



**Transform Aid**  
INTERNATIONAL  
For a world without poverty

# Annual Project Progress Report

[For ANCP and Private Funding (non-CYCC) Projects]

Submitted By: Mr. Sun Chanthou, Project Manager

## A. Basic Information

<b>Name of implementing partner organisation</b>	Ponleu Ney Kdey Sangkhum (PNKS)
<b>Country where the project is implemented</b>	Borei Osvey Sen Chey District, Stung Treng Province, Kingdom of Cambodia
<b>Name of the project</b>	Together Build Community Dignity (TBCD)
<b>Reporting period</b>	July 1st, 2023 – June 30th, 2024 (FY24)
<b>Technical areas or theme(s) addressed</b>	<ol style="list-style-type: none"> <li>1. Livelihood Development</li> <li>2. Community Mobilization</li> <li>3. Capacity Building to co-implementers (Project staff and Co-researchers)</li> </ol>
<b>Project start date</b>	July 1st, 2022
<b>Project end date</b>	June 30th, 2025
<b>Project phase and year</b>	July 1st, 2023 – June 30th, 2024
<b>Name and role of person submitting thereport</b>	Mr. Sun Chanthou, PNKS Manager in charge of Stung Treng Regional, Stung Treng Province
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<b>Date of submission ofreport</b>	Aug 22, 2024

## B. Snapshot for the last 12 months (Maximum one page)

Planned	Reports
<p><b>Goal/impact (high level) and how project contributed towards goal/impact of TBCD:</b></p> <p>To collaboratively work with community members to strengthen their local capacity and ownership so that they could address their own priority needs and develop their own income generating activities and they have resilient life, especially the poor and most vulnerable people.</p>	<p>The implementation of PAR during the fiscal year of 2023–2024 has shown that the issues within the target communities are gradually being addressed through friendly intervention and collaboration with all relevant local partners. This includes the dedicated efforts of community co-researchers and the project team, whose commitment to understanding and resolving community issues has been instrumental. The approach has fostered a sense of ownership and empowerment among community members, encouraging active participation and sustainable solutions. These findings come from the most recent TBCD annual reflection with partners and co-researchers, conducted in the last few months of 2024. The reflection highlighted the importance of continued collaboration and adaptability in addressing evolving challenges, reinforcing the value of collective effort in achieving meaningful progress.</p> <p>According to comments and monthly reports from project personnel, the target participants have effectively understood the priorities and needs emphasized by TBCD in terms of livelihood during the first and second years of implementation. They have begun learning how to adapt to climate changes and the specific contexts of their respective villages, including both the initial and newly expanded villages. This learning process has been pivotal in building their resilience and enhancing their capacity to respond to environmental challenges. Typically, they continued to educate themselves and prepare for the climate changes and their potential effects on agricultural productivity in their villages. This proactive approach not only equips them to handle immediate challenges but also fosters resilience and long-term sustainability in their communities. By empowering participants with knowledge and practical skills, TBCD is helping to create a foundation for adaptive strategies that can mitigate the adverse impacts of climate change. The ongoing support and collaboration among community members, co-researchers, and project teams are essential in reinforcing these efforts and ensuring that the communities can thrive despite the uncertainties of their environment.</p>
<p><b>Major achievement/change (the most significant changes) in this reporting period due to the project</b></p>	<p>To enhance the safety and accessibility of the village, the co-researchers in Veun Sien organized the installation of five solar lights along the road in front of the village festival hall compound. This initiative was a true community effort, with each household contributing an amount ranging from 1,000 to 5,000 Riels based on their financial situation. Families in need who could not contribute financially still played a crucial role</p>

by volunteering their time and donating essential supplies such as nails, wiring, and wooden poles. The success of this project inspired the development of a yearly plan and long-term goal under the guidance of project personnel and a group of collaborators. Recognizing the infrastructure needs of the community, the co-researchers, local government officials, and educators identified the necessity for a 48-meter-long, 3.5-meter-wide, and 7-meter-high wooden bridge in the limestone region of Kambor, an annexed hamlet of Choam Thom. This bridge would significantly improve connectivity and accessibility for the villagers.

To achieve this ambitious goal, the team set a fundraising target of 1.2 million Riels, with each household asked to contribute 25,000 Riels. They also secured permission from Koh Snaeng's local authorities to legally source wood from the communal forest. Despite running out of funds midway through the project, the team's determination did not waver. They sought and obtained additional funding from various sources, securing 300,000 Riels from the commune, 3.7 million Riels from sponsors in different villages, and \$153.83 from TBCD, a project of PNKS.

This project exemplifies the power of community spirit and collective action. It highlights how communities can come together to solve their problems, leveraging both financial and non-financial contributions to achieve common goals. The active involvement of all community members, regardless of their financial capacity, underscores the inclusive nature of the project and the shared commitment to improving their village. The successful installation of solar lights has not only enhanced safety and mobility within the village but also set a precedent for future community-led initiatives. The construction of the wooden bridge stands as a testament to the resilience and ingenuity of the villagers, showcasing their ability to mobilize resources and navigate challenges to bring about significant improvements in their infrastructure. These efforts are a shining example of sustainable development in action, where the community's collaboration and perseverance lead to tangible, positive changes. By empowering individuals to contribute in various ways, the project fosters a sense of ownership and pride among the villagers, ensuring that the benefits of these initiatives will be felt for years to come.

In the most important news, the bridge has been successfully completed after all the necessary materials and resources were obtained. This new bridge has already proven to be a lifeline for the community, allowing safe passage for 62 children, including 26 girls, as well as pregnant women, the elderly, and other locals during the rainy season. Its construction is particularly crucial for transporting agricultural goods like rice, cashews, and cassava, which are vital to the community's economy and sustenance.

The completion of the bridge marks a significant milestone in the community's development, highlighting the collective determination and hard work that made this achievement possible. This infrastructure project is more than just a physical structure; it represents hope, resilience, and the power of unity. It ensures that the community's daily life and economic activities are no longer disrupted by seasonal challenges, providing a stable and reliable connection that can withstand the test of time. Commune officials have expressed their heartfelt appreciation for the community's relentless efforts and have committed to accompanying the inhabitants in a ceremonial crossing of the bridge by the end of 2024. This gesture not only acknowledges the community's hard work but also symbolizes the strong bond between the officials and the villagers. It demonstrates a shared vision and mutual support, which are essential for the continued progress and development of the area. This accomplishment serves as a testament to the power of community collaboration. It underscores the idea that when people come together, pooling their resources and efforts, they can overcome significant obstacles and achieve remarkable feats. The successful construction of the bridge sets a powerful precedent for future projects, inspiring confidence and a sense of pride among the villagers.

With this new infrastructure in place, the community is better equipped to handle the challenges posed by the rainy season, ensuring the smooth flow of essential goods and services. The bridge stands as a beacon of progress and resilience, reflecting the community's unwavering commitment to improving their living conditions and fostering a brighter future for all. Moreover, the story of this bridge serves as an inspiring example for other communities facing similar challenges. It shows that through perseverance, innovation, and community spirit, substantial improvements can be made, paving the way for a more prosperous and sustainable future. This achievement is not just a local victory but a testament to the broader potential for positive change when people unite

with a common purpose. Additionally, the majority of the co-researchers were chosen from the most vulnerable populations within the TBCD target areas. Many of these individuals were less literate and had rarely participated in social events. Through the PAR implementation, such cases came to light, and overnight stays allowed the project team to immerse themselves in the local issues. Over the two years, from the design phase to the implementation stage in FY2024, both project staff and co-researchers gained substantial experience in community-led development concepts, mobilization tools, and conducting simplified analyses of findings.

TBCD has been instrumental in building the capacity of its team members through various training opportunities, with PAR being a central component. This investment in capacity building has empowered the four current CLDMs (Community-Led Development Managers) to effectively manage their respective areas with increased autonomy. Remarkably, seven out of the 23 co-researchers have emerged as leaders who inspire and motivate their peers to engage in community tasks and events. These successes, highlighted in project reports, underscore the transformative impact of the project and its alignment with its overarching goals. Looking ahead, the TBCD team has meticulously planned the annual budgets and activities for both the new five expansion villages and the four initial villages for fiscal year 2025. The goal is to achieve even greater outcomes than those realized in FY2024. The implementation of PAR has already begun in the new target villages—Veun Sien, Ei Bu, Koh Kei, Choam Thom, and Koh Cheurteal Thom. The findings and priorities for these areas have been collaboratively decided by the communities, co-researchers, project staff, and local authorities. This collaborative approach ensures that future initiatives are deeply rooted in local needs and aspirations, fostering a stronger sense of ownership and commitment among all stakeholders. This proactive and inclusive approach to community development not only addresses immediate needs but also builds a foundation for long-term sustainability. By empowering local leaders and fostering community engagement, TBCD is setting the stage for continued progress and resilience. The project’s success in integrating vulnerable populations into its framework demonstrates the power of inclusive development and the importance of addressing the needs of all community members in building a more equitable and thriving future.

**Total number of participants (beneficiaries) for this reporting period**

<b>Participants</b>	<b>M</b>	<b>W</b>	<b>MD</b>	<b>WD</b>	<b>B</b>	<b>G</b>	<b>BD</b>	<b>GD</b>
Staff	5	3						
CR	18	18	1					
LA	30	7						
Villager	412	563	3	2				
Youth	158	168						
Child					410	540	1	2
ID-Poor	159	202						
<b>Total</b>	<b>782</b>	<b>961</b>	<b>4</b>	<b>2</b>	<b>410</b>	<b>540</b>	<b>1</b>	<b>2</b>

Please be aware that the 2,702 total participants—of which the 1,505 female participants mentioned above—were painstakingly derived from the Report Against Annual Workplan (RAAW). This comprehensive data is more than just a number; it represents a detailed and carefully documented account of community engagement and impact. The figures were gathered from reports submitted by the Community-Led Development Motivators (CLDM) for each activity, reflecting their diligent efforts and the real-world effects of the project's initiatives. Additionally, the insights and feedback provided by co-researchers throughout FY2024 have enriched this data, offering a deeper understanding of the project's reach and influence.

This data underscores the scale of participation and the tangible outcomes achieved through the project's various activities. It highlights the commitment and involvement of community members, demonstrating the significant impact of the project's efforts on improving lives and fostering development. By presenting this detailed and validated information, we not only showcase the project's success but also provide a transparent view of its contributions to the community's growth and well-being.

	<p>The accurate recording and thorough documentation of this data reflect the project's dedication to accountability and excellence. It ensures that every participant's involvement is acknowledged and that the results of the project's activities are clearly understood. This transparency and attention to detail enhance the credibility of the project and reinforce the importance of ongoing community engagement and collaboration in achieving meaningful and lasting outcomes.</p>								
<p><b>Total number of local structures worked with for this reporting period</b></p>	<p>There were:</p> <ul style="list-style-type: none"> <li>▪ Health Centre/Post (HC/Ps)</li> <li>▪ Health Centre Management Committee (HCMC)</li> <li>▪ District Office of Education, Youth &amp; Sports (DoEYS)</li> <li>▪ School Management Committees (SMC)</li> <li>▪ Primary School Directors and Teachers,</li> <li>▪ District Administration (Board of District Governors)</li> <li>▪ Commune Council for Women &amp; Children (CCWC),</li> <li>▪ District Office of Women Affairs (DoWA),</li> <li>▪ Women &amp; Children Consultative Committee (WCCC)</li> <li>▪ Polices</li> <li>▪ Commune Council,</li> <li>▪ Provincial Department of Agriculture, Forestry and Fishery (PDAFF)</li> <li>▪ International NGOs (Plan International, UWS...)</li> <li>▪ local NGOs (CEPA, MVi, WP...)</li> <li>▪ Mother Support Group (MSG)</li> <li>▪ Village Health Support Group (VHSG)</li> <li>▪ Village Officers</li> <li>▪ Village Development Committees; and</li> <li>▪ School Management Committees</li> <li>▪ RAMSAR, and</li> <li>▪ Local Home Church and other Faith Based Organization (FBO) – such: Pagoda, Mosques, and local Faith elders.</li> </ul>								
<p><b>Total budget versus expenditure for this reporting period</b></p>	<table border="1" data-bbox="485 1077 1465 1149"> <thead> <tr> <th data-bbox="485 1077 810 1115">Budget (USD)</th> <th data-bbox="810 1077 1136 1115">Expenditure (USD)</th> <th data-bbox="1136 1077 1465 1115">Variance<sup>1</sup> (USD)</th> </tr> </thead> <tbody> <tr> <td data-bbox="485 1115 810 1149">134,309</td> <td data-bbox="810 1115 1136 1149">132,732</td> <td data-bbox="1136 1115 1465 1149">1,577</td> </tr> </tbody> </table> <p>There are no major budget lines that are underspent; instead, the underspending comes from numerous small activities. Please refer to the financial report for a detailed explanation.</p>			Budget (USD)	Expenditure (USD)	Variance <sup>1</sup> (USD)	134,309	132,732	1,577
Budget (USD)	Expenditure (USD)	Variance <sup>1</sup> (USD)							
134,309	132,732	1,577							

**C. Context updates (Maximum half page)**

*Please provide an update on any relevant context issues/changes at a country and project level (e.g. political issues, natural disasters).*

*Briefly describe the COVID-19 situation and how it impacted on project communities (include households, children and youth, women, people living with disability, and other vulnerable people)*

Covid-19 is no longer a major concern, and there is little discussion about it among individuals or communities. Everything seems to have returned to normal, as it was before the pandemic. However, there has been an increase in cases of cold and flu. The project will continue to monitor for any major disease outbreaks.

