.2 Quarterly Meeting with Community Story Tellers
- A2.4.2 Provide refresher training employer on labour rights and female protection
- A2.5.2 Reflection workshop inviting all relevant stakeholders
- A3.3.2 Workshop to disseminate legal Analysis and case analysis

Please list all contracts (works, supplies, services) above €60 000 awarded for the implementation of the action during the reporting period, giving for each contract the amount, the award procedure followed and the name of the contractor.

There are no contracts for this amount.

2.4. Please provide an updated action plan ²

Year 2													
	Half-year 1						Half-year 2						
Activity	Month	2	3	4	5	6	7	8	9	10	11	12	Implementing body
<i>ER 1: 3,000 females working in the construction sector are aware of their rights and have increased ability to access protections and advocate for improved labour rights protections and working conditions.</i>													<i>Example</i>
A1.1 Conduct an organisational and capacity assessment and develop a capacity building plan to strengthen capacity of the Trade Union to raise awareness among FCW of their rights and raise up concerns to key duty bearers and relevant businesses.													CARE Up until mid-year
A.1.2 Develop an Information Education Communication (IEC) training toolkit with a focus on key messages and interactive means of communication for FCW (gender, labour rights, complaint mechanisms, access to services and protections).													CWPD/CARE Delayed to allow for content development. May also be ongoing, depending on need

² This plan will cover the financial period between the interim report and the next report.

A.1.3 TOT workshop will be organised for CWPD counsellors and the Trade Union on peer IEC package.													CARE
A1.4 capacity building of female peer leaders on peer IEC package													CARE/ CWPD Delayed to allow for development.
A1.5 Conduct trade union trainings and CWPD peer-to-peer rights education sessions to FCW to both provide information and identify gaps and challenges													CWPD&BWTUC
A1.6. Set up weekly referral first point of contact for FCW at 3 locations (DoWA).													CWPD
A1.7 Monitoring and support to peer leaders and union leaders.													CWPD&BWTUC
A1.8 Receive referrals and provide legal consultation advice to FCW													LSCW
A1.9 Submit complaints on behalf of FCW													LSCW
A1.10 Represent FCW at all levels, (Arbitration Dispute Resolution committee and courts).													LSCW As per need
A1.11 Close management and monitoring of legal cases to identify opportunities for legal advocacy and action.													LSCW As per need
A1.12 Develop and implement plan to voice up gaps and challenges faced by female construction workers to relevant government and private sector stakeholders.													CWPD
A1.13.1 capacity building of female community Story teller on sharing results.													CARE

A1.13.2 Quarterly Meeting with CSTs																						
A1.14 Peer leader special events (eg Labour Day /Womens day).																						CWPD
ER 2: 300 private sector construction companies have increased awareness of workplace rights and implement improved protections and better working conditions																						
A2.1 Build relationship with key private sector construction associations including Cambodia Constructors Association (C.C.A).																						CARE
A2.2 Develop IEC Package targeting private sector esp construction companies.																						CARE (gender) & LSCW (legal)
A2.3 Provide trainings in capacity building to private sector employers in construction (including C.C.A members) on gender, construction worker's rights based on Cambodian Laws and on the benefits of improved protections, and working conditions.																						CARE
A2.4.1 Follow up with private sector employers in construction on use of knowledge gained at trainings.																						CARE
A2.4.2 Provide refresher training employer on labour rights and female protection																						CARE
A2.5 Promote one annual social dialogue between workers and private sector owners, based on challenges identified by workers through peer-to-peer sessions and community journalists, and voice up to C.C.A or other private sector bodies.																						CARE/TWG
ER 3: Capacities of duty bearers are enhanced towards promotion of a better institutional environment that is responsive and accountable to construction workers																						
A3.3 Quarterly TWG meetings inviting relevant other stakeholders.																						LSCW/TWG
A.3.4 Engagement with Ministry of Labour and Vocational Training (MoLVT) on FCW Occupational Health and Safety and protections for FCW to reinforce and strengthen inspection process.																						CARE

