KINGDOM OF CAMBODIA
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20 February 2017

National Plan of Action 2014-2018
National Committee for Counter Trafficking in Persons
Mid-Term Review Report

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Consultants
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## ABBREVIATION AND ACRONYMS

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<tr>
<th>Abbreviation</th>
<th>Description</th>
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<tr>
<td>AATIP</td>
<td>Australia-Asia Program to Combat Trafficking in Persons</td>
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<tr>
<td>CCPCR</td>
<td>Cambodia Center for the Protection of Children’s Rights</td>
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<td>CEDAC</td>
<td>Cambodia Center for Study and Development in Agriculture</td>
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<td>CEDAW</td>
<td>Convention on the Elimination of all Forms of Discrimination Against Women</td>
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<td>CMDG</td>
<td>Cambodia Millennium Development Goals</td>
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<td>CNP</td>
<td>Cambodia National Police</td>
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<td>IJM</td>
<td>International Justice Mission</td>
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<td>MoEYS</td>
<td>Ministry of Education Youth and Sports</td>
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<tr>
<td>MoWA</td>
<td>Ministry of Women’s Affairs</td>
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<tr>
<td>MoSVY</td>
<td>Ministry of Social Affairs, Veterans and Youth Rehabilitation</td>
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<tr>
<td>MoJ</td>
<td>Ministry of Justice</td>
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<tr>
<td>MoLVT</td>
<td>Ministry of Labor and Vocational Training</td>
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<td>NCCT</td>
<td>National Committee for Counter Trafficking in Persons</td>
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<td>NC-S.T.S.L.S</td>
<td>National Committee to Lead the Suppression of Human Trafficking, Smuggling, Labour and Sexual Exploitation in Cambodia</td>
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<tr>
<td>NGO</td>
<td>Non-government organisation</td>
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<td>PCCT</td>
<td>Provincial Committee for Counter Trafficking in Persons</td>
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<td>RGC</td>
<td>Royal Government of Cambodia</td>
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<td>TIP</td>
<td>Trafficking in Persons</td>
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<td>TWG</td>
<td>thematic working groups</td>
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<td>UNIAP</td>
<td>United Nations Inter-Agency Project on Human Trafficking</td>
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<td>UIA</td>
<td>Undercover Investigation Authority</td>
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EXECUTIVE SUMMARY

Trafficking in persons is not new. Tens of millions of people in the world are in slavery today. Cambodia has a population of over 15 million with a young labor force. An estimated 250,000 to 300,000 new young workers are entering the labor force each year. As consequence, Cambodia remains a source, transit and destination country for trafficking in persons, in which perpetrators take advantage of lose migration management and the demand of arising population to migrate workers and exploit them at destination countries.

Combating against trafficking in persons became a commitment of the Royal Government of Cambodia in the 1990s with the development of laws, policies and strategic actions. The current mechanism The National Committee for Counter Trafficking in Persons (NCCT) evolved from the National Committee to Lead the Suppression of Human Trafficking, Smuggling, Labour and Sexual Exploitation in Cambodia.

The NCCCT developed the National Plan of Action (NPA) 2014-2018 as a road roadmap for stakeholders from both government and NGO development partners to develop their strategies and plans of actions to combat against human trafficking in Cambodia at national and sub-national levels. The implementation was undertaken for about two years since it was approved by chairman of National Committee for Counter Trafficking in Persons in February 2015.

The overall objective this Mid-Term Review of the NPA is to make recommendations for correction, revision, direction of the implementation of the coordination mechanism to achieve effective and efficient results of NPA 2014-2018. Its specific objectives are:

- To assess the establishment, functions, roles of NCCT, TWGs, PCCTs and I/LNGOs at national and sub-national levels, private sectors.
- To assess the current status of implementation and achievements, gaps and challenges taken in combating TIP in the country by RGC, NGOs and privates against targets and overall strategy;
- To identify strengths and weaknesses of the implementing and coordination bodies and monitoring and reporting system; and
- To provide concrete recommendations for reinforcement of mechanisms to improve implement, and report and monitoring system for effectively implementing the National Plan of Action for subsequent years.

Summary Findings of the mid-term review of the NPA

Functioning of the Mechanism

The NCCT is a national mechanism for coordinating and gathering information about the efforts of ministries, institutions, national and international non-government organizations (NGOs), development partners, private sector, and other stakeholders to collaborate together for combatting human trafficking in transparent, accountable and highly effective manner responding to the commitment of the Government to suppress trafficking in persons.

The NCCT operates at the national level chaired by H.E. Chou Bun Eng, Secretary of State of the Ministry of Interior. The NCCT is implemented through a Secretariat with H.E. Lieutenant General Thom Sam Ath as Secretary General. Six thematic working groups (TWGs) – Prevention, Victim Protection, Law Enforcement, Justice, International Cooperation and Migration, chaired by relevant line ministries are responsible for actions in each of these thematic areas. At the subnational level, the
Provincial Committees for Combatting Trafficking in Persons (PCCTs) are chaired by a Provincial or Municipal Deputy Governor as assigned.

**NCCT and Secretariat**

- A series of Royal Decrees, Sub-Decrees and Decisions have clearly defined the structure, roles, functioning, membership of the NCCT, PCCT, and TWGs.
- The NCCT and its Secretariat have worked to effectively implement its roles and responsibilities. Budget has increased permitting some resources for building staffing and structure. Strong leadership has been critical in establishing a working structure.
- At the level of Secretariat, an administrative structure has been put in place that targets five key areas: administration, planning, financial planning and logistics, research and monitoring, dissemination and education.
- NCCT Secretariat has four to five persons assigned to work closely with each TWG. This structure provides a link in communication, coordination, and monitoring to make the flow of information and support more effective.
- The NCCT and NCCT Secretariat have been creative in improving communications within the NCCT members, the PCCT and the TWGs through use of social media and Telegram.

**Thematic Working Groups (TWGs)**

- The TWGs have been established and provided orientation and training on their roles and responsibilities.
- TWGs report they are regularly receiving information from the NCCT, are invited to meetings, trainings, and participate in collaborative efforts to end TIP.
- Collaborations between the TWGs and NCCT are happening generally based on the responsibilities of the ministry or TWG, or for the content of a particular training or event.
- Some TWGs are meeting regularly, others not yet. However, all reported that because the TWG chairs are appointed to work with a TWG that matches with the priorities of their ministry significant work is being carried out related to the NPA even if the TWG is not meeting regularly.
- In the case where the TWG is not meeting regularly some strongly identified the work as the workplan of the ministry and not as the workplan of the TWG of the NCCT.
- In reporting, each of the TWGs are providing reports to the NCCT. The TWGs are reporting on their activities related to TIP, not all reports are specifically against the commitments in the NPA.

**Provincial Committees for Combatting Trafficking in Persons (PCCTs)**

- The PCCT’s have a clear structure with identified roles and responsibilities. Aside from clear structure, there is a significant progress that national budget is made available for implementation of NPA in year 2015-2016 which was not seen in NPA phase 1.
- The PCCT can take rapid action when TIP case happens in the target area.
- Communication from the national to the subnational level is happening in a timely way through Telegram (messaging application). Committee members can also communicate quickly with each other about meetings, or about any problems that are identified.
• Meetings are held at various intervals for PCCTS including monthly, quarterly, and annual and include relevant NGOs.
• PCCTs are able to identify new trafficking issues, training needs identified or various departments can identify ways to work together to improve system response.
• PCCTs are disseminating significant information particularly on safe migration and identifying illegal brokers.