The collaboration between TBCD and the district administration of Borei O'Svay Sen Chey, along with the three communes—Koh Snaeng, Preah Romkel, and O'Svay—during the fiscal year 2024 unfolded with the usual dynamics. While local government officials allowed civil society organizations and NGOs to carry out their activities, there was a notable skepticism from the ruling local authorities towards these initiatives within the district and target communes. During project activities, local gendarmes or police officers, while observing in civilian clothes and taking pictures, refrained from interfering or disrupting the events, ensuring that the project's work continued without direct confrontation.

<sup>1</sup> Reason for variance will be explained in the finance report.

However, the economic landscape presented significant challenges. The volatile and rapidly fluctuating prices led to economic inflation in five out of the nine target villages. The Khmer-Laotian communities near the border felt the repercussions of the Laotian economic crisis throughout FY2024. This economic strain was exacerbated by the activities of small and medium-sized traders who engaged in cross-border transactions with Laotians, and laborers who either returned to Cambodia or continued migrating to Thailand for work. These economic shifts created a complex environment that significantly impacted local livelihoods.

Mr. Svay Putheara, the acting district governor of Borei Ou Svay Sen Chey, who oversees immigration and migration, highlighted these economic and migration trends. His reports underscore the broader regional impacts of the economic downturn and its effects on local economies and labor markets.

In this challenging context, TBCD's continued efforts demonstrate a remarkable resilience and adaptability. Despite facing institutional skepticism and economic instability, the project remains committed to addressing the needs of the communities. The ability to navigate such a complex environment speaks to the project's dedication and the proactive measures taken to support and empower the affected populations. This situation not only underscores the importance of flexibility and perseverance in development work but also highlights the project's role in providing stability and support amidst broader economic uncertainties.

The experiences and challenges faced during FY2024 reveal the intricate interplay between local governance, economic factors, and community development. They offer valuable lessons in resilience and the importance of sustained engagement and support in the face of adversity.

As a result of the PAR (Participatory Action Research) implementation in the five new expansion villages, it is remarkable to see a significant shift in agricultural practices. Residents have increasingly chosen to cultivate cassava, sesame, and pumpkin over traditional vegetables and poultry, driven by the higher income potential of these crops. A village chief from Choam Thom highlighted that alongside the usual rice paddies, which are typically farmed during the rainy season, the cultivation of cassava, sesame, and pumpkin offers a valuable opportunity for impoverished and vulnerable individuals. This shift enables them to earn a livelihood within their own villages, reducing the need to migrate for work. The focus on these crops has invigorated local economies, with traders and brokers eagerly buying cassava, sesame, and pumpkin directly from farmers at their harvest sites.

However, this positive development contrasts sharply with the adverse effects of the Don Sa Hong Hydro-Power Dam expansion in Laos. The dam's expansion from 260 megawatts to 400 megawatts—a substantial increase where one megawatt equals the instantaneous demand of approximately 750 homes—is having severe repercussions for communities downstream. The spillage of chemical substances into the Mekong River during construction has led to a drastic decline in annual fish yields. This environmental crisis is further compounded by pollution that is damaging the eco-tourism industry and undermining the local economies of Cambodian border communities. A resident of Preah Romkel commune, who wished to remain anonymous, reported the escalating environmental damage and contamination affecting villages along the upper Mekong River, creating a dire situation for local inhabitants.

This situation underscores a compelling narrative of resilience and adaptation. On one hand, the local communities have shown remarkable ingenuity in transitioning their agricultural practices to boost income and stabilize their livelihoods. On the other hand, the broader environmental and economic challenges posed by large-scale infrastructure projects highlight the complexity of regional development. The expansion of the Don Sa Hong Hydro-Power Dam exemplifies how external factors can dramatically impact local ecosystems and economies, stressing the need for a balanced approach that integrates environmental conservation with economic development.

The contrasting experiences of these communities illuminate the intricate interplay between local economic strategies and larger environmental forces. The proactive shift towards high-value crops showcases the communities' determination and adaptability, while the environmental repercussions of the dam's

expansion serve as a stark reminder of the broader impacts of regional development projects. Addressing these challenges requires a holistic approach that considers both economic opportunities and environmental sustainability, ensuring a future where development benefits all stakeholders without compromising the natural resources on which they depend.

The Great Mekong Sub-region (GMS) includes Cambodia, the People's Republic of China (PRC), Lao People's Democratic Republic (Lao PDR), Myanmar, Thailand, and Viet Nam. Although the GMS framework is sanctioned at the national level, provincial and district administrations often adopt a cautious approach when dealing with issues related to the Mekong River, typically limiting their role to forwarding pertinent information rather than direct intervention.

Despite these regional administrative nuances, TBCD's implementation remained unaffected. The project's seamless progress was maintained through the project team's dedicated efforts and strong partnerships with local government bodies. Their proactive and collaborative approach ensured that project operations continued efficiently and without delay, highlighting the team's ability to navigate complex regional dynamics while steadfastly pursuing their objectives. This effective collaboration not only mitigated potential disruptions but also underscored the project's resilience and adaptability in the face of administrative challenges.

#### **D. Progress of the project (Maximum two pages)**

***Please describe the major changes in this reporting period that happened because of the project. You can also include unexpected changes and negative changes that happened because of the project.***

People started to see and play a role in addressing issues within their community. They took part in contributing labor, cash, equipment, to build small bridges, clean their village and renovate school. Although these efforts are still on a small scale due to poverty, the time spent together has fostered a spirit of joy, unity, and ownership among community members. The community members have taken ownership of these projects and feel a sense of pride in their collective achievements, even though the scale is limited by the resource constraints they face.

***Please describe any significant challenges you faced in implementing the project in the last 12 months and how you overcome them.***

Given that the target locations for TBCD are located along the border between Cambodia and Laos, and some of the communities are located on islands encircled by the upper Mekong River, certain severe problems were bound to arise. These challenges included:

- a. The local economic trend in TBCD's target areas, situated along the cross-border of Cambodia and Laos, primarily depends on agricultural production and labor sales to meet daily community needs. Initially, TBCD implemented Participatory Action Research (PAR) and discovered that vegetables and poultry were the preferred agricultural products. However, new findings from PAR in the second semester of fiscal year 2024 revealed a shift in community preferences towards growing cassava, pumpkins, and sesame. This change is driven by the higher income potential of these crops compared to poultry and vegetables. Consequently, the project faces challenges in adapting to these new preferences, as rapid budget shifts and endorsements from leadership and donors are required. To address these challenges and ensure the project's success, a multifaceted approach is essential:

##### **Active Involvement of Stakeholders**

- Regular Dialogue: Establish regular communication channels with community members, leadership, and donors to share updates on economic conditions and emerging needs.
- Inclusive Planning: Involve stakeholders in decision-making processes to foster a sense of ownership and ensure alignment with community priorities.

##### **Sensitive and Adaptable Budgeting**

- Contingency Funds: Allocate contingency funds to allow for quick responses to new findings and shifting priorities.

- Collaborative Partnerships: Strengthen relationships with donors by transparently communicating the need for flexibility and collaboratively finding solutions for budget reallocations.

#### **Comprehensive Economic Analysis**

- Market Validation: Conduct comprehensive market research to confirm the profitability and demand for cassava, pumpkins, and sesame, using the data to support budget adjustment proposals.
- Cost-Benefit Evaluation: Highlight the economic benefits and positive community impact of the shift to high-value crops through detailed cost-benefit analyses.

#### **Boosting Capacity Development**

- Skill Development: Implement training programs that equip farmers with the necessary skills for cultivating and marketing cassava, pumpkins, and sesame.
- Ongoing Support: Provide continuous technical support and extension services to help farmers optimize production and address challenges effectively.

#### **Reduction of Risk and Strategic Diversification**

- Balanced Crop Mix: Encourage a balanced approach by promoting a mix of high-value and staple crops to reduce risks associated with market and environmental fluctuations.
- Risk Mitigation: Develop comprehensive risk assessment and management strategies to proactively address potential challenges.

#### **Adaptive Monitoring and Evaluation**

- Data-Driven Decisions: Establish a robust monitoring and evaluation framework to track the performance of new agricultural initiatives, allowing for timely data-driven adjustments.
- Community Feedback: Create channels for continuous feedback from community members to ensure their evolving needs and preferences are met.

#### **Innovative Resource Mobilization**

- Compelling Proposals: Craft grant proposals that emphasize the community-driven nature and potential impact of the project, attracting additional funding.
- Strategic Partnerships: Form partnerships with private sector entities, research institutions, and international organizations to access technical expertise, funding, and market linkages.

- b. During fiscal year 2024, the project faced a significant challenge when five participants, including co-researchers, were arrested by the police under suspicion of involvement in illegal human and drug trafficking activities. This situation, while unforeseen, highlighted the complexities and risks associated with operating in sensitive areas.

In response, the project team, working closely with the leadership, implemented a robust strategy to enhance transparency and ensure compliance. From this point onward, all activities and events within the designated villages along the Cambodia-Laos border are subject to strict reporting and coordination with local authorities. This includes not only the police and gendarmerie but also commune and village leaders.

To prevent misunderstandings and reinforce trust, every communication and report related to project activities is documented in writing. Additionally, to ensure clear identification and accountability, all project team members are required to prominently display their PNKS ID cards, which feature their full names and current photographs. This approach is designed to provide transparency and verify the legitimacy of the project's operations.

These proactive measures reflect the project's commitment to upholding high standards of integrity and coordination. By establishing clear lines of communication and maintaining rigorous documentation, the project team aims to address potential concerns head-on and foster a cooperative relationship with local authorities. This approach not only mitigates risks but also underscores the project's dedication to operating with transparency and building trust within the communities they serve.

- c. Illegal migration among youths and residents from the project's target areas remained a pressing issue in FY'24. Many young individuals sought seasonal work in neighboring countries or other provinces in Cambodia, often leaving their communities and reducing the number of participants in the project. Those migrating illegally to Laos and Thailand faced harsh penalties from local authorities, complicating their already precarious situations.



The results from the Participatory Action Research (PAR) highlighted a significant driver behind this migration: limited economic opportunities within the villages. Traditional sources of income, such as farming, cultivating rice paddies, and fishing, were insufficient compared to the more lucrative employment available in provincial towns or neighboring countries.

In response, TBCD sought to address this issue by providing vocational training aimed at enhancing local employment prospects for youths. However, a swift assessment revealed that similar vocational programs were already being offered by the Provincial Department of Employment and Vocational Training (PDEV) and the Provincial Department of Women Affairs (PDWA). Recognizing the value of these existing programs, TBCD decided to focus on collaboration rather than duplication.

By partnering with Provincial Department of Vocational Education and Training (PDVET) and Provincial Development of Women Affairs (PDWA), TBCD has supported the expansion of these vocational programs and job creation efforts. This collaboration includes the development of short-term courses and specialized training aimed at equipping youths with practical skills. The objective is to create more robust local job opportunities, reducing the need for illegal migration by enabling individuals to achieve economic stability within their own communities.

This strategic partnership not only leverages existing resources but also enhances the effectiveness of local vocational training initiatives. By working together, TBCD and its partners aim to provide sustainable solutions that address the root causes of migration. This approach fosters a more resilient and self-reliant community, where youths have the skills and opportunities to thrive locally, reducing the pressures to seek employment abroad and contributing to the overall development of the region.

However, attracting youths to these vocational courses proved challenging. The courses, which last from three to six months or even a year, require a substantial time investment. Many young people find it difficult to commit to such a long duration without immediate financial returns, especially when the courses do not provide sufficient stipends to cover daily expenses.

The financial support offered by PDVET and PDWA was often inadequate compared to the real cost of living and daily necessities. The allowances provided were typically less than the cost of meals and other essential expenses, making it difficult for participants to sustain themselves while undergoing training.

This situation creates a significant barrier: youths are faced with the dilemma of choosing between immediate income needs and the long-term benefits of vocational training. Despite the promise of valuable skills and future opportunities, the lack of adequate financial support during the training period can discourage potential participants from enrolling.

To overcome this challenge and make vocational training more appealing, the project team is exploring innovative solutions. One potential approach is to enhance financial support by increasing stipends or offering subsidies that more closely match the cost of living. Additionally, creating partnerships with local businesses to provide paid internships or work-study programs could offer youths the opportunity to earn while they learn.

By addressing these financial constraints and providing flexible, income-generating opportunities, TBCD aims to make vocational training a more attractive and feasible option for young people. This approach not only supports immediate financial needs but also encourages greater participation, ultimately equipping youths with valuable skills and fostering their long-term economic success. Through these efforts, the project seeks to build a more resilient and empowered community, where individuals have the resources and opportunities to thrive locally and contribute to the region's development.