A3.5 MoLVT training to labour inspectors focusing on inclusion of protections for FCW..													CARE
A3.6 Quarterly meetings with MoLVT and inspectors to follow up on progress, challenges and findings.													CARE
A3.7 Analysis by TWG for MoLVT to identify the gaps and challenges in implementation of Labour Law regarding FCW.													LSCW/TWG Waiting on legal analysis finalisation
A3.8 Support MoLVT to develop a plan to address the gaps in implementation of the Labour Law with construction workers (Legal Analysis /Recommendations).													LSCW
A3.9 Collect information on investigations and evidence-based cases and share with stakeholders (Case Analysis /Recommendations and Radio Shows).													LSCW/TWG
A3.10 Publish findings to raise awareness on issues faced by FCW.													LSCW/TWG If applicable
A3.11 Special events to raise awareness eg Int. Labour Day/Int Women’s Day.													LSCW/TWG

3. Beneficiaries/affiliated entities and other Cooperation

3.1. How do you assess the relationship between the Beneficiaries/affiliated entities of this grant contract (i.e. those having signed the mandate for the Coordinator or the affiliated entity statement)? Please provide specific information for each Beneficiary/affiliated entity.

CARE holds weekly phone meeting with CWPD, LSCW and BWTUC as well as catching up jointly at project meetings such as trainings, workshops, and TWG meetings. Overall, all project partners and affiliated entities are working well together and are building relationships with beneficiaries, state authorities and private sector stakeholders. This is the first project in this industry and project partners are all new to working together.

CWPD (Co-applicant) - CWPD has worked hard to establish relationships with all other project partners and stakeholders, despite the fact that many of these relationships are new to them. CWPD and BWTUC are in close contact about the work they do on-the-ground with workers. They share lessons learned informally as well as at regular project meetings. CWPD has shown a great ability to refer women to unions for support while at the same time positioning themselves as working in partnership with the construction management. CWPD has been inclusive in their training processes with FCW peer leaders by inviting LSCW to share about the services they provide. CWPD have built strong relationships with peer leaders and FCWs.

LSCW (Co-applicant) - LSCW has fulfilled their duty to organise TEG meetings, however CARE is working with LSCW to ensure that the agendas of the meetings are as productive as possible. LSCW and BWTUC have been in contact regarding cases of FCWs that have required negotiation with their management.

BWTUC (3rd party entity) - BWTUC have gone beyond expectations. BWTUC was instrumental in sourcing access to workers so that the baseline study could be conducted successfully. They have also built strong relationships with both project partners and have assisted CARE with industry specific information for this project. BWTUC shows a strong commitment to their union peer-leaders, and they have invited CARE to present the project to regional forums of female leaders in the construction sector. BWTUC works hard on the ground to improve the conditions for FCWs.

3.2. How would you assess the relationship between your organisation and State authorities in the Action countries? How has this relationship affected the Action?

Ministry of Labour and Vocational Training

CARE has a relationship with MoLVT for many years and has leveraged that relationship for this project. Despite delays in finalising MoUs, MoLVT has been actively engaged with this project. They made a presentation at the launch of the baseline research and the Secretary of State spoke at the training for labour inspectors.

3.3. Where applicable, describe your relationship with any other organisations involved in implementing the Action:

Contractors

Good Morning Beautiful (GMB) Films - This contractor is producing the IEC/BCC material for FCWs, the private sector, and for special events. CARE and CWPD selected GMB Films through a competitive bid process. CARE has worked with GMB Films previously, in particular on the #WhyStop short film competition to engage young men on sexual harassment and on the “Sexual Harassment Stops Here” campaign and BCC package for garment factories. CARE, CWPD and GMB Films meet on a weekly basis to discuss the messaging and progress of the products that they are developing.

Emerging Markets Consultancy - EMC carried out the business/ cost benefit analysis for this project. This report is being finalised.

Carol Strickler and Pou Sovann - Carol and Sovann were the consultants that carried out the baseline research for this project. Notably, this is a new sector for CARE and for these consultants and they went above and beyond to access women to survey for this baseline. The findings of the baseline were of significant interest to various stakeholders and CARE has presented these findings many times.

Final Beneficiaries and Target groups

Peer Leaders – non-union and union (Beneficiaries) - The peer leaders are extremely active in this project. They have shown an ability to voice-up their concerns and contribute their own time to project activities. CARE has learned that FCWs are keen to be involved with this project, including taking part in video-filming for IEC material and workshops.