Gaps and Challenges with the Functioning of the Mechanism (overall)

• The on-going monitoring of the NPA is not yet happening in a coordinated manner linking activities, outputs and progress to set indicators. Each TWG is working on its own priorities. While these are closely linked the NPA the reporting is not occurring in such a manner that it is readily measurable.
• The Secretariat has increased staff significantly, however, some staff still lack capacity to adequately carry out their roles and responsibilities. Due to lack of qualified staff, this sometimes results in overworking of high ranking staff with strong capacities.
• While budget has been improved, there is still inadequate budget to carry out all responsibilities at all levels (NCCT and PCCT).

Achievements of the implementation of the NPA

Strategy 1: Strengthen Laws and Policies and Enhancing Cooperation:

Some examples of accomplishments include:

• A new framework has been established clarifying structure, roles, responsibilities, and functioning of the NCCT, its Secretariat, TWGs and PCCTs. NCCT has also developed significant relationships and partnerships development partners and NGOs.

• The NCCT, MOWA, and relevant ministerial partners continue to work to develop MOUs, bilateral and multi-lateral agreements and support efforts at international cooperation. Participation continues in COMMIT and other regional initiatives (See full report for listing of all efforts).

• Efforts continue to improve the legal framework. The Guidelines on Forms and Procedures for Identification of Victims of Human Trafficking for Appropriate Services Provision were completed in 2015; the Juvenile Justice Law was passed in July 2016, and 8 Prakas were issued to supplement the implementation of sub-decree 190.

• MOLVT as leader of the TWG reports having a meeting and workshop with relevant stakeholders to review and improve contractual employment conditions between migrant workers and recruitment agencies.

• MOLVT has established a complaints mechanism for receiving and examining complaints and providing assistance to migrants.

Strategy 2: Enhancing Prevention

Some examples of accomplishments include:
• Research has been conducted to understand the factors that lead individuals increase risk for trafficking, sexual and labor exploitation several researches have been completed. These are detailed in the full report.

• While no overall National Prevention Strategy has been developed significant prevention, activities are occurring. Many activities are carried out with the support of NGOS, DPs in cooperation with NCCT, MOEYS or other relevant ministries. Because the activities are not highly coordinated there are no overall totals of activities.

• In order to more effectively manage migrant workers and ensure their safety and protection a variety of procedures have been initiated or improved. This includes:
  • MOLVT through Prakas has further defined the process Private Recruitment Agencies to become a legal entity and for their inspection every 2 years.
  • Migration resource centers have been established in four provinces. Capacity building for the centers is continuing.
  • A curriculum for pre-departure orientation was developed and endorsed. The curriculum was supported by ILO.
  • The passport process was streamlined however, it is still under review to make it more effective.
  • Bong Pheak Job Service Center was developed and pre-tested in Svay Rieng and will be enforced in all provinces.
  • A High Solution Database has been developed for Labor Migration and Complaints

Strategy 3 Enhancing Criminal Justice Response to Human Trafficking

Some examples of accomplishments include:

• A significant activity that has been carried out is training for judges, prosecutors and police building their capacity on investigation and prosecution of TIP cases. This has included dissemination of national, regional and international laws and other legal instruments.

• While there is no nationwide linked database showing prosecutions, the courts are providing reports on the numbers of cases of trafficking along with outcomes.

• Training on relevant laws have been incorporated into the curriculum of the Royal Academy of National Police, Judicial Professionals and Royal Military Police. The curriculum has also been widened at the School of Judges, Lawyer Training enter to train prosecution officers and specialized judges in the adjudication of TIP and labour and sexual exploitation cases.

• Law enforcement officers have received training on the enforcement of existing laws. Judicial police have received training on Standard Operative Procedures for All TIP legal instruments.

• Child-friendly judicial procedures are developed and piloted.

• Significant training has been supported in this outcome. NCCT has carried out many of these activities with support from various partners support these activities including AATIP, ACTED Chab Dai, IJM, APLE, SBI and others. Training tools and curriculums have been developed, trainings conducted on various topics including cybercrime, financial investigations, investigating and reporting for court evidence among others.
Strategy 4: Protecting Victims with Gender and Age Appropriate Supports.

Some examples of accomplishments include:

- The *Guidelines on Forms and Procedures for Identification of Victims of Human Trafficking for Appropriate Service* were endorsed in 2015. Significant training has occurred on these ID Guidelines.
- There are not specific guidelines on repatriation, however, MOSAVY considers the Minimum Standards on Residential Care to serve as the guidelines for MOSVY and DOSVY for reintegration. A number of trainings have been conducted among DOSVY officials and NGO staff members.
- In close collaboration and cooperation with NGOs, there is a government Transit service available only in Poipet.
- Social workers are provided training through IJM through a training of trainers’ model to strengthen their capacity.
- A formal evaluation has not been conducted, however, a form is used for evaluation when a victim is repatriated or returned and data is collected in this way.
- Training is provided to NGO Centers on the Minimum Standards of Residential Care for Victims of Human Trafficking and Labour Exploitation.
- NGOS and government are increasingly collaborating to implement the legal framework for protection of victims of TIP.
- The legal aid service directory has been updated for TIP victims.
- MOSAVY and MOLVT are meeting to discuss vocational training to provide job placements to victims of human trafficking.
- MOSAVY is working directly with Buddhist monks, laymen, nuns and families to provide care and support services to victims of human trafficking with HIV positive individuals to link them with support services.

**RECOMMENDATIONS**

Significant progress has been made toward completion of the priorities of the NPA. This is detailed above in the sections related to each strategy. It is difficult to estimate the level of progress toward each indicator because of the lack of adequate data for some indicators.

However, when examining the outputs, it is clear that all strategies have significant progress in most outcomes. The outcome with that requires the most attention is further development of a monitoring system.

A challenge identified earlier, is that the progress is not always systematic and links between strategies are not always direct and clear.

Additionally, while the NCCT, TWGs and NGOs are working together, this is not always strategic and reported effectively as well.

**Functioning of the Mechanism**

Continue to improve planning and coordination functions of the NCCT, PCCTs and TWG
It is recommended to re-iterate the importance of regular meetings, joint planning for annual activities, and alignment of priorities with each TWG, NCCT, and PCCTS to ensure the timeframes and priority activities are aligned clearly.

It is recommended that an annual work/operation plan be developed and coordinated for each group, aligned with the strategic actions in the NPA. This will also facilitate monitoring and reporting.

**Continue to strengthen the capacity of the NCCT and PCCTS**

It is recommended to conduct a capacity assessment of NCCT, and PCCTS, develop a capacity development plan based on this assessment and implement training as recommended.

**Improve monitoring and evaluation tools to be able to document progress, successes and challenges**

It is recommended that the NPA indicators are reviewed to identify sources of data. This should be an immediate priority. For example, a simple reporting form could be prepared that lists the strategies, indicators, work plan of the entity reporting, progress during the reporting period and next steps. Each line ministry, TWG, or NGO working in the sector could reported based on their own activities and be summarized for an overall picture of progress.

It is recommended that a reporting system is developed led by NCCT, in cooperation with the TWGs and PCCTS that provides a quarterly reporting format for the TWS and PCCTS documenting the indicators the each is to report on forming a system of reporting that is simple and clear. Where numeric data is required for an indicator a clear source and system for collecting must be linked.

A coordinated system (database) should be completed as planned to ensure that effective data is collected for the final evaluation of the NPA.

**Budget allocation**

It is recommended that the budget process be implemented as planned and adequately funded. Budget Code or Line under Provincial Fund should be created separately for TIP activities so that expenditures will be effectively and efficiently made.