***Were there any significant challenges from previous reporting periods that you overcame in the last 12 months? If yes, please describe.***

Two of the major challenges were addressed in the three cases below during the previous reporting period. The following are some values and solutions that TBCD addresses in relation to these two issues:

- a. The project management and leadership team tackled the issue of project people turnover in a methodical manner and found a solution in the subsequent implementations.
  - 1) Thorough Training and Onboarding
    - Structured Orientation: Provide a thorough onboarding project that covers an overview of the community, project objectives, and important stakeholders. This facilitates new hires' swift integration and context-based understanding of the project.

- Continuous Instruction: Organize frequent training sessions to keep personnel knowledgeable about new techniques, best practices, and pertinent skills. Promote cross-training to make sure employees are adaptable and able to do a range of duties.

## 2) Strategies for Retention

- Career Development: Provide opportunities for career development through seminars, workshops, and courses. Enhancing job satisfaction and retention can be achieved by offering a well-defined professional path and prospects for growth.
- Appreciation and Incentives: To recognize and honor employee contributions, implement a recognition project. In order to raise spirits and motivation, this could involve prizes, bonuses, and public acknowledgement.

## 3) Creating a Positive Workplace Culture

- Encourage a welcoming and inclusive work environment where employees feel appreciated and valued. Promote cooperation, open communication, and teamwork.
- Work-Life Balance: Encourage a positive work-life balance by providing wellness initiatives, remote work opportunities, and flexible working hours. Reducing burnout can aid in employee retention.

## 4) Community Engagement and Involvement

- Community Empowerment: Involve community members in project planning and implementation. By empowering locals to take ownership of the project, you reduce dependency on external personnel and ensure continuity even when staff changes occur.
- Local Leadership Development: Identify and develop local leaders within the community who can take on key roles and responsibilities. This builds a sustainable leadership pipeline and reduces the impact of staff turnover.

## 5) Systems of Knowledge Management

- Documentation: Establish a strong knowledge management system to record procedures, guidelines, and best practices. Make sure that every important piece of information is logged and readily available.
- Mentoring Initiatives: Mentorship initiative match up fresh hires with seasoned team members. This promotes knowledge transfer and speeds up the onboarding process for new hires.

## 6) Succession Plan

- Determine Successors: Create a succession plan that identifies possible internal candidates who, in the event that they are required, can assume pivotal jobs. Give them the instruction and growth they require.
- Emergency Readiness: Establish backup measures in case of unplanned absences. This involves keeping on hand temporary employees or project-experienced experts.

## 7) Feedback and Improvement

- Feedback Sessions: Hold frequent feedback sessions with staff members to learn about their requirements, worries, and recommendations. Make adjustments and take quick action on problems based on this feedback.
- Interviews with Employees: To find out why employees leave, conduct in-depth interviews with them. Identify trends and put plans into place to lessen these problems in the future using the information provided here.

b. As can be seen from the results of the PAR implementation, the grassroots level team, the project management team, the newly hired project manager, and the finance and administration officer had different understandings of the project's approaches and strategies, which prevented the project from being implemented as originally planned. The project management and leadership team has addressed and implemented the following practices:

- Unified Vision: Set up weekly meetings with the entire team to talk about the objectives and tactics of the project. Create a shared digital document that is available to everybody that outlines the important project elements.
- Effective Onboarding: Create initiatives for new personnel that consists of an orientation handbook and many training sessions. Organize refresher sessions every two months to promote ongoing education.

- Cooperation: Hold quarterly workshops where management and grassroots teams collaborate on certain project. Arrange social gatherings or retreats as a means of fostering teamwork.
- Feedback: For ongoing development, set up a confidential idea box and schedule regular feedback meetings.
- Clarity of Role: Draft thorough job descriptions and provide them to each team member. Review and present every six months to make sure everything is clear and accountable.
- Knowledge Sharing: Establish an internal online meeting or forum where best practices and updates may be discussed. The project also generated internal newsletters that were posted and distributed to all staff members to encourage them to put in extra work and endeavor.
- Mentorship: Establish initiative in which, for the first six months after employment, new employees are paired with seasoned team members.
- Monitoring: To track adherence and efficacy, create a monitoring and evaluation plan with regular check-ins and quarterly impact evaluations.

***Have there been any changes to the project design within the last 12 months? Y/N is yes, please described.***

No, there was nothing changed during the last twelve months of project implementation.

***Please provide an update on your work with other stakeholders (e.g. local government, CBOs, NGOs, community members).***

<b>Name of stakeholder</b>	<b>How are they involved in the project? And how are they supporting or hindering the progress of the project?</b>
Administration of Borei Ou Svay Sen Chey district	Through its efficient coordination and acceleration of the district's development activities, TBCD plays a crucial role in establishing connections between communes, villages, and communities. Under the Borei Ou Svay Sen Chey district's administrative framework, TBCD promotes cohesive growth at all levels of the relevant sectors by optimizing communication and guaranteeing the effective implementation of development initiatives.
Administration of Ou Svay, Preah Rumkel and Kaoh Snaeng commune	Monitoring and progressing project execution towards the originally anticipated goals depends on supporting and ensuring the commune council and TBCD work together. We may step up efforts and match them with more general community goals by incorporating project activities into the Commune Investment Programme (CIP) and the Commune Development Plan (CDP), which will guarantee long-term and significant development.
RAMSAR, the administrative and regulatory division of the Provincial Department of Environment in the province of Stung Treng, is in charge of the territories around the upper Mekong River.	TBCD has been encouraged to work with RAMSAR by Borei Osvay Sen Chey district administration. In the target areas along the upper Mekong River, environmental and climate change challenges frequently result in disasters. This cooperation seeks to share the responsibilities connected to these challenges. Together, TBCD and RAMSAR can tackle these important problems and put long-term solutions into action more successfully.
Village officials	They advanced developmental initiatives as TBCD's direct partners. The direct leadership and mobilization of community people and their resources to actively participate in the project's activities inside the target villages was a major contribution made by local government officials – the village officers. Their participation was essential to guaranteeing community involvement and the development programmes' successful execution.
Village Development Committees (VDC)	VDC is an essential channel for communicating and representing community concerns through village meetings and other pertinent events. This function aids in the interaction of TBCD, other NGOs, and village officials in addressing these issues and creating practical solutions that are suited to the needs of the villages. The Village Development Committee (VDC) is essential in making sure that the handling mechanisms are efficient and responsive by directing community feedback.
School Management Committees (SMC)	Rural elementary schools' actual needs and problems were discovered with the implementation of Participatory Action Research (PAR). Staff members of TBCD were invited by the School Management Committee (SMC) to work together to find answers to these

	problems. In order to meet these demands and improve students' access to high-quality education, TBCD provided resources. The advancement of the communities' common interests was the main focus of communication and collaboration between TBCD staff and the SMC, who also made sure that the solutions were efficient and in line with the educational objectives of the schools.
NGOs Alliance in Stung Treng Province	To foster collaboration and partnerships with other NGOs working in areas similar to TBCD's targets, the rotated chairperson of the NGOs Alliance in Stung Treng Province regularly invited representatives from the project's management team to participate in coordination meetings. The chairperson played a crucial role in elevating the issues and challenges faced by TBCD and other NGOs to district and provincial levels. This included addressing problems arising from local authorities' indifference or resistance, ensuring that appropriate interventions and actions were taken to support effective project implementation in the communes and villages.
District Inspectorate of Police	Due to allegations of involvement in criminal activity, some project beneficiaries were previously looked into and imprisoned by authorities; this was especially the case since some of the target communities are located close to the border between Cambodia and Laos. Human trafficking and illicit drug smuggling are two problems that are thought to be highly risky in this area. Thus, in order to guarantee the security and personal safety of TBCD employees, it was imperative that the police and the project team continue to have a strong collaborative endorsement. This collaboration was essential to overcoming the obstacles and preserving the project's staff and integrity.
Co-researchers (CR)	To promote ownership and guarantee sustainability, all actions carried out within the target communities must be coordinated by the project team and co-researchers. Co-researchers are supposed to act as development agents for their own villages; they are chosen from the bottom up and are people who are dedicated to helping their communities. They work closely with the TBCD team to drive community-led initiatives and strengthen the project's long-term effects.

#### E. Project summary (Maximum three pages)

*Please provide a summary of the progress (both quantitative and qualitative) made in the last 12 months of the project towards achieving the expected results.*

Results hierarchy	Progress in last 6 months
<p><b>Goal/impact</b> To collaboratively work with community members to strengthen their local capacity and ownership so that they could address their own priority needs and develop their own income generating activities and they have resilient life, especially the poor and most vulnerable people.</p>	<p>While Participatory Action Research (PAR) was implemented during the first semester of this fiscal year, there has been a slow progress in addressing issues within the target communities, according to the findings of the most recent TBCD annual reflection, which was carried out in the final three months of fiscal year 2024. The cooperative efforts and cordial interventions of all pertinent local partners—particularly the commitment of the project team, village officials, and co-researchers—are credited with this development.</p> <p>According to project staff comments and monthly reports, target participants clearly understood their demands and started adjusting to the changing atmosphere throughout the second year of TBCD's implementation. A proactive strategy to living and prospering in the face of changing climatic conditions, they have persisted in their education and preparation for probable effects on agricultural productivity.</p> <p>Over the course of two years, the project effectively utilized its funds and resources to achieve several key objectives. Local government representatives and co-researchers received extensive training, while selected farmers were introduced to advanced agricultural techniques for various crops and poultry. They also learned crucial concepts of climate change adaptation and resilience. Furthermore, TBCD took an inclusive approach to identify and prioritize the poorest and most vulnerable families, ensuring they became primary beneficiaries. These families received substantial support from the project's activities, enhancing their awareness, income-generating capabilities, and resilience in their unique contexts. Despite these successes, additional assessment and evaluation of these components are planned as part of the project's end-of-life review in late 2025.</p>

<p><b>Outcome/purpose 1</b> Livelihood: Community, especially the poor, youths, and most vulnerable groups have improved their resilience in order to challenge the changing condition of the environment through improving climate-smart farming techniques and income generating.</p>	<p>Eight major activities covering three primary outputs were implemented by TBCD as part of the initial action plan and budget for the fiscal year 2024. Training in financial literacy, financial literacy reflection, educating people about climate change and adaptation, supplying crop seeds and other agricultural supplies, fostering the development of agricultural skills and techniques, helping ID-Poor 1 families with small-scale irrigation systems, and providing ongoing coaching to co-researchers, local village officials, and young people in the target villages were some of these initiatives. Through these initiatives, participants were able to apply the knowledge they learned from the project to their everyday life.</p> <p>As to the TBCD FY 2024 annual status report, 682 beneficiaries—370 of them were female—participated in the project's diverse activities. Out of these participants, 580 people, or 85% of them, showed that they understood the ideas of climate change and could properly react to questions posed by the facilitator. Furthermore, 102 recipients, or 15% of the total, used the project's expertise for both income-generating and consumption activities. These outcomes show notable progress towards the project's goals. In the fiscal year 2025, these efforts' ongoing development and effects will be evaluated in more detail.</p>
<p><b>Output 1.1</b> Target community are engaged and equipped with appropriate agriculture skills and techniques to respond to the changing environment.</p>	<p>Activity 1.1.1: The project made a significant impact by assisting twenty low-income families in Ei Bu village, including three families in Vern Sean, one family in Koh Chheuteal Thom, seven families in Koh Kei, eight families in Choam Thom, and one family in an unspecified village. These families received essential supplies such as vegetable seeds, planting materials, and poultry. The farmers benefiting from TBCD's support were provided with a diverse range of supplies, including bean sprouts, sagebrush, squash, round cabbage, dwarf cabbage, water storage tents, and sunshade nets, along with various other vegetables. To ensure the project's decisions were well-informed and inclusive, consultations were conducted with focal villagers during home visits across the target villages. These decisions were then discussed with village officers and co-researchers before finalizing plans with the broader farming community. This collaborative approach ensured that the needs and perspectives of all stakeholders were considered, fostering a sense of community ownership and engagement.</p> <p>Activity 1.1.2: In response to community needs, five water wells were provided to two villages: Vien Sien and Na Oung. In Na Oung, two wells were installed for farmers who struggled with unreliable pond water, which couldn't sustain their crops year-round. This change from a pond to wells was crucial, allowing nine families to access consistent water supplies for their needs.</p> <p>In Vien Sien village, three wells were installed to meet the villagers' demands for crop cultivation and daily household use. As a result, fourteen families now benefit from these wells, ensuring a reliable water source for their agricultural activities and daily living needs. This initiative highlights the project's adaptability and commitment to addressing the specific challenges faced by these communities, significantly improving their access to vital water resources.</p> <p>Activity 1.1.3: The contribution and consent agreement between TBCD and Mr. Phorng Phalla's family aimed to ensure their commitment to farming as a means of income generation. As part of this agreement, Mr. Phalla and his spouse took responsibility for constructing a fence around the vegetable garden and poultry cage, and they successfully installed and activated a solar power panel.</p> <p>An evaluation of Mr. Phalla's family revealed that they were classified as ID-Poor 1, indicating significant economic hardship. Despite their limited resources, they contributed by providing vegetable seeds, labor, a fence, soil, compost fertilizer, a small plastic pond for water storage, and daily care for the vegetables. They also managed to sell their produce in the local market.</p> <p>Seeing that the family was committed and needed assistance, the project team chose to contribute an extra \$525 to Mr. Phalla's farming endeavours in addition to the first \$150 budgeted. With this additional investment, he hoped to increase his yield from growing vegetables and deter his spouse and himself from moving out of the hamlet in search of employment opportunities. The initiative sought to</p>