Community story tellers (Beneficiaries) - CST work with both BWTUC and CWPD. This group of women is extremely active and they are regularly posting on the Facebook group set up so that they can share their pictures.

Female construction workers (Beneficiaries) - CARE has learned that FCWs are keen to be involved with this project, including taking part in video-filming for IEC material and workshops.

Private sector construction companies – 36 companies have so far been involved with the project. CARE has Senior Project Officer who is responsible for outreach to companies both through the CCA and directly. CARE will continue to reach out to companies and track those who have participated in a spreadsheet. Construction companies benefit from the project by learning how their investment in their female workers could increase their company's productivity. This is backed by the business case analysis prepared by EMC.

Ministry of Labour and Vocational Training – see above.

Other stakeholders

Cambodian Constructors Association - CCA is the peak body for the construction sector in Cambodia. CARE has been working with CCA to advertise our trainings and brainstorm key messages that are relevant to employers in this sector. CCA is a young organisation and has not yet got a lot of leverage within the industry.

European Chamber of Commerce - CARE has been in contact with EuroCham, as they have a construction working group with a focus on health and safety. This group is certainly leading the conversation within the business community of construction employers in Cambodia, so CARE has attended meetings to ensure we stay on top of their agenda.

Real Estate .com.kh - This company is an online property service in Cambodia that lists property for sale and development and posts industry activity. This company has agreed to promote this project as they are keen to partake in corporate social responsibility measures in the construction sector. So far they have posted two articles about this project advertising training and encouraging employers to get involved.

3.4. Where applicable, outline any links and synergies you have developed with other actions.

Solidarity Centre - Solidarity Centre works closely with BWTUC to capacity build them and support them in all their activities. CARE meets and communicates regularly with SC and often SC often is represented at workshops and meetings at which BWTUC is present, including the TWG.

ILO - CARE has met with the ILO twice officially. The first time was to learn about their anticipated projects with the construction sector, which have not yet begun. The second time was with regional ILO to share information on this project to feed into the design of the anticipated ILO projects with the construction sector, which will centre on OH&S.

Metahouse - Metahouse is the German-Cambodian cultural centre in Phnom Penh. Metahouse has funding from a German Workers Rights NGO to conduct a multimedia project over the next 2 years on female construction workers. Three Cambodian women are leading this: a photographer, videographer and blogger. The first photo exhibition was on 27 December 2016, and CARE as well as peer leaders sat on the panel for the opening. This project is looking into opportunities for a contemporary dance piece and community theatre. CARE will look for opportunities to leverage our work with this project.

3.5. If your organisation has received previous EU grants in view of strengthening the same target group, in how far has this Action been able to build upon/complement the previous one(s)? (List all previous relevant EU grants).

n/a

4. Visibility

How is the visibility of the EU contribution being ensured in the Action?

The EU's contribution has been acknowledged on all printed materials related to the project. This includes summaries of the baseline report, brochures advertising training, and posters and other materials shown at the launch of the baseline report.

In addition, materials produced by project partners has also contributed to EU visibility:

80 T-shirts for peer leaders were produced with acknowledgment of EU.

1000 legal cards were produced to share information of legal assistance with the EU logo on it.

During the special event conducted for 16 Days, the EU logo was displayed on the banner.

The EU has been acknowledged as the donor of the project throughout all communication materials advertised on realestate.com.kh. In addition, presentations given at multiple forums have acknowledged the EU (ILO meeting, Regional Union meeting, Mapping of Stakeholders meeting, CARE regional workshop, Metahouse Panel).

The European Commission may wish to publicise the results of Actions. Do you have any objection to this report being published on the EuropeAid website? If so, please state your objections here.

Given the sensitivity of the topic and the pending MoU with the Ministry of Labour and Vocational Training, CARE would prefer if this report was not made public at this time. However, CARE would be happy to provide any additional information about the results of this exciting project if the EU wishes to write about it.

Name of the contact person for the Action: *Julia Weber*

Signature: 

Location: *Vienna, Austria*

Date report due: *1 March 2017*

Date report sent: *1 March 2017*

Annexes

1. Project factsheet
2. Baseline
3. Baseline summary
4. Baseline presentation
5. Legal card leaflet
6. PSE leaflet English
7. PSE leaflet Khmer
8. Posters English
9. Posters Khmer