**Achievements of the NPA**

**Continue to develop and improve implementation of national laws, policies, guidelines and plans**

It is recommended to prioritize finalization of agreements with countries/regions with high migration, therefore risk for TIP.

It is recommended to continue to improve international cooperation mechanisms to promote better communication and working relationships between countries.

It is recommended to provide training and implement systematic use of all national policies, guidelines and plans approved.

When appropriate it is important to ensure that the policies are based on evidence, international commitments and best practices.

Some plans of action or guidelines that should be completed include:

- Guidelines for the UIA should be developed and approved.
- Sub-Decree 183 has not been amended as planned in the NPA nor guidelines endorsed.
• Prevention Strategy should be completed to ensure key messages are consistent.

Continue to build understanding of the evolving situation of TIP in Cambodia and good practices in prevention and response.

It is recommended that research identified in the NPA be carried out including on:

• Understanding of different populations that are at risk for trafficking, such as minors, or laborers and new risk groups such as marriage to China, and or organ trafficking and best practices in man.
• Understanding the challenges in enforcement in different situations.
• Best practices in prevention to inform the prevention strategy.
• Best practices in laws and policies to inform any new law or policy development.
• Evaluation of vocational training programs that been successful
• Informal money lending and its impact on vulnerability to TIP
• Impact of remittances, understanding of processes of remittances
• Impact of Health Equity Funds
• Conduct research on human trafficking for begging purposes in source and destination countries to develop coordination with government and NGOs in destination countries to prevent child begging.
• Monitor and evaluate the implementation of the Guidelines on Cooperation between the Government and CTIP Victim Support Agencies

Continue to improve the legal response to TIP by improving enforcement and court processes

It is recommended that

Document and analysis of cases of human trafficking taken by municipal and provincial courts occurs as planned.
BACKGROUND

Trafficking in persons is not new. Tens of millions of people in the world are in slavery today. Trafficking and Slavery Fact Sheet of FREE SLAVES estimated 21-36 million are enslaved worldwide. This slavery generates $150 billion for traffickers each year. 78% of slavery victims today are in labor slavery. 22% of slavery victims today are in sex slavery. 55% of slavery victims are women and girls. 45% are men and boys. Twenty-six percent of these slaves are children under age 18.

Due to the above issue, it is becoming a concern for Cambodia. Cambodian population is over 15 million. Labor force that ages between 15 to 64 is 82.6% and from 15 to 24 is 71.6% (NIS, 2014). “An estimated 250,000 to 300,000 new young workers are entering the labor force each year”. The management of migration flow to cross border is in state of lack control and management and action to improve this management is insufficient.

As consequence, Cambodia remains a source, transit and destination country for trafficking in persons, in which perpetrators take advantage of lose migration management and the demand of arising population to migrate workers and exploit them at destination countries. A significant number of Cambodian children, women and men who have migrated end up, being trafficked for labour and sexual exploitation in destination countries. Children with disabilities, poor and uneducated young women and single mothers are particularly vulnerable groups targeted by traffickers. The children are often forced into begging or selling flowers. The national mechanism respond to this issue is in place.

Combating against trafficking in persons became a commitment of the Royal Government of Cambodia (RGC) since the 1990s that leading toward to sign international protocols and related conventions such as the United Nations Protocol to Prevent, Suppress and Punish Trafficking in Persons; the United Nations Convention against Transnational Organized Crime; the Convention on Civil and Political Rights; the Convention on Elimination of All Forms of Discrimination against Women (CEDAW); the Convention on the Rights of the Child; and others. RGC also endorsed and ratified the Law on the Prevention of Domestic Violence and Protection of Victims, enacted in 2005, and the Law on Suppression of Human Trafficking and Sexual Exploitation, enacted in 2008, which contributed to the achievement of indicators outlined in Cambodia’s Millennium Development Goals (CMDG). In addition, RGC has signed bilateral agreements with the Socialist Republic of Vietnam and the Royal Government of Thailand on cooperation to combat human trafficking (agreement revised in 2005 and 2003, respectively). RGC is also a signatory on the multilateral MoU against Trafficking in Persons in the Greater Mekong Sub-Region and the Treaty on Mutual Legal Assistance in Criminal Matters among ASEAN Countries. In later 2016, the RGC has also signed a bilateral agreement on strengthening of cooperation in countering trafficking in person with the Government of People’s Republic of China.

In response to international, regional and national legal framework, a significant intervention by the Royal Government of Cambodia was the creation of the National Committee to Lead the Suppression of Human Trafficking, Smuggling, Labour and Sexual Exploitation in Cambodia (NC-S.T.S.L.S) by sub-decree No. 162 dated 25 September 2009, chaired by H.E. Sar Kheng, Deputy Prime Minister and Minister of the Ministry of Interior. The Ministers of the Ministry of Women’s Affairs (MoWA), Ministry of Social Affairs, Veterans and Youth Rehabilitation (MoSVY), Ministry of Justice (MoJ), and Ministry of Labour and Vocational Training (MoLVT) were appointed as the Vice Chairs of the National Committee, and representatives of fourteen ministries as members of the committee. All the members of the NC committed to work together to address issues related to human trafficking.

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1 Excerpted from the Terms of Reference for the Mid-Term Review
smuggling, labour and sexual exploitation through prevention, protection and law enforcement to suppress the crime and prosecute the perpetrators.

The reform and restructuring of this coordination mechanism was made to establish the National Committee for Counter Trafficking in Persons (NCCT) by the Subdecree Decree # 820. The Decision # 145 on Appointment of Composition of NCCT, The Decision # 001/14 on The Organization and the Functioning of the Sub-National Level Committee for Counter Trafficking in Persons, The Decision # 002/14 on The Establishment of the Inter-Institutions Specialized Working Groups for Counter Trafficking in Persons, especially 6 points of Deputy Prime Minister, and Chair of NCCT.

The NPA-S.T.S.L.S. 2011-2013 was developed under technical and financial supports from United Nations Inter-Agency Project on Human Trafficking (UNIAP) (currently UN-ACT) to organize many consultative meetings and workshops to envision to serve as a roadmap to develop programs and interventions for combating all forms of trafficking in persons for labour and sexual exploitation in Cambodia after the adoption of Law on Suppression of Human Trafficking and Sexual Exploitation.

An evaluation of the implementation of the NPA-S.T.S.L.S. 2011-1013 was conducted from September to November 2013 with collaboration and technical support from the USAID-funded Counter Trafficking in Persons (CTIP II) program, implemented by Winrock International. The evaluation reviewed the implementation of planned activities within each of the five key strategies and the seven expected results. The result of evaluation was undertaken mainly to assist in the formulation of the next phase of the NPA for 2014 to 2018.

The National Plan of Action (NPA) 2014-2018 was developed as roadmap for stakeholders from both government and NGO development partners to develop their strategies and plans of actions to combat against human trafficking in Cambodia at national and sub-national levels. The implementation was undertaken for about two years since it was approved by chairman of National Committee for Counter Trafficking in Persons in February 2015.

OBJECTIVES OF THE EVALUATION

Overall Objective
To make recommendations for correction, revision, direction of the implementation of the coordination mechanism to achieve effective and efficient results of NPA 2014-2018.