	<p>guarantee that parents could take care of their young children by allowing them to remain at home, thereby fostering family well-being and steady income growth.</p> <p>Activity 1.1.5: By giving Sali Chann's family a set of solar water pumps to irrigate their vegetable garden and chicken farm, the project gave them much-needed support. The family's goal in starting this initiative was to assist them become financially independent.</p> <p>The family's status as ID-Poor 1, which denotes serious financial difficulties, was verified by a thorough evaluation of their circumstances. Mrs. Sali Chann's family, in spite of their limited means, provided labour, soil, vegetable seeds, fencing, a tiny plastic pond to store water, regular vegetable care, and an attempt to sell their produce at the neighborhoods market. The price of the solar panel components, however, was more than anticipated. The project team chose to contribute an extra \$175 in light of this, making the total investment \$675 as opposed to the \$500 that was originally planned. It was determined that this additional financing was required to support the family's attempts to achieve sustainable income through agriculture and to guarantee the success of the solar water pump system.</p>
<p><b>Output 1.2</b> Community people understood the changing environment that negatively affects their livelihoods.</p>	<p>Activity 1.2.1: The co-researchers' suggestions to carry out this activity sooner than planned caused CLDM to seize several chances to expedite its completion, even though it was originally planned for the third and fourth quarters. Because of this, the activity's results do not exactly match the original plan, and the third and fourth quarters are when the remaining chores are expected to be finished.</p> <p>The villages of Koh Lngo, Krala Peas, Na Oung, Koh Pnov, Vern Sien, Ei Bu, Koh Kei, Chaom Thom, and Koh Chheurteal Thom were the locations of the activity. Drinking water, dumplings, lime corn, mango, guava, glutinous rice balls with mung bean paste, and potato dessert were among the refreshments offered by TBCD during these sessions. In addition, the officiant was invited to the celebrations and local authorities received honorarium gifts. Gifts including toothbrushes, toothpaste, and soap were given to participants as incentives for answering the facilitators' questions. In addition, \$5 was given to each co-researcher in each village for their assistance in facilitating. The project's overall efficacy and reach were improved by this proactive and inclusive approach, which not only guaranteed early progress but also promoted a cooperative and encouraging neighborhoods climate.</p> <p>From growing seasonal vegetables to farming all year round, Koh Chheuteal Thom hamlet farmer Ung Mali has changed her farming methods. To ensure stable growing conditions, she has installed shelters to shield her crops from intense heat and rain. To ensure her crops have a consistent supply of water all year round, she has also erected a plastic holding tank to retain rainwater and river water. She sets a good example for sustainable farming methods in her community by using a proactive strategy that increases productivity while strengthening the resilience of her farm against climate variability.</p>
<p><b>Output 1.3</b> Community members are trained on financial management (financial literacy) knowledge so that they could effectively manage and invest their incomes.</p>	<p>Activity 1.3.1: At the outset, fifteen individuals from each of the four target villages were randomly selected to participate in the financial literacy reflection. However, none of the villages—Krala Peas, Koh Pnov, Na Oung, and Koh Lngo—were able to meet this target number, as many of the selected teenagers had migrated to work as laborers on building sites and banana-growing farms. Each village was offered two financial literacy training sessions to accommodate the participants who were available.</p> <p>Activity 1.3.2: The project selected 25 young people from each of the following villages—Koh Kei, Choam Thom, Koh Chheurteal Thom, Veun Sien, and Ei Bu—for financial literacy training. This targeted approach aimed to equip these youth with essential financial skills and knowledge, fostering their ability to manage finances effectively and contribute to their communities' economic development. Participants actively participated in the training sessions, realising the value of</p>

	<p>keeping a record of their daily income and out-of-pocket expenses as well as the relevance of spending with awareness.</p> <p>Mr. Mang Muth in Ei Bu village gave thanks to PNKS for improving his comprehension of income and expenses. His understanding of the difference between necessities and wants has improved, even if he still makes an effort to adhere to the lessons in their entirety. Likewise, Loeun Doeun, a co-researcher in Koh Kei village, saw a change in mindset and perspective following her instruction in financial literacy from TBCD. With his newly acquired knowledge, he now makes wise financial decisions that allow him to finance the appropriate design and installation of a toilet for his home.</p>
<p><b>Outcome/purpose 2</b> Community Mobilization: Community, women, youths, marginalized groups and people living with disabilities are engaged and strengthened/empowered to mobilize resources and address their own priorities issues so that they could improve their resilience.</p>	<p>Under three main outputs, TBCD carried out 10 significant activities in the fiscal year 2024. These included the launch of cleaning campaigns in the villages, the provision of learning materials and libraries for the elementary schools, retraining workshops for the commune councils and village officers, and project orientations for NGOs and local partners. The application of Participatory Action Research (PAR), community-led development ideas, GEDSI (Gender Equality, Disability, and Social Inclusion) awareness, Do No Harm principles, teaching about the detrimental effects of illegal drug smuggling, preventing early marriages, and initiatives to increase school retention were also included in the activities. The five recently enlarged settlements were the main emphasis, with demands and unspoken problems evaluated in light of local circumstances.</p> <p>Through these initiatives, 2,560 people—1,367 of them were women—were mobilised and engaged in the communities throughout the target areas. In order to strengthen their dedication to community development and give them the ability to autonomously access internal and external resources to address local issues, young people and local authorities were actively involved. Six co-researchers were particularly successful in crafting assistance requests that the village officers approved. A successful village environment cleaning effort was the outcome of these demands, which made it easier for other NGOs and civil society organizations to collaborate.</p> <p>These co-researchers' commitment and the villagers' active involvement not only met the needs of the community right away, but they also established a standard for future generations and non-participating villagers. By the end of the fiscal year 2025, the beneficial effects of these activities will have been further assessed in order to gauge their level of influence and efficacy, as this year's annual progress report for FY'24 illustrates.</p>
<p><b>Output 2.2</b> Community including vulnerable groups understood community development and their roles to improve their resilience.</p>	<p>Activity 2.2.1: In Krala Peas village, co-researcher Mr. Choub Cheat led an impressive village cleaning campaign, rallying 120 students and villagers. The participants contributed plastic bags, garbage detectors, and their labor. Mr. Choub Cheat also sought additional support from TBCD by writing a proposal, which received approval from both the school principal and the village chief. The campaign, which took two and a half hours, successfully revitalized the village environment.</p> <p>Simultaneously, Mrs. Yong Rany, a co-researcher from Koh Lngo village, collaborated with the village leadership to draft a proposal requesting TBCD's assistance with drinking water, refreshments, and morning porridge to encourage local participation. This effort aimed to mobilize 55 villagers and youth for a village cleaning campaign focused on enhancing cleanliness and safety. Residents contributed three lawnmowers, petrol, garbage detectors, axes, long knives, and their labor to clear small trees and grass along village roads. The community dedicated an entire morning to complete the cleanup.</p> <p>Upon receiving the proposal endorsed by the village chief, the TBCD Management Team agreed to support the initiative as follows:</p> <ul style="list-style-type: none"> <li>• Koh Lngo: Provided refreshments including drinking water, chicken porridge, and banana dessert for attendees.</li> </ul>

- Krala Peas: Supplied refreshments such as drinking water, bread, and lime corn for 120 participants.

In addition to Koh Lngo and Krala Peas, the project also facilitated cleaning efforts in six other villages: Koh Chheuteal Thom, Koh Kei, Koh Phnov, Choam Thom, Veun Sien, and Ei Bu. Koh Lngo and Krala Peas received additional cleaning support. The project provided snacks, cleaning supplies, instructive messages painted on local trees, and assistance to local authorities and co-researchers, inspiring academic and community engagement.

Activity 2.2.2: Staff and co-researchers carried out in-depth analyses of the needs and difficulties in nine target villages: Koh Kei, Koh Phnov, Koh Lngo, Ei Bu, Na Oung, Veun Sien, and Choam Thom. A door-to-door survey method was used to do this, enabling the collection of comprehensive data on the particular problems that each village's citizens faced.

A staff meeting, co-researchers, and local authorities convened after data collecting to discuss the results. They discussed and ranked the urgent problems found in each of the villages in order of need for action. The selection of subjects for intervention was based on the most prevalent and pressing needs in the communities, thanks to this collaborative process.

Activity 2.2.3: The outreach awareness seminars on community development principles included an inclusive invitation to youths, villagers, local village officers, co-researchers, and vulnerable and impoverished groups, among other participants, from the nine target villages. The project paid for supplies used to raise awareness as well as costs associated with refreshments and drinking water. Co-researchers and project personnel facilitated the sessions, guaranteeing full participation and assistance during the process.

In Koh Lngo and Veun Sien villages, following the outreach sessions, the community took proactive steps to enhance security by installing five solar lights along the village roads. This initiative not only improved safety but also demonstrated the community's commitment to collective well-being.

Krala Peas village spearheaded a resource mobilization effort to build a waste incinerator at a local primary school. This project aimed to manage waste efficiently, benefiting both the village and the school. Co-researchers collaborated with local authorities, the police department, and the organization PNKS to raise awareness about the effects of substance use and address issues impacting children's education over a specified period.

In Koh Chheurteal Thom village, co-researchers and local authorities organized biannual community cleanup activities. These efforts led to a noticeable increase in residents' awareness of hygiene, particularly in maintaining proper waste disposal practices at the household level.

In Choam Thom village, Mr. Thea Suon observed a significant increase in community unity during collaborative activities. Notably, during the construction of a garbage disposal bridge, residents contributed both funding and labor, reflecting a strong sense of collective responsibility and engagement.

Activity 2.2.4: In the five new target villages—Koh Kei, Choam Thom, Koh Chheurteal Thom, Veun Sien, and Ei Bu—the staff dedicated two weeks to each village for the implementation of Participatory Action Research (PAR).

Phase 1: The staff began by engaging with residents through home visits and small group meetings, consisting of two to five people, while they worked in their fields. Each evening or morning, the staff reviewed and recorded the day's findings. Criteria were then developed for selecting co-researchers who would assist in gathering comprehensive information about the community.

Phase 2: The staff worked closely with key village individuals to conduct a thorough analysis of the gathered responses regarding community needs. After collecting and reviewing the information from each village, the staff and co-researchers discussed and validated the data. Based on these consultations, three



	<p>to four co-researchers were selected from each village, totaling 15 individuals, including five women. This selection was made in collaboration with various community members and local authorities to ensure diverse and representative involvement.</p>
<p><b>Output 2.3</b> Community and youths are sensitized to human rights and anti-fraud.</p>	<p>Activity 2.3.1: In partnership with teachers from the Na Oung village primary school, the initiative arranged a discussion to underscore the significance of education for children and their carers. A wide range of people attended the event: district education office officials, commune and district council members, local authorities, carers, students, and representatives from nearby areas like the PARA area and the Khmer-Islamic limestone area (Annexed village of Na Oung) were among the participants. This cooperative endeavour sought to highlight the importance of education for the growth of the community and to increase knowledge of available educational options.</p> <p>Activity 2.3.2: In order to promote the creation of a school library, the school management committee, instructors, and director made the decision to donate a total of 530,000 Riels to the TBCD project in cooperation with the village development committee. By encouraging children to read for enjoyment rather than wasting time on phone games, this programme aims to cultivate a reading culture among pupils.</p> <p>To support this initiative, TBCD provided 200 reading books, two filing cabinets, balls, and toys to make the kids' environment more interesting and stimulating. These resources were brand-new additions to the school's infrastructure, giving pupils beneficial chances to read and engage in classroom activities.</p> <p>Activity 2.3.3: In Veun Sien, co-researchers organized the village to install five solar lights along the road in front of the village festival hall. Contributions from households varied, with each family donating between 1,000 and 5,000 Riels based on their financial capacity. Families who could not provide monetary support contributed by volunteering their time and donating materials such as nails, wiring, and wooden poles for the installation.</p> <p>Under the guidance of project personnel and a collaborative team, a yearly plan and long-term goal were developed. It was determined that the limestone region of Kambor, an annexed hamlet of Choam Thom, required a new wooden bridge measuring 48 meters in length, 3.5 meters in width, and 7 meters in height. The fundraising target for this project was set at 1.2 million Riels, or 25,000 Riels per household.</p> <p>The team sought permission from Koh Snaeng's local authorities to cut wood from the communal forest. When the initial construction budget was depleted, the team pursued additional funding and successfully secured 300,000 Riels from the commune, 3.7 million Riels from sponsors in various villages, and \$153.83 from TBCD, the PNKS project. Top of Form</p> <p>Activity 2.3.4: Krala Peas primary school, which includes a kindergarten class and a library, received substantial support from TBCD project. This included:</p> <ul style="list-style-type: none"> <li>• Four batches of A4 paper</li> <li>• Four batches of colorful paper</li> <li>• 80 teaching and learning aids</li> <li>• 270 storybooks</li> <li>• 10 tables</li> <li>• 15 zinc sheets</li> <li>• Three bookshelves</li> <li>• Fifty meters of rubber flooring</li> </ul> <p>These resources were provided to enhance the educational environment and support both teaching and learning activities within the school. Bottom of Form</p>

<p><b>Output 2.4</b> Local authorities are trained on good governance to improve their roles, transparency and development services that respond to the most vulnerable groups</p>	<p>Activity 2.4.1: To enhance the effectiveness of commune council members and village leader teams, the TBCD project, in collaboration with the district administration, organized a comprehensive refresher training. This initiative aimed to reinforce their roles and responsibilities and ensure they could deliver public services with accountability and transparency, guided by the Ministry of Interior's National School of Local Administration's handbook.</p> <p>The training was conducted with great enthusiasm, featuring two deputy district governors, who had completed specialized trainer courses at the National School of Local Administration, as facilitators. These experienced trainers provided valuable insights and practical guidance to the participants.</p> <p>To support the training, TBCD covered all essential costs, including lodging, transportation, food allowances, drinking water, refreshments, and handout materials. Additionally, the project funded the training venue and the fees for the two skilled trainers. This comprehensive support ensured a well-organized and impactful training experience for all involved.</p> <p>Activity 2.4.2: The goal of this endeavor was to foster proactive involvement and support from key stakeholders, including local government and authorities. The project provided a transparent overview of its objectives, outcomes, outputs, and budget, ensuring that all participants were well-informed about the initiative.</p> <p>In addition to promoting openness, the project enhanced the reputation of both PNKS and the TBCD project by demonstrating a commitment to clear communication and stakeholder engagement. For participants from distant villages, the project covered travel and food allowances and funded the meeting room. For those from nearby areas who did not receive travel or food allowances, TBCD provided refreshments, drinking water, and fellowship lunches, ensuring that all attendees were well-catered and engaged throughout the event.</p>
<p><b>Outcome/purpose 3</b> Staff and Co-researchers capacity building: TBCD staff and Co-researchers capacity increased to respond to the new emerging need of most vulnerable group so they could be more resilient to current changing environment and context.</p>	<p>TBCD allocated funds to support seven co-researchers in participating in a youth network for cross-learning exchanges with five other young people and teams from various NGOs and civil societies. This initiative allowed the co-researchers to share and apply valuable lessons learned, enriching their contributions to their own communities.</p> <p>In addition, four project staff members and twenty-seven co-researchers, including seventeen women, received comprehensive training in facilitation and communication techniques, Echo Do No Harm principles, safeguarding and child protection, Participatory Action Research (PAR), and writing minutes and requests.</p> <p>Project staff observed that seven co-researchers had become proficient in co-facilitating annual reflections and planning sessions with villagers, teachers, village officers, village volunteer defenders, and local influencers in support of Community-Led Development Motivators (CLDM). They also effectively facilitated village resource mobilization meetings.</p> <p>The impact of these training and exchange activities will be thoroughly evaluated and reported as part of TBCD's achievements at the end of Phase 1, concluding in FY 2025. This assessment will gauge the extent of the co-researchers' enhanced capacity and its influence on the project's outcomes.</p>
<p><b>Output 3.1</b> Co-researchers and TBCD staff are equipped with human rights, community-led development knowledge and climate change that are potentially impact community livelihoods.</p>	<p>Activity 3.1.1: As part of the study, TBCD provided comprehensive training in facilitation techniques to both staff and co-researchers. This training, conducted over two days in Stung Treng Province, was aimed at enhancing the effectiveness of project implementation in nine target villages: Koh Lngo, Koh Chheurteal Thom, Koh Kei, Koh Phnov, Choam Thom, Veun Sien, Ei Bu, Na Oung, and Krala Peas.</p> <p>The training covered essential topics such as effective relationship building, communication strategies, overcoming field obstacles, and the qualities of a successful facilitator. It emphasized the integration of these skills to improve project outcomes. The training was led by TBCD's MELO, the sole internal resource person skilled in these areas, ensuring that both new and experienced</p>

	<p>co-researchers were equipped with the necessary skills to facilitate and manage project activities effectively within their respective villages.</p> <p>To support the participants, TBCD provided refreshments, drinking water, and a training room. Additionally, the project covered lodging, transportation, and food allowances for the trainees, all of whom were members of the target communities, ensuring their full participation and engagement.</p> <p>Activity 3.1.2: Staff members and co-researchers received specialized training in Participatory Action Research (PAR) as a key component of the project. The co-researcher group consisted of representatives from the following nine villages: Veun Sien, Ei Bu, Na Oung, Koh Lngo, Koh Chheurteal Thom, Koh Kei, Koh Phnov, and Choam Thom.</p> <p>The training aimed to enhance the knowledge and skills of both staff and community representatives in areas such as community analysis, mobilization, and involvement. The goal was to equip them to effectively prepare for and respond to various challenges impacting their communities.</p> <p>The project was conducted in two phases. The initial phase focused on training, while the second phase involved the co-researchers reporting on the implementation and progress of the strategies developed during the training. This approach ensured that the skills learned were actively applied and assessed in real-world scenarios, fostering a more responsive and engaged community.</p> <p>Activity 3.1.3: Co-researchers from the nine target communities participated in a three-day training course organized by the project in Stung Treng Province. The primary objective of this training was to address the factors that both divide and unite families and communities. By focusing on these dynamics, the training aimed to reduce conflict and foster stronger, more cohesive community relationships.</p> <p>Ms. Vanna Bopha noted that the families in Veun Sien village who would benefit from the water wells were specifically chosen by the community co-researchers prior to the project's start. In order to get feedback and decide on the best places to put the three water wells, they also talked to the village officials and the local populace.</p> <p>Activity 3.1.4: The programme organised a two-and-a-half-day training on child safety and safeguarding in Stung Treng, the province capital, for co-researchers from the nine target communities. The goal of the training was to improve co-researchers' and project staff members' comprehension of child safety and safeguarding.</p> <p>Raising participant knowledge of child protection issues, assisting them in creating and incorporating safety measures into project activities, and encouraging cooperation to build safer communities were among the main goals. The project aimed to guarantee that child safety and protection concepts were successfully integrated into the project's implementation and impact by means of this training.</p>
<p><b>Output 3.2</b> Co-researchers and TBCD staff are linked to relevant network to support local movement and livelihoods.</p>	<p>Activity 3.2.1: TBCD gave young people in the area a variety of chances to interact with outside networks. These chances included camping in Kep Province, attending provincial youth network meetings with the Wildlife Project in Preah Vihear, visiting national youth network events, and taking part in provincial-level multi-stakeholder discussions in Stung Treng. These experiences were intended to extend the teenagers' horizons, improve their competencies, and cultivate relationships with diverse stakeholders at several levels.</p> <p>After taking part in the external network activities, co-researcher Mr. Long Vuthy, a disabled person from Koh Phnov hamlet, worked up the nerve to speak with commune officials about fixing the village's damaged roadways.</p> <p>Furthermore, the three co-researchers, Mei Channeang from Koh Phnov, Vun Chanthun from Koh Kei, and Chan Thla from Choam Thom, had not attended school in three years. They have, however, recommitted to their studies as a</p>

	<p>result of their engagement with external networks, which has increased their awareness and motivation.</p> <p>Activity 3.2.2: The project worked with co-researchers and the three commune councils to enable the participation of representatives from each hamlet in monthly meetings with the commune administration. Two sessions with active participation from co-researchers were held in April and May.</p> <p>Nineteen co-researchers—three of them were women—interacted with commune representatives during these meetings to find out about future development plans for their individual villages. They talked about a number of urgent problems impacting their villages and gave updates on the project operations carried out in their communities. This partnership attempted to guarantee that local requirements guided development plans and that community concerns were taken into consideration.</p> <p>In order to report on project operations and discuss communal goals, nineteen co-researchers—three of whom were women—participated in the sessions with commune officials.</p> <p>Updates on the progress of several projects, such as community cleanup campaigns, vegetable farming, poultry training, financial literacy initiatives, and climate change adaption strategies, were given by Mr. Ath Thuon of Choam Thom village.</p> <p>The community's concrete drainage project has not yet started, according to Mr. Kis Sai from Koh Lngo.</p> <p>Furthermore, Koh Phnov's disabled resident Mr. Long Vuthy said that his village's concrete project had also to a standstill.</p>
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**F. Project participants (beneficiaries), households and local structures (Maximum one page)**

*Please complete the following table on total project participants, households, and local structures for this reporting period.*

Particular	Direct	Indirect	Total
Participants (Beneficiaries)	2702	3121	<b>5823</b>
Households	546	756	<b>1302</b>
Local Structures	10		<b>10</b>

*\*Please note: details and disaggregated data on beneficiaries, households and local structures should be captured in the indicator and beneficiary's spreadsheet*

***Please describe any significant changes in your participants (beneficiaries) numbers, the most marginalized and vulnerable groups, and household numbers if any in the last 12 months.***

**Significant Changes in Participant and Household Numbers in FY24**

**1. Participant Numbers:** There has been a discernible rise in the number of beneficiaries the initiative has assisted in the final 12 months of Fiscal Year 2024. From 2537 (the total number in FY23—actually counting) to 2702 (the total number in FY24—actually counting), there were 6,5% more participants overall. The extension of projects, community partnerships, communication campaigns, and other TBCD strategies or activities are all responsible for this growth.

**2. Marginalized and Vulnerable Groups:** We have observed a significant and positive shift in the composition of our beneficiaries, particularly among the most marginalized and vulnerable groups. The number of participants from these at-risk groups—including ID-Poor 1 & 2, disabled persons, single-parent households, marginalized individuals, children, and ethnic minorities—has increased from 496 to 1,320. This represents an impressive percentage increase of approximately 166.0%. This substantial growth reflects our unwavering commitment to inclusivity and equity. By focusing our efforts on the most vulnerable populations, we are ensuring that our resources and support are effectively addressing the needs of those who face the greatest challenges. This shift not only highlights our dedication to improving the lives of those most in need but also demonstrates the tangible impact of our programs in fostering greater social equity and opportunity for all.

**3. Household Numbers:** There has been a notable rise in the quantity of households that are receiving assistance. The number of families benefited by our project increased from 463 to 546 families during the course of the previous 12

months, a growth of almost 17.9%. This rise is directly related to the project's operations and enhancements, which have allowed us to reach more families and offer more thorough support. These include new partnerships, increased services, and improved project delivery mechanisms.

The successful application of our policies and the increasing influence of our initiatives on the communities we serve are reflected in these changes overall. In order to properly address the changing requirements of our beneficiaries, we will keep a careful eye on these developments and modify our strategies as necessary.

***Please describe in summary any significant changes in the number of local structures, and how you strengthened their capacity in the last 12 months.***

The project personnel collaborated with the administration of Borei Osvay Sen Chey District to provide refresher training on good governance, focusing on roles and responsibilities as well as public service correspondences. A total of 43 participants, including co-researchers, village officers, and commune council members, attended the training.

Mr. Svay Putheara, the deputy district governor of Borei Osvay Sen Chey District, acknowledged that he previously harbored mistrust towards TBCD, suspecting that TBCD might oppose the current government of Cambodia. However, his perspective shifted as the representative of the district board of governors consistently attended, honorably opened remarks, and monitored the project's progress in a cooperative manner alongside the TBCD team. This collaboration underscores the commitment to transparency, mutual respect, and the shared goal of improving governance and public service delivery in the district.

Following the refresher training, significant positive changes were observed among the co-researchers, village officers, and commune councils. They demonstrated improved behavior and became more proactive in fulfilling their roles and responsibilities, particularly in public services and grassroots opinion-driven and rights-based considerations at their respective target communes, such as Preah Romkel, Osvay, and Koh Snaeng. These changes were highlighted by Mr. Sreng Vattana, acting-director of Borei Osvay Sen Chey District's Administration, and Mr. Yen Mei, a resident of Koh Pnov village—one of the target island villages of the TBCD Project.

This initiative reflects the project's success in fostering a culture of good governance and accountability, ultimately leading to more effective and responsive public service delivery in the district.

## **G. Project approach and methodology (Maximum one page)**

The goal of TBCD is to empower communities to take charge of their own affairs by strengthening their capacity and granting them the freedom to do so. TBCD is able to promote more community cooperation and cohesiveness because of this fundamental strategy. It is clear from two years of engagement with the four original and recently enlarged villages that these are not crisis-ridden communities. The project team is cognizant of and respectful of the diverse lifestyles that these communities have led. Taking into account long-term partnership is therefore vital, beginning with the community's own activities and concerns for its marginalized people. The mission of TBCD is to act as a catalyst for communities to create happy, meaningful lives.