Specific Objectives
- To assess the establishment, functions, roles of NCCT, TWGs, PCCTs and I/LNGOs at national and sub-national levels, private sectors.
- To assess the current status of implementation and achievements, gaps and challenges taken in combating TIP in the country by RGC, NGOs and privates against targets and overall strategy;
- To identify strengths and weaknesses of the implementing and coordination bodies and monitoring and reporting system; and
- To provide concrete recommendations for reinforcement of mechanisms to improve implement, and report and monitoring system for effectively implementing the National Plan of Action for subsequent years.
METHODOLOGY

Based on the Terms of Reference, the methodology for the mid-term review will follow a standard review process evaluation process. This research process will allow for collection of both qualitative and quantitative data and will include a review of secondary data (desk review), field visits to gather primary data from key informants and analysis and reporting of the findings. The final methodology will be designed through discussions with project staff and will be elaborated in the Inception Report.

Research Questions
To assess functioning of the mechanism:
- What are NCCT’s and PCCTs’ function, roles, responsibilities in monitoring and reporting implementation?
- What are the strengths and weaknesses of NCCT and PCCTs in coordinate, monitoring and reporting implementation?
- What are the recommendations to address the weaknesses?

To assess the achievements of the implementation of NPA:
- How far is NPA achieved against set indicators?
- What are the key indicators to measure implementation?
- Which is the level of achievement of those indicators?
- Recommendations
- Tools to strengthen reporting of key indicators

Desk Review
Key documents reviewed include:
- NPA 2014-2018
- Annual plan of action of NCCT
- Plan of action of TWGs
- Plan of Action of PCCTs
- Reports of NCCT
- Newsletters, Facebook Pages
- Other existing monitoring and reporting system

Sampling Strategy
A purposive sampling strategy was used to identify key informants for eliciting the needed information. The consultant worked closely with Winrock and NCCT to identify key informants. Study participants were selected that are most appropriate to answer the research questions. The participants will be selected based on their expected knowledge and contribution to answering the research questions. Key informants included:

National Level: At the national level the key informants included NCCT, 6 WGs, and relevant ministries and NGOs and development partners.

Sub-national Level: At the subnational level, key informants at the provincial level authorities included PCCTs and NGOs.

A key informant list is included in Annex C.
Data Collection

Site visits
Site visits were made to Kampong Cham, Svay Rieng, Siem Reap and Banteay Meanchey. Winrock and NCCT helped to identify appropriate key informants and supported organization of field visits.

Semi-structured Key Informant Interviews
Semi-structured key informant interviews were conducted with NGOs, line ministries and development partners.

Focus Group Discussions
Focus Group Discussions were held with NCCT, PCCTs and NGOs.
FINDINGS

The NCCT is a national mechanism for coordinating and gathering information about the efforts of ministries, institutions, national and international non-government organizations (NGOs), development partners, private sector, and other stakeholders to collaborate together for combatting human trafficking in transparent, accountable and highly effective manner responding to the commitment of the Government to suppress trafficking in persons. The mechanism plays crucial roles for providing opportunities to the government, civil society organizations, development partners, and other public sectors for fighting against human trafficking, labour exploitation and sexual exploitation in Cambodia in close cooperation.2

The NCCT operates at the national level chaired by H.E. Chou Bun Eng, Secretary of State of the Ministry of Interior. The NCCT is implemented through a Secretariat with H.E. Lieutenant General Thom Sam Ath as Secretary General. Six thematic working groups (TWGs) – Prevention, Victim Protection, Law Enforcement, Justice, International Cooperation and Migration, chaired by relevant line ministries are responsible for actions in each of these thematic areas. At the subnational level, the Provincial Committees for Combatting Trafficking in Persons (PCCTs) are chaired by a Provincial or Municipal Deputy Governor as assigned. These components form the ‘mechanism’ and each will be discussed in more detail later in this report.

The National Plan of Action (NPA) of the NCCT covers the period 2014-2018, however as noted earlier, the plan was not completed and released until February 2015. This has resulted in less time for implementation of the priority strategies. However, even with the limited time, significant accomplishments have been made, although many tasks remain to be accomplished.

In this mid-term review two specific areas were examined 1) the functioning of the mechanism (NCCT and General Secretariat, TWGs, PCCT), and 2) the achievements of the NPA to date. These areas are explored below in response to the research questions stated above

Functioning of the Mechanism

The first area of review is the functioning of the mechanism which includes the NCCT and its’ Secretariat, TWGs and PCCTs. Key recommendations in the evaluation of the first NPA were to ‘clarify, emphasise and strengthen the leading, coordinating and facilitating and monitoring/evaluation roles of the National Committee, Secretariat, and Working Groups to move away from directly implementing activities outside these roles’. This included suggestions for core mandates and responsibilities of the roles of NCCT, TWGs and PCCTs and NGOs.

A significant accomplishment in the first half of implementation of this NPA has been the clarification of the structure of the mechanism at all levels. A series of Royal Decree’s, Sub Decrees and Decisions have clearly defined the structure, roles, functioning, membership of the NCCT, PCCT, and TWGs as noted in Figure 1.

2 From the NPA-CTIP
Through these legal frameworks, the NCCT, NCCT General Secretariat, TWGs and PCCTs Membership, Roles and Responsibilities were all clearly defined. Following is a discussion of each of the structures.

**NCCT and Secretariat**

The NCCT in its present structure was established through Royal Decree on the Establishment of the National Committee for Combatting Trafficking in Persons on 24 June 2014 as part of the reform and restricting of the coordination mechanism.³

The composition of the NCCT by this Royal Decree includes 27 members from line ministries with the Minister of the MoI as Chair, a Secretary of State of MoI as Vice Chair and Vice-Chairs from the MOLVT, MoWA, MoJ, MoSVY, Ministry of Education Youth and Sports (MoEYS), and the Commissioner General of the National Police. Each of these Vice-Chairs from line ministries also have the role to chair a TWG (See descriptions later).

In addition, NCCT members include one Secretary of State from the Ministries of Public Health, Tourism, Council of Ministers, Foreign Affairs and International Cooperation, National Defense, Economic and Finance, Planning, Information, Culture and Fine Arts, Rural Development, Post and Telecommunications, Industry and Handicrafts, Cults and Religions, Agriculture, Forestry and Fishery; and the Commander of the National Military Police; and Directors’ General of the Departments of Immigration; Identification of the MoI; and the Department of Border Affairs, Military High Command.

The NCCT membership has been established with members appointed representing the various line ministries and positions. In interviews with stakeholders at the national and subnational levels, repeatedly respondents reported that the structure of the NCCT was now clear. In the words of one respondent ‘Now we have the structure in place, there is no need to focus on the structure, now we must focus on improved implementation of the structure to be able to meet its roles and responsibilities to implement the NPA effectively.’ This theme was echoed by multiple stakeholders.

³ This decree updated the structure replacing sub-decree No 162 dated September 2000 which formed the original National Committee to Lead the Suppression of Human Trafficking, Smuggling, Labor and Sexual Exploitation in Cambodia (NC-S.T.S.L.S.). The NC-S.T.S.L.S. developed and carried out the first NPA 2011-2013
The NCCT NCCT has 13 responsibilities as noted in the inset. The NCCT has a Secretariat as an executive entity located within the headquarters of the Ministry of Interior, with the Permanent Vice Chairman of NCCT taking charge of the General Secretariat.

Strengths

In the period of this review the NCCT and its Secretariat have worked to effectively implement its roles and responsibilities. As noted by H.E. Chou Bun Eng “2014 and 2015 were a time of building the foundation.” Budget has increased permitting some resources to build staffing and structure. Clearly significant focus has been on successfully building the structure of the mechanism to begin effective implementation. A clear strength of the NCCT is the commitment and leadership of H.E. Chou Bun Eng and her team.