Through the enhancement of local community spirit and its advancement to district or provincial levels, TBCD can link communities to pre-existing forums where they can voice their grievances to higher policy duty bearers. This coordination framework covers the target regions of three communes in the Borei Osvay Sen Chey district and supports community dialogues and advocacy initiatives with groups like CEPA, Wathnapheap, My Village, NTFP-EP, Ramsar, and Plan International. The six NGOs have been working together on project implementation for the past year and are still doing so this year. Their operations are in line with TBCD's goal.

This cooperative endeavor demonstrates TBCD's dedication to empowering communities, guaranteeing community-driven and sustainable development, and elevating the voices of the underprivileged in higher policy circles.

***What is the project development approaches or methodologies for interventions that have contributed to bringing the changes explained in earlier sections?***

In addition to community and individual initiatives, mobilization, empowerment, and delegation, the adherent coalition working plan of co-researchers and project staff at TBCD incorporates ongoing coaching, training, exposure, and cross-learning exchanges. Participatory Action Research (PAR) implementation also required a mandatory one-week overnight stay in the target villages. TBCD accomplished a great deal in fiscal year 2024 thanks to these efforts, as the RAAW and project annual progress summary illustrate. The process of implementing the livelihood development project was greatly aided by these activities.

A key role was played by close collaboration with local institutions, especially the management of the commune and district councils, as well as village authorities, development committees, and engaged youth. This involvement was

crucial in motivating influential and resourceful people working for state institutions to carry out their duties in service of the needs of the communities. TBCD has been successful in fostering a sense of ownership and responsibility throughout the communities by using this all-encompassing approach. In addition to strengthening local government, the emphasis on capacity building and empowerment has made sure that community-driven projects are successful and long-lasting. This cooperative endeavor has underscored the need of proactive involvement and reciprocal assistance in accomplishing enduring developmental objectives.

The improvement of livelihoods and community empowerment has advanced significantly thanks to TBCD's integration of community inputs and use of local resources. The accomplishment of these projects is a testament to the importance of cooperative planning, ongoing education, and the commitment of local stakeholders and project personnel.

***Among those approaches or methodologies, what approaches are working well to bring changes/impact?***

It became evident that PAR alone was unable to produce the expected results during the six-month Participatory Action Research (PAR) implementation phase, which covered the first four villages as well as the five new expansion villages for the fiscal year 2024. It was necessary to use a variety of additional techniques and approaches in order to properly address and integrate the many settings and challenges of the communities, including the following:

**Key Methodologies and Adaptive Values:**

**Community Mobilization and Engagement:** By actively interacting with the community through workshops, focus groups, and neighborhood gatherings, trust and cooperation are fostered, ensuring that the development and research endeavors are grounded in the priorities and needs of the community.

**Co-Researcher Functioning and Empowerment:** By giving local co-researchers resources and training, as well as allowing them to participate in decision-making processes, you may improve their capacity to lead research and development initiatives. This method guarantees that the solutions are both sustainable and suitable for the local culture.

**Capacity Building and Training:** Co-researchers and community leaders benefit from regular capacity-building workshops and training sessions that enhance their knowledge and abilities, promoting more capable and independent local leadership.

**Iterative Feedback and Adaptation:** A dynamic and responsive approach to community development can be achieved by putting in place a feedback loop that allows community members and co-researchers to periodically assess and modify plans depending on new concerns and successes.

**Integrated Data Collection and Analysis:** By combining qualitative and quantitative data collection techniques, mixed-methods approaches offer a more thorough understanding of community needs and the effects of interventions.

**Strengthening Local Institutions:** Ensuring that development activities are integrated into pre-existing structures and resources is ensured by partnering with local institutions, such as health centers, schools, and non-governmental organizations.

**Long-Term Community Immersion:** Researchers and development professionals can establish stronger bonds, comprehend local dynamics, and customize interventions to meet the changing needs of the community by spending extended periods of time in the community.

**Technology and Innovation:** Leveraging technology, such as mobile applications and digital platforms, for data collection, communication, and monitoring can enhance the efficiency and reach of community development initiatives.

**Sustainable Practices:** Encouraging and incorporating sustainable practices, like economic self-sufficiency and environmental preservation, guarantees that development initiatives have long-term advantages and less detrimental effects on the neighborhood and environment.

**Collaborative Partnerships:** Creating alliances with nearby non-governmental and governmental organizations, and other interested parties encourages pooling of resources and a cooperative approach to problem-solving, which increases the effectiveness of community development initiatives.

## H. Monitoring, evaluation and learning/research (Maximum two pages)

***Briefly describe how you have been monitoring your project? E.g. how do you collect data and how do you work in an ethical way with children, youth, marginalized groups, and communities?***

When interacting with less literate and nonliterate individuals, TBCD streamlined its multiple methods for tracking project success based on the specifics of each target population, as follows:

1. Surveys, interviews, focus groups, and participatory observations are some of the quantitative and qualitative techniques we use for data collection. Real-time data gathering and analysis are made easier by mobile platforms and tools for data collecting, which offer quick insights into the effects of projects and potential improvement areas.
2. Ethical Aspects: Dealing with children, adolescents, marginalized groups, and communities in an ethical manner requires a number of crucial actions:
  - **Informed Consent:** We ensure that all participants, including children (with parental consent), fully understand the purpose of the research and their role, and voluntarily agree to participate.
  - **Privacy and Confidentiality:** We maintain strict confidentiality of personal information and ensure that data is anonymized to protect participants' identities.
  - **Respect and Sensitivity:** We approach all interactions with respect, sensitivity, and cultural awareness, recognizing and valuing the diverse experiences and perspectives of marginalized groups.
  - **Safeguarding:** We implement safeguarding measures to protect children and vulnerable individuals from harm, including training staff on child protection and creating safe reporting mechanisms.
  - **Participatory Approaches:** We involve community members in the design and implementation of research activities, ensuring that their voices are heard and valued in decision-making processes.

***Please describe how project participants including the most vulnerable, children and/or youth have been involved in the monitoring or evaluation of this project.***

Participation in monitoring and evaluation (M&E) by all stakeholders is essential to ensuring that the community livelihood development project is successful and meets the requirements of all parties, especially the most vulnerable populations like children and youth. Along with giving these groups more authority, this strategy adds a variety of viewpoints and insights to the M&E process. They provide significant value in the following ways:

- **Empowerment and Ownership:** The initiative promotes a sense of empowerment and ownership by incorporating community people, especially the most vulnerable, in M&E activities. When given the right tasks and responsibilities, children and young people develop the confidence and abilities that will help them in the future and with their personal growth.
- **Customized Monitoring Tools:** By involving project participants in the development and application of M&E tools, it is possible to guarantee that the metrics and indicators employed are pertinent and comprehensible to them. Young people can contribute to the creation of kid-friendly surveys or focus groups, for example, to make sure that their opinions are heard and that the instruments appropriately reflect their needs and experiences.
- **Improved Data Accuracy:** Those involved in the project directly are frequently more aware of the minute adjustments and effects that outside evaluators could miss. Their observations may result in more precise data collecting and a more comprehensive assessment of the project's efficacy in practical settings.
- **Inclusive Feedback Mechanisms:** Including young people and children in feedback mechanisms makes it possible to assess the project's results in greater detail. Their viewpoints may highlight unexpected repercussions or areas where the project's execution is lacking, which may be fixed to increase its overall efficacy.
- **Making Informed Decisions:** The project team gains access to a wider range of feedback when the most vulnerable people participate in M&E. Using an inclusive approach guarantees that decisions are based on a deeper comprehension of the needs and goals of the community.
- **Building Resilience and Skills:** Engaging in M&E activities contributes to the development of children's and youth's resilience and practical skills. They gain knowledge of data gathering, analysis, and reporting, which gives them useful abilities for their future undertakings and promotes a culture of ongoing learning and community development.

Enhanced Community relations: By encouraging cooperation and understanding between different groups, M&E initiatives boost community ties. This collaborative spirit fosters the growth of a more resilient and cohesive community while also increasing the project's overall performance.

***How have you applied previous learnings in the last 12 months? Please describe briefly.***

The Don Sa Hong hydropower project's growth has resulted in downstream contamination of the Upper Mekong River. To mitigate these risks, TBCD has developed a plan for simplification that is suitable for the rural populace. Here are some methods and actions used for mitigation:

**Community Education and Awareness Initiatives**

Workshops and Instruction: Organize frequent training sessions and workshops to inform the people about the contamination, its effects, and the safety precautions they can take.

Information Spreading: Disseminate information about the contamination and health hazards through village meetings, community centers, and local media.

**Safety and Health Actions**

Medical assistance provided by cooperative partners: Plan for routine health examinations and medical camps in the impacted areas to keep an eye on and address any health problems brought on by contaminated water.

Hygiene Promotion: To lower the risk of waterborne infections, encourage proper hygiene behaviors including washing your hands with soap.

**Interacting with Outside Assistance**

NGO Collaboration: To obtain technical and financial assistance, collaborate with NGOs and international organizations that focus on rural development and water safety.

Research and Innovation: Work together with educational and research centers to create creative, situation-specific approaches to mitigating contamination and purifying water.

**Engagement with Policy and Advocacy**

Grassroots Advocacy: Provide villages with the tools they need to organize campaigns and interact with the media in order to raise awareness of the issue and fight for their rights and needs.

Policy Dialogue: To guarantee that the villagers' concerns are acknowledged and taken into consideration when making policy choices, facilitate conversations between the community, local authorities, and the federal government

***How will these learnings effect planned activities for the next 12 months?***

It's actually affecting the scheduled activities, but it wasn't a reason to put off the project's implementation. The sub-national implementers' responsibility, namely the provincial and district levels of local government, is to work in partnership and collaboration with neighboring countries, as the project is largely outside their purview.

***Have you done any evaluations within the last 12 months? Y/N***

No, TBCD hasn't; and only the annual reflection was conducted to gather the data and information to produce the yearly report.

***Does this project have research component? If yes, please update the progress of the research.***

It was not new but existing and implementing with PAR within the below notes:

1. Social enquiry and integration
2. Beginning with the individuals
3. Examining the community project
4. Analysis to establish a shared comprehension
5. New information, insights, and modifications in behaviour
6. New knowledge and methods
7. Introspection
8. New strategy and further work.



***How have you been accountable to local stakeholders (community members, CBO's, local government etc.) in this reporting period? (for e.g., sharing of evaluation results or project progress updates)***

The TBCD updated and reported its annual progress to the sub-national administration of the government through the Ministry of Rural Development (MRD). This included the bi-annual progress report measured against the initially agreed plan of the Commune Investment Programme (CIP). The yearly results were shared with the project team, co-researchers, active youth, village authority representatives, and commune councils during the annual reflection workshop. This collaborative approach ensured transparency, fostered community engagement, and facilitated the alignment of local development efforts with broader governmental goals.

***Have there been any significant changes in your staffing or organizational structure in the last 12 months? Y/N if yes, please describe.***

Yes, TBCD has appointed Mr. Phun Sovireak and Mr. Phou Meta to replace the resignations of Mr. Chan Bunnara and Ms. Suos Saneth, the former CLDM of TBCD. In order to fit the strategies and context of the project implementation, the two newcomers require further training as well as capacity and compliances. Two of them were able to function well in the PNKS setting because to the project orientation and several trainings that TBCD delivered.

## **I. Sustainability (Maximum one page)**

***Have there been any changes made to the sustainability plan explained in the project proposal/design? Y/N if yes please describe the changes.***

Since there was no change, the project management team opted to conduct the phase one project evaluation at the end of 2025 rather than the mid-term review, which was supposed to occur in 2024 in accordance with the project milestone date.

***Please provide a brief update on progress made towards sustainability in the last 12 months (e.g. strengthening community-based groups, seeing behaviour change among community people etc.)***

At the village level, six of the co-researchers are proficient facilitators of meetings and training sessions. They can also come up with ideas for community projects and organise neighbourhood cleanups. Three of the co-researchers provide valuable assistance to the project personnel with these tasks. But in order to interact with communities, understand human rights, possess interpersonal skills, and apply development principles and techniques, three of them need more capacity building. Therefore, it is advised that TBCD keep offering them the crucial capacity building—not just to the three co-researchers, but to all of them—in order to help them all gain greater confidence in their ability to lead and organise community events.

## **J. Inclusion, Equity, and Crosscutting Issues (Maximum two pages)**

***Gender Equity, Disability and Social Inclusion (GEDSI)***

***Please describe how you have worked to promote gender justice in the last 12 months (e.g. ensuring equitable participation of girls, boys, women and men, gender rights advocacy.) What impact (positive and/or negative) have you seen from this work?***

The project conducted training sessions on gender equity and equality, disability, and social inclusion (GEDSI) for the project staff, co-researchers, and participating youth. This was to ensure that GEDSI principles were integrated and emphasized in every activity within the target areas over the past twelve months. Throughout this period, project staff and co-researchers consistently categorized event participants by gender, disability status, marginalization, poverty, vulnerability, and age (including children). This approach ensured that all project activities received special attention and were enhanced by GEDSI principles.