At the level of Secretariat, an administrative structure has been put in place that targets five key areas: administration, planning, financial planning and logistics, research and monitoring, dissemination and education. In Figure 2, the structure of the mechanism is described.

Additionally, in its coordination role, NCCT Secretariat has four to five persons assigned to work closely with each TWG. This structure is intended to provide a link in communication, coordination, and monitoring to make the flow of information and support more effective. Clearly, this staffing structure has helped to promote better linkages with the TWGs.

The NCCT and NCCT Secretariat have also been creative in improving communications within the NCCT members, the PCCT and the TWGs. This has occurred through use of social media or through a messenger application called Telegram. Due to sometimes lengthy delays in formal communication channels, all the members of the NCCT, PCCTs and TWGs are actively using Telegram. Though this mechanism notices can be sent immediately about meetings, conferences, or other important events while the formal paperwork is ‘on its way’ through the system. This has been seen as a very effective mechanism to speed up communication.

The TWGs have been established and provided orientation and training on their roles and responsibilities.

---

1. To promote and enhance the application of the law on Suppression of Human Trafficking and Sexual Exploitation, the Protocol to Prevent, Suppress and Punish TIP, supplementing the UNTOC or other international instruments and agreements.

2. To promote and strengthen the implementation of Policies and the Minimum Standards on the Protection of the Rights of Victims of TIP.

3. To promote and strengthen assistance and support for victims of TIP at all stages of court proceedings.

4. To promote and monitor the application of relevant national and international laws and policies and other guidelines on of the RGC, as well as support for signings and ratification of any internal instruments deemed beneficial to combating TIP.

5. To monitor, control and assess the changing situation of TIP, sexual exploitation and other related crimes, by paying attention to the vulnerabilities of citizens (men, women, children and teenagers).

6. To examine, improve, and request for relevant ministries and institutions make additional legal, judicial texts and norms that are still lacking. To set forth policies, strategies and plan of action to prevent crime, rescue and protect victims of TIP and promote dissemination and education to raise awareness of the public.

7. To promote a Model Center with proper implementation of repatriated victim rehabilitation prior to reintegration.

8. To promote and enhance the responsibility of the Criminal Justice System in response to TIP, namely strengthening law enforcement, eradication of impunity, investigation and prosecution of perpetrators implicated in TIP to gain victims trust in judicial system, social and public services and their participation in law enforcement.

9. To strengthen the relationship of cooperation and support from national and international partner organizations, UN Agencies, and with other relevant countries in working in TIP.

10. Review finalize and disseminate national plans of action and national policies on activities and work results against TIP.

11. To prepare reports on the situation and task to combat trafficking in persons and sexual exploitation for submission to the RGC and UN.

12. To review, endorse and manage annual budget.

13. To perform other tasks as assigned.
Challenges

While reporting is occurring, from the TWGs and the PCCTs, there is not yet a consistent system for reporting on the activities, outputs and outcomes of the NPA.

The Secretariat has increased staff significantly, however, some staff still lack capacity to adequately carry out their roles and responsibilities. Due to lack of qualified staff, this sometimes results in overworking of high ranking staff with strong capacities. Additionally, all staff to not yet have Terms of Reference, so clearly defining roles and responsibilities would further strengthen the team.

While budget has been improved, there is still inadequate budget to carry out all responsibilities.
Figure 2: Structure of the Mechanism (NCCT, Secretariat, TWG, PCCT)

The National Committee for Counter Trafficking (NCCT)

The General Secretariat of NCCT

Technical Council

The Municipal/Provincial Committee for Counter Trafficking M/PCCT

The Secretariat of M/PCCT

District/Khan officials in charge of Counter Trafficking DCCT

Commune/Sangkat officials in charge of Counter Trafficking CCCT

The Secretariat in charge of administration

Office of administration

Office of planning

Office of financial planning and logistics

Office of research and monitoring

Office of dissemination and education

The official assistant team of the General Secretariat

Assistant Team: Prevention

Assistant Team: Protection

Assistant Team: Law enforcement

Assistant Team: Justice

Assistant Team: International Cooperation

Assistant Team: Migration

Thematic Working Groups (TWG)

Prevention TWG

Victim Protection TWG

Law enforcement TWG

Justice TWG

International Cooperation WG

Migration WG

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Law enforcement TWG

Justice TWG

International Cooperation WG

Migration WG

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Law enforcement TWG

Justice TWG

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Victim Protection TWG

Law enforcement TWG

Justice TWG

International Cooperation WG

Migration WG
NCCT Thematic Working Groups

The Decision on the Inter-Ministry- Institution’s Specialist Working Groups for Counter Trafficking dated 7 October 2014 defines there will be six Thematic Working Groups (TWG) of the NCCT. This Decision defines each TWG’s membership and its functions, roles, and responsibilities in monitoring and reporting implementation.

The six inter-ministerial TWGs are Prevention, Victim Protection, Law Enforcement, Justice Affairs, Migration Affairs, International Cooperation. Each is chaired by a relevant ministry (See Inset) with membership from other line ministries, NGOs and development partners including UN agencies participating.

In this section the functioning of the TWG in general will be discussed, particularly as it relates to meetings, and reporting to the NCCT. Later in this report, the accomplishments of the NPA will be examined and this will address TWG thematic roles and responsibilities accomplishments related to the strategies of the NPA. The full roles and responsibilities of each thematic working group is in Annex A.

In this review interviews were held with each of the chairs of the TWGs with a discussion on the functioning of the mechanism including the NCCT, TWGs, including monitoring, meeting and reporting processes.

Successes

The structure of the NCCT is now considered to be clear by all TWGs and more effective particularly at the national level.

TWGs have been provided clear roles and responsibilities.

TWGs report they are regularly receiving information from the NCCT, are invited to meetings, trainings, and participate in collaborative efforts to end TIP.

Collaborations between the TWGs and NCCT are happening generally based on the responsibilities of the ministry or TWG, or for the content of a particular training or event.

While it appears that there is an increasing link and identity to the NCCT, by the TWGs some of the lead ministries identify the work related to TIP as part of their line ministry workplan and do not link closely with NCCT. For example, because of the ministry mandate they consider they are already engaged in work to end trafficking in persons without the link to NCCT, so the work would

1. Prevention: Chaired by MoEYS
2. Victim Protection: Chaired by MoSVY
3. Law Enforcement: Chaired by Cambodia National Police
4. Justice Affairs: Chaired by MoJ
5. Migration Affairs: Chaired by MoLVT
6. International Cooperation: Chaired by MoWA

The composition of each TWG is assigned in the Decision on Establishment of Inter-Ministerial Specialist Working Groups on Counter TIP with relevant membership from line ministries. Membership of each group ranges from 25 to 30 members.

While each Thematic Working Group has, specific responsibilities assigned in this decision based on the theme of the group (See Annex A), all TWG have common responsibilities as follows:

- Draw up regular reports on the outcomes of the implementation of work activities to General Secretariat of the NCCT by the last day of each month, and quarterly, biannual and annual reports to sum up for the NCCT.
- Hold regular monthly meetings of Working Groups and other meetings as needed.
- Engage in other activities as needed.
occur. Important to note common, the coordination and information sharing role of NCCT was mentioned as important to furthering their ministries work.

Some TWGs are meeting regularly, others not yet. However, all reported that because the TWG chairs are appointed to work with a TWG that matches with the priorities of their ministry significant work is being carried out related to the NPA even if the TWG is not meeting regularly.

In the case where the TWG is not meeting regularly some strongly identified the work as the workplan of the ministry and not as the workplan of the TWG of the NCCT. However, the TWG do see the NPA of the NCCT as relevant to their workplan, but generally they are more likely to be reporting on ministry activities than TWG activities although they are often the same. Likely in these cases the value of coordination by NCCT has not been fully realized.

In reporting, each of the TWGs are providing reports to the NCCT. As noted above, some are based almost solely on the work of the chair ministry, and others are more broadly gathered. The TWGs are reporting on their activities related to TIP, not specifically against the commitments in the NPA.

Challenges
When asked about accomplishments some chairs showed the NPA document to the reviewers demonstrating they were using this document as a guide for their work. However, there were differing levels of engagement with the NCCT. In some cases, the TWGs are seen as duplicating other groups. This was particularly true for the Justice Affairs which works closely with AATIP. Regular meetings are held through AATIP, resulting in the belief that additional TWG meetings would serve as duplication. However, the MOJ did report positively about engagement with NCCT and expected to be closer engaged in the coming years. Additionally, MoLVT has significant action on migration around labour. As a result, once again the work is generally identified as the MoLVT work plan and not the TWG work plan.

While reporting is occurring, there is not a consistent reporting format for reporting to the NCCT on the achievements toward the NPA. The NCCT Secretariat has drafted a reporting format – *Performance Indicator Tracking Table* - that would permit progress on activities and outputs of the NPA, however this has not been implemented yet. This results in challenges in identifying the actual progress toward accomplishment of strategies.

PCCT and Secretariat
The PCCTs (or Municipal (MCCT) where relevant) were established by the Decision on the Organization and the Functioning of the Sub-National Level Committee for Counter Trafficking in Persons dated 14 October 2014.

The M/PCCT is headed by the Governor of the Board of Governors of the Provinces with the composition appointed by the Decisions of the NCCT including relevant municipal or provincial departments, prosecutors attached to the Court of First Instance, Police Commissioners, Military Police Commanders, Commanders of various forces stationed along the border, Governors of Districts/Towns and Heads of other relevant key units in the Municipality or Province where appropriate. It has specific roles and responsibilities clearly spelled out in the Decision including enforcement of laws, national plans, monitoring and evaluating offences and their progress, review and approve budgets, establish working groups, guide actions to crack down on offences, coordinate and encourage competent criminal
investigations and pursue arrest of criminals, and organize regular meetings, review and approve reports and other duties as required.

A Secretariat leads the activities of the M/PCCT. The Secretariat of the M/PCCT also has significant responsibilities (see inset). This is where the majority of work at the M/PCCT level should occur. Responsibilities include gathering information, monitoring TIP, disseminating information, control flow of migrants, and understand the current methods of recruiters. Along with these responsibilities promoting investigations, prosecution and services are included. And regular reporting is required.

Just as at the NCCT, the PCCT has six working groups. These include Prevention, Victim Protection, Law Enforcement, Justice Affairs, Strengthening of Cooperation, Migration Affairs headed by the Provincial line ministry that heads the TWG at the national level. The purpose of the working groups at the M/PCCT level are to promote collaboration and to be more effective at implementing key activities to combat TIP. The working groups are expected to hold monthly meetings to exchange information, draw up reports and other responsibilities.

During the review process, site visits were made to four provinces to interview PCCTs. In the KII, a number of successes were identified. In all provinces visited the PCCTs were organized and functioning – some stronger than others. In general however they were able to mobilize resources and support from NGOs and development partners to address TIP activities in their respective provinces.

Successes
The PCCT’s have a clear structure with identified roles and responsibilities.

Aside from clear structure, there is a significant progress that national budget is made available for implementation of NPA in year 2015-2016 which was not seen in NPA phase 1.

The PCCT can take rapid action when TIP case happens in the target area.

Communication from the national to the subnational level is happening in a timely way through Telegram (messaging application).
Committee members can also communicate quickly with each other about meetings, or about any problems that are identified.

Meetings are held at various intervals for PCCTS including monthly, quarterly, and annual. At the meetings participants share about the activities that were carried out in the last quarter, activities planned for the next quarter and any challenges faced. The meetings also allow NGOs and development partners to attend as observers and they can report their project achievements and plans.

This is often a point where new issues are identified, training needs identified or various departments can identify ways to work together to improve system response. For example

CSOs and NGOs report there is more teamwork between the government and NGOs. There is also more networking from the national to provincial and district level resulting in improved response to victims.

PCCTs are disseminating significant information particularly on safe migration and identifying illegal brokers.

Various activities such as trainings, radio call in shows are helping people to understand better about TIP.

Police have cracked down on brokers in some cases.

PCCTS have identified new trafficking issues through monitoring including the issue of marriage in China and some concerns with trafficking in human organs

Challenges

Working groups are still working on their own with inadequate connection between the working groups.

While monitoring of cases has improved cases still occur without the authorities knowing it. In some cases, local authorities report learning about a trafficking case or a broker when informed by an embassy.

Busy schedules coupled with the time commitment required for meetings results in some key actors not being able to attend meetings regularly.

The lack of adequate budget and human resources prevents PCCTs from carrying out all of their work. Some commitment of budget is made, but it is general, and the PCCT has to advocate strongly to get any budget. In Siem Reap for example, PCCT has received annual budget allocation but actually it cannot be spent as the budget is allocated for social services in overall and there is no budget code/item to be approved specifically for TIP expenditures. In Banteay Mearney, a national budget of 10 million Khmer Riel (approx. US$2,500) has been released and spent in 2016 for PPCT secretariat which is too small. TIP Police in target studied provinces have expressed their concerns that they lack of budget for field investigation and support of TIP victims.

Plan for Implementation, planning, coordination and monitoring and evaluation

The NPA included five outcomes on implementation, planning coordination, monitoring and evaluation. These are as follows:

<table>
<thead>
<tr>
<th>Outcomes</th>
<th>Expected Outputs</th>
</tr>
</thead>
<tbody>
<tr>
<td>5.1 Mechanism for monitoring and evaluation</td>
<td>• TOR of Monitoring and Evaluation Team for monitoring and evaluation of NAP developed</td>
</tr>
</tbody>
</table>
of the implementation of NPA officially created with participation from stakeholders

| 5.2 Capacity of all responsible staff at all level strengthened | • Number and list of core trainers recruited  
• Training curriculum developed  
• Capacity development plan developed and officials trained  
• Number of trainings  
• Number and list of participants trained  
• Number of training courses  
• Number of training courses for officials of NCSG trained at sub-national levels  
• Lessons learned document |

| 5.3 Tools for monitoring and evaluation developed and used | • Number of priority issues identified for conducting study with consultation from stakeholders  
• Number of indicators set  
• Database developed and used |

| 5.4 Collected data evaluation and disseminated | • Primary list for research and data collection  
• Analysis and evaluation reports developed  
• Evaluation report on the implementation of the NPA |

| 5.5 Achievement report of the implementation activities for counter trafficking issued monthly, quarterly annually by measuring achievements against set indicators | • Document and reports disseminated  
• List of NGOs participated in addressing human trafficking and labour exploitation |

**Outcome 5.1**

There has been no clear mechanism created for monitoring and evaluating the NPA. A Monitoring and Evaluation Team has been set within the NCCT Secretariat, monthly, quarterly and annual reporting is occurring and an annual report has been completed for 2014, 2015 and 2016. However, some challenges exist. Drafts have been made of indicator monitoring checklists or other reporting formats to gather information against set indicators, however these have not been implemented. No centralized database has yet been created, and no baseline was completed.