In the first semester of project implementation, GEDSI concepts were mainstreamed and disseminated through training sessions to the project team, co-researchers, and engaged youth. By the second semester of FY'24, these trained individuals had gained a strong understanding of GEDSI and were applying these concepts in their community work. Before inviting villagers to participate in any project events, they actively mobilized and prioritized groups to ensure compliance with social inclusion standards.

***Were children, youth or adults with disability involved in the project in the last 12 months? Y/N if yes please describe how and if not please describe why not. In what ways did they participate?***

Over the previous 12 months, two disabled children participated in TBCD; nevertheless, seven disabled individuals were involved in the project's execution. These people included two male teenagers, two male villagers, two female villagers, and a male co-researcher. During the first and second semesters of FY'24, all of them were invited to participate in TBCD by attending training sessions, meetings, seminars, and reflection sessions that were organized in the villages. In addition to receiving more attention and money than the usual participants, they were also covered by a policy issued by PNKS that applied internal guidelines regarding the supply of allowances for individuals with impairments.

***Please briefly describe how the project is engaging any other vulnerable groups (e.g. people living with HIV, ethnic minority/tribal groups etc.).***

Aside from the ethnic Lao minorities, there were no other tribal groups within the current target villages of the TBCD project. Beneficiaries included co-researchers and some project team members selected from these communities to integrate TBCD implementation approaches and strategies into the existing context of Lao villagers living along the Cambodia-Laos border.

Due to a lack of formal education, most vulnerable villagers were illiterate, often speaking Lao more frequently than Khmer but unable to write in either language. Nearly all project operations in the target locations relied on translators fluent in both Lao and Khmer, a responsibility typically handled by staff members from the Lao community.

***What were some key barriers to participation of vulnerable/marginalised groups in the project over the past year? How did you address/overcome those barriers?***

Over the past year, there have been three major barriers to the engagement of vulnerable and marginalized groups:

- Due to their seasonal migration, wherein they left their houses for prolonged overnight stays at farms or fields, the majority of these communities' children did not attend school. On occasion, the PAR technique's project team and associate researchers would stop by the families' farms and fields to meet and collaborate with them.
- Local authorities exhibit discriminatory treatment towards marginalized and vulnerable families, citing difficulties in interacting with them as a reason for their reduced attention. The villagers' imbalanced interest sounded and increased their sense of separation and loneliness. In an attempt to mitigate this prejudice, TBCD created its budget for FY'2025 with the intention of reminding commune council members and village authorities of their respective roles and responsibilities.

Since each project participant received a daily allowance from TBCD that was far less than their earnings from selling employment, most of them opted to sell labor instead of participating in the project's activities or events in their communities. If they hadn't sold labor, their kids wouldn't have had food on the days they were involved in TBCD. Yet when the leadership and management team of the project convened to coordinate, they all agreed to rectify the issues and increase the TBCD members' allowance from its previous level.

## **K. Climate Change and environment**

***What has the project done to protect, conserve or generate positive impacts on the environment in the last 12 months?***

In order to educate and inform the targeted villages about climate change and its detrimental consequences on the ecosystem, the TBCD project team teamed up with 23 other researchers. The goal of this in-depth, two-day initiatives was to guarantee that attendees could apply adaptive strategies for risk mitigation and understand the principles of climate change.

A follow-up was carried out three months later to gauge the original learners' understanding of climate change and its effects. There were 125 participants in the initiatives, including 75 women, from five recently enlarged settlements. Furthermore, a total of 198 individuals—118 of whom were women—from the initial four villages participated in conversations concerning climate change and its adverse effects.

Mr. Ath Thuon, a village official from Choam Thom in Koh Snaeng Commune, and Mr. Sambath Piseth, the clerk of Osvay Commune, both stated that many participants were able to express their climate-related challenges to village officials and local authorities as a result of this training. Moving towards community resilience and proactive environmental stewardship, this newfound capacity to address climate challenges is a big step forward.

***How did you minimize the potential negative impacts of the project on the environment?***

As in the previous year, TBCD aggressively promoted knowledge and comprehension of climate change and its detrimental effects on the environment during the final twelve months of FY'24. This endeavor was elevated to the village, commune, and district levels and mainstreamed. The co-researcher and project team utilized many techniques, such as gatherings, seminars, and house calls to the intended households. To guarantee broad distribution and participation, important members of the target communities were also given training sessions.

***Have there been any Climate Change Mitigation activities conducted in the last 12 months? Y/N if yes, please describe them.***

Due to financial limitations, TBCD has not executed any additional climate change mitigation strategies inside the nine target communities, except than providing a solitary course on climate change and its consequences to project staff, partners, target adolescents, and villagers. TBCD has nevertheless endeavored to inform NGO partners and regional social safety nets about the significance of climate change interventions, particularly with reference to the adverse impacts like flash floods, rainwater floods, droughts, strong winds, and flood flows from the Upper Mekong River basin. These include Plan International, the Mekong River Commission (MRC), the Cambodia Red Cross (CRC), the District Committee for Disaster Management (DCDM), and the Commune Committee for Disaster Management (CCDM).

***Have there been any Climate Change Adaptation activities conducted in the last 12 months? Y/N if yes, please describe them.***

The target villagers have received technical coaching and follow-up support from TBCD to help them raise hens and grow vegetables. Every three months, the project team in each village collaborated with village officials and other researchers to conduct these meetings. Additionally, the reflection workshop on climate change adaptation for poultry and vegetables was intended for people who had previously learned from other organizations in addition to the TBCD beneficiary farmers. This open-minded strategy promoted more community involvement and information exchange.

***Have there been any Disaster Risk reduction activities conducted in the last 12 months? Y/N if yes, please describe them***

No, TBCD hasn't taken part in any disaster risk reduction activities except than providing locals with a more extensive update on its objectives and a little bit of information about disasters that have impacted Cambodia.

***Other If Any***

***If there are any other cross cutting issues you would like to include, please explain.***

**L. ANCP Specific**

***(Write this section if the project is funded by TAI through ANCP funds)***

***Did the project involve the private sector? (Private Sector includes working with commercial enterprises, including informal sector micro-enterprises (like farmers and street traders), small and medium-sized enterprises, large locally-owned companies, and multinational conglomerates?) Y/N if yes, please outline the nature of the private sector engagement and identify any success or challenges.***

Through technical coaching and follow-up support, the TBCD project regularly works with both the projected 75 farmers and the new 56 farmers, for a total of 131 farmers—72 of whom are women—to better their lives by increasing their agricultural production. Technical coaching and follow-up activities on suitable chicken farming and vegetable gardening that adapt to changing environmental conditions have been implemented as part of the project. Furthermore, the project has given low-income farmers access to start-up capital in the form of net cages, chickens and roosters, vegetable seeds, and net fencing for vegetable gardens. The project thinks that by implementing these changes, farmers would be able to increase their yield and, eventually, their standard of living.

The TBCD project staff, who had received extensive training from the experts of the Provincial Department of Agriculture, Forestry and Fishery of Stung Treng Province (PD AFF) in previous years, provided technical coaching to 131 participants, including village officials and co-researchers who were willing to become familiar with such technical comprehension. The coaching actions were described below.

**Coaching Outline for Poultry Farming**

1. Building Chicken Cages

- Construction Techniques: Guide farmers on the design and construction of durable and safe chicken cages.
- Materials: Advise on suitable materials that enhance cage longevity and comfort for chickens.
- 2. Caring for Chickens and Cages
  - Daily Care: Educate on routine care practices to ensure the health and well-being of chickens.
  - Cage Maintenance: Provide strategies for regular cleaning and upkeep of cages to prevent disease.
- 3. Chicken Breeding and Selection
  - Breeding Practices: Offer guidance on selecting the best breeding pairs and managing breeding cycles.
  - Genetic Selection: Teach methods for choosing chickens with desirable traits for improved productivity.
- 4. Illness Prevention and Treatment
  - Preventive Measures: Instruct on practices to prevent common chicken diseases.
  - Treatment Protocols: Provide information on diagnosing and treating illnesses.
  - Vaccination: Explain the importance of vaccination and provide a vaccination schedule.
- 5. Environmentally Responsible Rearing
  - Sustainable Practices: Coach on methods to rear hens in ways that minimize environmental impact.
  - Climate Resilience: Offer strategies for adapting poultry practices to cope with local climate change effects.

### **Vegetable Gardening Session**

1. Building Vegetable Gardens and Fences: Coaching farmers on constructing vegetable gardens and building fences to protect crops from pests.
2. Soil Preparation and Organic Fertilizer Production: Guiding farmers in soil preparation techniques and the production of organic fertilizers.
3. Selecting and Cultivating Crop Seeds: Advising farmers on choosing suitable crop seeds and employing effective agricultural practices for cultivation.
4. Crop Care and Planting Techniques: Providing training on the care of vegetable crops, adhering to planting schedules, and applying proper agricultural techniques.
5. Harvesting and Storage: Educating farmers on best practices for harvesting and storing crops to maintain vegetable quality.
6. Climate-Resilient Cultivars: Assisting farmers in growing and selecting cultivars that are resilient to climate variations.

Participants also received insights from agri-technical coaches into the dynamics of the local market, such as the exchanges between buyers and sellers and the price of chicken and vegetables. With this strategy, certain farmers can become role models for less experienced farmers and those who did not receive such training, even though it does not completely expose them to the potential and viability of new agricultural approaches. The project helped to promote agriculture in the target area, even though it did not directly involve the private sector. This helped farmers in their efforts to establish future connections with the sector for the purpose of buying and selling arrangements for their local agricultural affairs.

Documents and reports from the project team show that 85 of the 131 farmers who recently participated in the initiative raised chickens and grew vegetables as a family using the new farming techniques. This is the intended result for all farmers in the project's target communities when the learning and monitoring activities are implemented. Generally speaking, the project needs to begin at the beginning, as said above, with farmers in this kind of situation in order to push them to the point where they are collaborating and cooperating with the corporate sector.

***Did the project involve innovation? (For this purpose, development innovation means a new approach to an aid investment, or a new approach that has not been trialled within the relevant operating environment before, with the potential to be cheaper, faster or better (e.g. more inclusive)). Y/N if yes please provide further information and identify any success or challenges.***

The project utilized Participatory Action Research (PAR), focusing on developing the capacity of both staff and community members in this approach. By adopting a participatory model, the project effectively collaborated with the community to design initiatives that enhanced community empowerment and fostered local ownership.

Participatory Action Research (PAR) is an approach that values experiential knowledge and seeks to address issues identified by the community. It emphasizes the involvement and leadership of those directly affected by the issues, aiming to bring about transformative social change through collective action.

PAR is a dynamic and iterative process that unites community members, activists, and scholars to collaboratively create knowledge and implement solutions. In the context of the project, the implementation of PAR involved:

**Capacity Development:** The project focused on developing the research skills of community members, enabling them to actively participate in data collection and analysis.

This capacity-building process empowers community members to contribute to the research and decision-making processes.

**Community Empowerment:** PAR aims to achieve empowerment of those involved.

By involving community members in the research process, the project strengthens community empowerment and local ownership. Community members have the opportunity to actively participate in planning the project design and decision-making, ensuring their voices are heard and their needs are addressed.

**Local Ownership:** PAR initiatives are typically designed and led by local practitioners known as community co-researchers and community members. This ensures that the project is rooted in the local context and addresses the specific needs and priorities of the community. The involvement of community members in all aspects of the research promotes local ownership and sustainability.

The project and the community collaborate more successfully and promote inclusion, shared decision-making, and collaboration by putting PAR into practice. In addition to fostering local ownership and community empowerment, this participatory approach produces fresh ideas and knowledge that have the potential to positively impact society.

Through Participatory Action Research, the people of Choam Thom village, which is situated in Kambor's limestone region, determined that a wooden bridge was necessary (PAR). Rain or high-water levels prevented pupils from attending school because of river flooding. Mr. Ath Thuon and Mr. Thea Suon, co-researchers from Choam Thom village, worked with the TBCD team to solve this problem and mobilize both local resources and outside aid to accomplish this goal. All things considered, PAR is a useful strategy that encourages community empowerment, participation, and cooperation in research and decision-making processes. It makes it possible to incorporate a variety of viewpoints and guarantees that the project's design and execution meet the objectives and goals of the local community.

***Acknowledging the support of the Australian Government for ANCP funded projects is a requirement of ANCP Grant Agreement.***

***How was the Australian Government support acknowledged in the implementation of this project? Please provide at least one example of this (e.g. on social media, web content, media release, speech, event, photo of signage, publication/s). Please see the DFAT logo and style guide [here](#).***

The Australian government's support for the TBCD project is acknowledged both publicly and informally by the following measures:

- Held at the start of every year, the Annual Plan Orientation Workshop is open to local authorities and stakeholders. The project officially promoted the donor's image during this workshop and acknowledged the Australian government's funding of the TBCD initiative. This was accomplished by acknowledging the backing of the government in a statement that was included in the opening remarks and presentation slides.
- Annual Project Reflection and Planning conducted annually with co-researchers: During this meeting, the TBCD project acknowledged the Australian government's support by including a statement in the opening remarks and presentation slides that recognized the government's investment in the TBCD project.
- Any training, workshop, and event like Human Rights Day, anti-corruption training, etc.: During any training, workshop, or event related to the TBCD project, the project often announced the acknowledgement of the Australian government's support.
- Australian Aid logo: Project printed and displayed Australian Aid logo on education material like posters, Covid-19 education posters, T-shirt, etc. as this helped to visually acknowledge the government's support.
- Initial visit to new target areas for expansion: During the initial visit to new target areas for expansion, the project informally informed people they met including local authorities about the Australian government's investment in the TBCD project.