**Outcome 5.2**

While staff have had training in some key areas there has been no formal capacity development structure created and implemented.
Outcome 5.3
Tools for monitoring and evaluation and not been developed and used.

Outcome 5.4
Some research has been conducted, and data is being collected from the different TWGs.

Outcome 5.5.
Periodic reports are being issued monthly, quarterly and annually. However, the reports are not tied closely to the set indicators of the NPA.

Summary
The on-going monitoring of the NPA is not yet happening in a coordinated manner linking activities, outputs and progress to set indicators. Each TWG is working on its own priorities. While these are closely linked the NPA the reporting is not occurring in such a manner that it is readily measurable.

Recommendations for Improvements of the Functioning of the Mechanism
Continue to improve planning and coordination functions of the NCCT, PCCTs and TWG

The NCCT has improved significantly the coordination between the NCCT Secretariat and the TWGs and PCCTs, and with NGOs. This was informed by the legal framework that was created and by the implementation of the Secretariat. However, while significant progress has been made this is also an area for improvement.

The TWGs are largely working based on their ministry priorities and not linking closely enough with NCCT in all circumstances. In some cases, the relationship is close, in others it is a reporting relationship. Clearly, line ministries have their own responsibilities and priorities, but ensuring they are closely linked through coordination activities is important.

It is recommended to re-iterate the importance of regular meetings, joint planning for annual activities, and alignment of priorities with each TWG, NCCT, and PCCTS to ensure the timeframes and priority activities are aligned clearly.

It is recommended that an annual work/operation plan be developed and coordinated for each group, aligned with the strategic actions in the NPA. This will also facilitate monitoring and reporting.

Continue to strengthen the capacity of the NCCT and PCCTs
Capacity building was noted as a priority by NCCT, PCCT members and others. This includes building capacity on their roles and responsibilities, best practices in suppressing TIP, implementation of new and existing laws and policies. While NCCT staff have been assigned to each of the TWGs, NCCT reports the need for more specialized training. A key area for capacity building is in monitoring and evaluation. It is important to note that some of the challenges are also with inadequate staff numbers and with turnover in staff.

It is recommended to conduct a capacity assessment of NCCT, and PCCTs, develop a capacity development plan based on this assessment and implement training as recommended.

Improve monitoring and evaluation tools to be able to document progress, successes and challenges
The on-going monitoring of the NPA is not yet happening in a coordinated manner linking activities, outputs and progress to set indicators. Each TWG is working on its own priorities. While these are closely linked the NPA the reporting is not occurring in such a manner that it is readily measurable.

A challenge in conducting the review was that data is not systematically collected on each indicator, so it makes it difficult to monitor progress. In reality much of the data is actually available, but not collected systematically or reported to NCCT based on the indicators set in the NPA. The reporting is occurring as a summary of activities for TWG which is often based on the lead ministries work plan and not the NPA although they are closely aligned.

*It is recommended that the NPA indicators are reviewed to identify sources of data. This should be an immediate priority. For example, a simple reporting form could be prepared that lists the strategies, indicators, work plan of the entity reporting, progress during the reporting period and next steps. Each line ministry, TWG, or NGO working in the sector could reported based on their own activities and be summarized for an overall picture of progress.*

*It is recommended that a reporting system is developed led by NCCT, in cooperation with the TWGs and PCCTS that provides a quarterly reporting format for the TWS and PCCTS documenting the indicators the each is to report on forming a system of reporting that is simple and clear. Where numeric data is required for an indicator a clear source and system for collecting must be linked.*

*A coordinated system (database) should be completed as planned to ensure that effective data is collected for the final evaluation of the NPA.*

**Budget allocation**

While budget allocations have improved, at every level the budget was reported as a challenge. In Phase 1 there was only a very limited budget, however this has improved with the strengthening of the mechanism and government budget. However, at the subnational level, there are still challenges in accessing and utilizing the budget.

In addition, budget impacts combatting TIP in other ways. For example, at the subnational level, key authorities such as the police report not having adequate budget to carry out proper and effective investigations.

*It is recommended that the budget process be implemented as planned and adequately funded. Budget Code or Line under Provincial Fund should be created separately for TIP activities so that expenditures will be effectively and efficiently made.*
Achievements of the Implementation of the NPA

The overall goal of the NPA is “To coordinate efforts of all sectors to address and eliminate all forms of human trafficking and labour and sexual exploitation of the Cambodian people in Cambodia and elsewhere”. Its objective is “to prevent effectively all forms of human trafficking and labour and sexual exploitation; to protect victims; and to enforce the law and punish perpetrators of human trafficking and labour and sexual exploitation”. The goal and objective are expected to be achieved through implementation of 4 Strategies, each with Outcomes, Outputs and Activities.

While significant reporting is occurring on activities, there is not yet available a reporting system that provides reporting against the NPA logframe for Outputs and Indicators. However, this does not mean significant activity and accomplishments toward outcomes and outputs have not occurred. In fact, it has, it is just not yet being reported on systematically resulting in challenges accurately measuring achievements against indicators. As noted earlier there are currently attempts at systematizing reporting and this will improve the ability to measure achievements.

Strategy 1: Strengthening Law and Policy and Enhancing Cooperation

<table>
<thead>
<tr>
<th>Outcomes</th>
<th>Expected Outputs and Indicators</th>
</tr>
</thead>
</table>
| 1.1 National mechanism for counter trafficking in persons improved and strengthened with broad participation and adequate resources for better law and policy enforcement, and enhancement of national and international cooperation. | • Royal Decree on establishment of NCCT signed  
• Decision of National Committee for Counter Trafficking Endorsed  
• Training Manual on Roles and Responsibilities for NCCT and PCCT staff developed  
• List of organisations and development partners signed MOU with NCCT  
• Provincial Plans of Action developed and implemented consistent with NPA |
| 1.2 MoUs, bilateral and multi-lateral agreements and other legal instruments related to human trafficking, labour and sexual exploitation enforced by stakeholders with clear responsibilities and measurable results | • Existing national, regional, and international legal instruments/policies/procedures related with TIP, labour and exploitation reviewed and analyzed  
• # of MOUs, agreements, and guidelines signed  
• ASEAN Treaty on TIP finalized  
• Guidelines, Standard Operating Procedures (SOPS) and minimum standard developed and endorsed  
• Assessment on implementation of 4th plan of Great Mekong Sub-Region (SPA IV) (10 11 and 12)  
# of trainings on ASEAN Treaty on Mutual Legal Assistance for Criminal Cases and Extradition Treaty with Other Countries  
# of joint action plans implemented between ASEAN and COMMIT  
# Number of TIP cases of joint cross border investigation |
| 1.3 New necessary laws, policies, national and international plans of     | • Guidelines on the rights and protections  
• Guidelines / mechanism on repatriation with other countries to quicken the repatriation process developed and implemented |
### Action for Countering All Forms of TIP and Sexual and Labor Exploitation

- Explanatory note on law on Suppression on Human Trafficking and Sexual Exploitation dissemination
- Guideline for Undercover Investigative Authority (UI developed and approved)
- Report on the enforcement of labour law against entertainment venues to prevent the exploitation of minor produced
- Sub-Decree 183 amended and guidelines developed and endorsed
- New MOUs and agreements with destination countries to monitor and regulate sending of migrants signed
- New policies for seasonal migration developed
- Database for migrant and complaint mechanism developed
- Law/legal framework on protection of victims of CTIP and labor exploitation implemented

<table>
<thead>
<tr>
<th># of Cross border cases investigated</th>
</tr>
</thead>
<tbody>
<tr>
<td>% of decrease of minors employed in entertainment venues</td>
</tr>
<tr>
<td># of TIP victims repatriated</td>
</tr>
<tr>
<td># of complaints filed and number of complaints solved</td>
</tr>
</tbody>
</table>

### Progress on Outcomes

The first strategy of the NPA to strengthen laws and policy and enhancing cooperation. It has three outcomes. Outcome 1.1 is focused on improving the national mechanism and is primarily led by the NCCT and the Secretariat. Outcome 1.2 is focused on international cooperation and is led primarily by MOWA with significant coordination by NCCT and other relevant ministries. Output 1.3 is focused on improving the legal framework and has leadership from MOJ and MOI but with significant responsibility from other relevant ministries. Significant progress has been made in all of the three output areas.