**Capacity building of Partner staff: Please select any areas in which project staff received training / capacity building in during FY24, using project funding:**

- Financial Orientation, including fraud prevention
- Gender equality
- Disability inclusion
- Social Inclusion
- Safeguarding (incl. PSEAH and/or Child Protection/Safeguarding)
- Do No Harm Principle
- Child Protection
- Technical (please specify): technical training of chicken raising, vegetable growing, universal declaration on human rights, climate change and its effects, PAR, communityled development, anti-corruption and anti-fraud, financial literacy, and facilitation skill.
- Other (please specify): \_\_\_\_\_

#### **M. Safeguarding (maximum one page)**

***How did the organisation/project ensure that vulnerable and marginalised people (both children and adults) are kept safe from possible exploitation and/or abuse, in the course of your work?***

PNKS organization has created a Safeguarding Working Group consisting of five members from two projects, Somleng Prey Lang and TBCD. The purpose of this group is to respond to any incidents and offenses related to Protection from Sexual Exploitation, Abuse, and Harassment (PSEAH) and safeguarding of vulnerable children and adults.

Although the Safeguarding Working Group has not yet developed Terms of Reference (TOR), they have agreed on the basic role of the working group. Their role is to ensure a safe environment for the staff and community members engaged with the project.

It has been identified that PNKS's safeguarding policy does not meet the minimum requirements, and an immediate review is needed. However, PNKS does have a PSEAH policy that meets the minimum requirements. The organization will receive support from TAI and Tearfund in this review process to ensure that the policy meets the minimum requirements.

This year, PNKS has developed a hotline number and shared it with the community people and local authorities. The purpose of this hotline is to allow the public and community members to report any irregularities.

In summary, the actions taken by PNKS and the Safeguarding Working Group are as follows:

**Safeguarding Working Group:** Consists of five members from two projects, Somleng Prey Lang and TBCD. The group is responsible for responding to incidents and offenses related to PSEAH and safeguarding of vulnerable children and adults.

**Review of Safeguarding Policy:** PNKS's safeguarding policy has been identified as not meeting the minimum requirements. An immediate review is needed, and TAI and Tearfund will provide support to ensure that the policy meets the minimum requirements.

**Hotline Number:** PNKS has developed a hotline number and shared it with the community people and local authorities. This allows the public and community members to report any irregularities.

It is important for PNKS to prioritize the review of their safeguarding policy to ensure the safety and well-being of the staff and community members they engage with. By working with organizations like TAI and Tearfund, they can ensure that their policies meet the necessary standards for safeguarding vulnerable individuals.

***What activities were conducted in the last 12 months that relate to safeguarding, either at organization or project level? (e.g. update safeguarding policy, revise safeguarding risk assessment, safeguarding training for staff or volunteers).***

TBCD employees received comprehensive training as part of the project, which also included the creation of a technical safeguarding task force team. By means of home visits, coaching sessions, and the incorporation of safeguarding concepts into their monthly community action plans, the villagers, co-researchers, and active youth were further involved in these efforts. The Monitoring, Evaluation and Learning Officer (MELO) team at TBCD provided specific training on child protection and safeguarding to a total of 25 co-researchers. The highest levels of child protection and safeguarding procedures were maintained because this training was conducted by an experienced

trainer who had previously worked with World Vision International.

The entire organization's staff, including support staff and interns, participated in a two-day Safeguarding and Protection policy orientation in March 2024, although the second version of the Safeguarding and Protection policy was not approved by the Board until April 1, 2024. In addition, 34 out of 38 project staff (including interns) are obtaining criminal record checks from the Ministry of Justice. The interns can obtain the checks from their local police stations.

***Have there been any reports of breaches of your Safeguarding Code of Conduct during the last reporting period? (Y/N). If yes, how many? Please describe the measures taken to investigate and respond.***

No.

## **N. Partnership and organisational development (maximum one page)**

***Do you have a current organizational development strategy? Y/N if yes please describe the progress made towards it or any challenges faced in relation to organizational development.***

***Please provide any feedback or concerns you have with the TAI partnership and/or how TAI can better support you.***

Some descriptions are given by TBCD project staff below:

Our staff take pride in partnering with TAI, as they prioritize staff development and the inclusion of vulnerable populations, including children and people with disabilities. One CLDM staff member remarked, "I am proud to be associated with TAI, an organization from Australia that respects human rights and freedom of speech."

We are especially proud that TAI visited the target areas in three communes, engaging directly with community members and project staff, rather than relying solely on reports. This hands-on approach provided supporters with a clearer and more accurate understanding of the local context and the people.

Our organization's cash flow has greatly improved as a result of TAI's prompt funding transfers for project implementation.

TAI's humility, politeness, generosity, and respect were noted by TBCD staff during their visit. TAI respects and empowers our projects and our organization. "Please let us know if you need any support" is one of their encouraging statements that bolsters our sense of security and confidence.

PNKS is currently adopting QuickBooks online as a result of a financial system evaluation carried out by TAI. This approach is quite useful as it provides increased transparency and reduces processing time.

Every year, PNKS conducts a fraud risk assessment. Following the submission of the report, TAI consistently offers input. This makes learning and improvement in project reporting possible.

***Please provide any feedback or concerns you have with the TAI partnership and/or how TAI can better support you.***

## **O. Risk Management (maximum one page)**

There are not many differences between the first and second semesters' project risk management throughout the fiscal year 2024, and the following table lists several project risks that may arise within a year of a project's implementation.

<b>Risks that might be happened</b>	<b>Solution/Prevention</b>	<b>Responsible persons</b>	<b>Frequency to response</b>
The risks associated with drug offences for project staff who spend the night in communities and work in villages near the Cambodian-Laotian border.	<ul style="list-style-type: none"><li>○ Introducing new employees to the local government verbally and in writing.</li><li>○ Employees are continuously made aware of the potential for illegal drug offences.</li><li>○ Close interaction with local police and commune councils and village officers for every quarter.</li></ul>	PM MELO/CLDC CLDM	Monthly Quarterly Occasionally

	<ul style="list-style-type: none"> <li>○ In the field, employees are only permitted to work in pairs or teams—not by themselves.</li> <li>○ Receiving package submissions or deliveries from non-employees while on the job is strictly prohibited for staff members.</li> </ul>		
Crossing the upper Mekong River while employees are traveling to work in the island villages poses a risk of drowning or having their boat capsize, given the current climate change conditions.	<ul style="list-style-type: none"> <li>○ To guarantee staff safety when crossing the river, TBCD is required to rent a large boat with a skilled driver.</li> <li>○ It is mandatory for staff members to wear life jackets when they are crossing a river.</li> <li>○ Staff are not permitted to take a boat across the river whenever large waves and severe winds have occurred within the target sites.</li> </ul>	PM MELO/CLDC CLDM	Whenever project staff travel to the island village.
Danger for female workers who spend the night in a community.	<ul style="list-style-type: none"> <li>○ Keep the local authorities informed.</li> <li>○ Seek advice from the village chief before spending the night with any target home.</li> <li>○ Two employees of the project were authorized at least to share a residence for overnight stays.</li> </ul>	PM MELO/CLDC CLDM	Every overnight staying

**P. Response to TAI conditions or recommendations (maximum half a page)**

***Where applicable please explain how you have responded to or complied with any conditions or recommendations made by TAI in the project agreement or notification letter.***

**Disclose conflict of interest**

Since collaborating with TAI, PNKS has put in place a conflict-of-interest policy for its employees. Every six months, all employees are expected to disclose any personal or family enterprises. A staff member or member of the management team is required to disclose any potential conflicts of interest before taking part in any decision-making process or voting on any matter.

**Safeguarding policy review**

Since it has been determined that the PSEAH policy does not adhere to the minimal standards for ensuring the safety of children and vulnerable persons, PNKS intends to examine it. In order to make sure the policy satisfies the minimal standards, TAI and Tearfund will assist PNKS throughout the assessment process.

To guarantee the safety and protection of every person involved in the project, including personnel and vulnerable individuals, it is crucial for organization like PNKS to give priority to safeguarding policies and procedures. Safeguarding rules can be regularly reviewed, observed, and evaluated in order to do this.

**Inclusion of people with disabilities and vulnerable people**

The application of social inclusion in development and staff capacity building have been the project's two primary areas of concentration.

- **Staff Capacity Building:** The project has been concentrating on increasing the staff's capability. This includes initiatives for staff members' skill and knowledge development and training.
- **Social Inclusion in Development:** Social inclusion has been incorporated into the project's development programmes. This entails making certain that communities and individuals who are at risk are involved in the development process.

It is crucial that the initiative concentrate on social inclusion in development as well as personnel capacity building. The



project can guarantee that its employees have the abilities and know-how to successfully incorporate social inclusion into their growth programmes by increasing the capacity of its workforce. This will make it possible to guarantee that communities and vulnerable people are included in and benefit from the project's initiatives. Furthermore, it is critical that the project provide top priority to everyone's safety and protection, particularly workers and those who are more vulnerable. This can be accomplished by putting in place rules and guidelines that give protection first priority.

## **Q. Financial report**

***Please provide a financial report here with comments for any variances. Detail financial report should be submitted in spreadsheet.***

Please find in the separate file.

***Has there been any major financial issues like fraud, conflict of interest or financial mismanagement risks encountered in this reporting period?***

No.

***Has there been any significant changes in your staffing or organisational structure in the last 12 months? If yes, please describe.***

TBCD project used to have a project manager, an M&E officer (MELO), and four CLDMs (Community-Led Development Motivators). However, in October 2022, the TBCD project manager resigned and the PNKS organization decided not to recruit a replacement. Instead, the TBCD project was overseen by the Somleng Prey Lang (S-PL) project manager, who managed two projects. The decision was made because the TBCD project was small, and the organization wanted to save resources.

For the fiscal year 2024-2025, the organization decided to appoint the MELO to be solely in charge and fully authorized to oversee the TBCD project for a one-year trial period, under the supervision of the Program Development Manager. However, the S-PL project manager is authorized to approve TBCD project expenses according to the approved budget, activities, the organization's policies, and compliance with TAI's. S-PL project's Admin and Finance team is responsible for verifying, posting in the system, and producing budget monitoring reports.

***Outline any lessons learned regarding financial management. How will you apply these learnings in the next reporting period?***

### **Lessons Learnt and Application**

#### **2. Importance of Written Communication for Activity Changes**

During this reporting period, we learnt the critical importance of formally communicating any changes to the activity plan to TAI. Changes made without a written request can lead to misunderstandings and complications. For instance, there was a situation where the project team had an informal discussion with IPC in the car during their field visit about changing the planned activity from excavating village ponds to digging wells. The project team assumed that this change was clearly understood and approved without any written documentation. However, this lack of formal communication created confusion regarding the approval process.

Moving forward, we will ensure that all modifications to the original activity plan—regardless of their size or budget—are communicated in writing to TAI. This will help maintain clarity and alignment between our project and TAI's expectations, minimizing the risk of miscommunication in the future.

#### **3. Asset Disposal Communication**

During the recent TAI financial guideline webinar, we learnt about TAI's requirements for asset disposal. While this information was not entirely new to us, as it was included in the project agreement, we were surprised to realize that the clause regarding asset disposal had not been at the forefront of our minds. Fortunately, there have been no major asset disposals since the project's closure in 2020 in Prey Veng province.

Moving forward, we will ensure that all Finance and Admin Team members, as well as management team members, are reminded of the requirement to inform TAI and our donors about any asset disposals. This will help us maintain compliance and transparency in our operations.

#### **4. Enhanced Monitoring of Project Activities**

We identified that the staff responsible for managing project activities were not closely monitoring ongoing activities concerning expenses. Currently, only the finance and admin officer produces a monitoring report once a month, which can delay necessary revisions or proposals for changes. To improve this process, we will implement

a more rigorous monitoring system where project managers closely track activities and budget plans. This will enable timely proposals for budget revisions and the implementation of new activities as needed.

## R. Change stories

***Please provide two change stories from your project that best demonstrate the changes that are occurring because of your work. Please try to capture change at different levels (e.g. household and community); change stories should be connected to outcomes of the project.***

Two stories of change were chosen and written about the progress with change of community members among the four villages, and the narration of the stories is connected individually with TAI form of story of change and the images of the stories. Please find in the attached.

## Annex:

Along with this annual progress report please provide annexures:

- TAI Project Indicators and Participants (Beneficiary) Report Template (includes participants report, Local structures report, indicators report, local structure report, DRR indicator report etc.)
- Grant Report (Organizational Development, safeguarding etc.), if applicable
- Financial report
- Conflict of Interest Register
- Bank Reconciliation, as of end date of reporting period
- Detailed Activity Report, if required
- Anything else you may want to report to TAI such as learning paper and so on.