**Outcome 1.1** As noted earlier in this report national mechanism has been clarified through Royal Decrees, Sub-decrees and relevant Decisions as noted in Figure 1. A new framework has been established clarifying structure, roles, responsibilities, and functioning of the NCCT, its Secretariat, TWGs and PCCTs. Orientations have occurred at both the national and subnational levels. Meetings are organized and properly documented but not all TWGs and PCCTS are consistently meeting.

NCCT has also developed significant relationships and partnerships development partners and NGOs. Many of the activities of NCCT are in fact carried out in partnership with NGOs or DPs whose work prioritizes a specific strategy. For example, Cambodia ACT is an NGO network comprised of 14 partner NGOs working to fight child trafficking in Cambodia. Cambodia ACT has signed an MOU with NCCT permitting close collaboration between its members and NCCT on prevention, provision, promotion and prosecution related to TIP. Partners reported by NCCT include Winrock International, Khmer Youth Association, Friends International, Cambodia Women’s Crisis Center, Legal Services for Women and Children, Terre Des Hommes, Freedom Stones, Ratanak International, World Vision, CARAM, International Justice Mission, Cambodia Center for the Protection of Children’s Rights (CCPCR), Chab Dai, ChildFund, Open Institute, ADHOC, LICHADO, Hagar, Cambodia Legal Education Center, Samaritan’s Purse, Caritas, The Asia Foundation, International Office of Migration, International Labor Organization – Triangle Project, Australia-Asia Program to Combat Trafficking in Persons (AAPTIP).
**Outcome 1.2** The NCCT, MOWA, and relevant ministerial partners continue to work to develop MOUs, bilateral and multi-lateral agreements and support efforts at international cooperation. Efforts have moved forward on the development of Memorandums of Understanding (MOU) with Thailand and Vietnam. An MOU with China was completed in late 2016. Efforts continue at finalizing an MOU with Malaysia and the MOU with Thailand is still being reviewed. These MOUs are occurring with leadership from NCCT and from line ministries as relevant.

The ASEAN Convention on Trafficking in Persons was signed in November 2015 aimed at strengthening regional cooperation. A draft of the Mutual Legal Assistance and Extradition Treaty was developed but it has not moved forward as the ASEAN Convention is being used instead. Agreements were signed with France and Laos on Mutual Legal Assistance. Draft agreements for extradition of perpetrators are in negotiation with England and Peru.

MoLVT has signed a health and workplace safety agreement with Korea.

MOWA as the link to COMMIT MOWA participated in the 11th regional meetings, and ministerial level officials participated in the Greater Mekong Sub-Region meeting in 2015. Additionally, the 4th Plan of the Greater Mekong Sub-Region (SPA IV) was developed and implemented in 2015.

Efforts have also continued with participation in meetings to coordinate joint efforts to protect migrant workers along with regional meetings to discuss safe migration.

**Outcome 1.3** The *Guidelines on Forms and Procedures for Identification of Victims of Human Trafficking for Appropriate Services Provision* were completed in 2015.

The *Juvenile Justice Law* was passed in July 2016 after many years of advocacy for its passage.

To supplement the implementation of sub-decree 190 MOLVT issued 8 Prakas as follows:

- Prakas No 045/13 concerning the meaning of key terms used in sub-degree 190
- Prakas No 047/13 concerning private recruitment agency outlines the requirement of a private recruitment agency to be recognized as legal entity from MOLVT
- Prakas 046/13 concerning the recruitment process and pre-departure orientation sets minimum standards for private recruitment agencies in their legal responsibilities to migrant workers prior to being sent abroad
- Prakas 249/13 concerning complaint receiving mechanism for migrant workers outlines the MOLVT complaints process for migrant workers
- Prokas 250/13 concerning inspection for private recruitment agency outlines the MOLVT’s standard for inspections.
- Prokas 251/13 concerning penalties and rewards to the private recruitment agencies stipulates that private recruitment agencies will be inspected every two year, and that they must meet a certain minimum standard in order to continue to operate
- Prakas 252/13 concerning on-site service of the private recruitment agencies and repatriation outlines the private recruitment agencies responsibility to migrant workers in destination countries and during repatriation process.
- Prakas 253/13 concerning promulgation of minimum standards of job placement services abroad stipulates all articles that need to be included in contracts between private recruitment agencies and Cambodian migrant workers.
MOLVT as leader of the TWG reports having a meeting and workshop with relevant stakeholders to review and improve contractual employment conditions between migrant workers and recruitment agencies.

MOLVT has established a complaints mechanism for receiving and examining complaints and providing assistance to migrants. This was supported by ILO and Winrock with training provided to MOLVT staff. Training is currently being provided so there is no clear understanding yet on the effectiveness of this mechanism.

Progress on Indicators
In addition to the above outcomes, numerical indicators are identified. While the reports identify some activities around each of these activities, there is no summary source of data to document progress.

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td># of trainings on ASEAN Treaty on Mutual Legal Assistance for Criminal Cases and Extradition Treaty with Other Countries</td>
<td>23 Trainers have been trained to be able to provide training on Mutual Legal Assistance (reported by CNP)</td>
</tr>
<tr>
<td># of joint action plans implemented between ASEAN and COMMIT</td>
<td>No specific # of joint action plans implemented between ASEAN and COMMIT are listed in the 2014, 2015, and 2016 NCCT reports. However, the number of meetings are reported that MoWA or representatives from other Ministries in Cambodia have participated in with other countries. These are significant.</td>
</tr>
<tr>
<td>Number of TIP cases of joint cross border investigation</td>
<td>Limited data available in the reports</td>
</tr>
<tr>
<td># of Cross Border Cases Investigated</td>
<td></td>
</tr>
<tr>
<td># of TIP victims repatriated</td>
<td>Limited data available in the reports</td>
</tr>
<tr>
<td>% of decrease of minors employed in entertainment venues</td>
<td>Based on the 10 years’ observation report of International Justice Mission between 2012 and 2015 prevalence of under 17 years old in entertainment venues decreased by 73% based on study of Phnom Penh, Siem Reap and Sihanouk</td>
</tr>
</tbody>
</table>

Remainig Priorities and Challenges
While significant accomplishments have been made, there are remaining actions to be completed.

Outputs that have not yet been completed include:

- Some PCCTs in visited provinces do not yet have specific Provincial Plans of Action developed and implemented consistent with NPA.
- Guidelines for the UIA have not been developed and approved.
- A report on the enforcement of labour law against entertainment venues to prevent the exploitation of minor has not yet been produced.
- Sub-Decree 183 has not been amended or guidelines developed or endorsed.
- No new policies for seasonal migration have been developed.
- There is not adequate reporting to identify progress on numerical indicators.
There is no summary data on the number of trainings on ASEAN Treaty on Mutual Legal Assistance for Criminal Cases and Extradition Treaty with Other Countries. However, significant training has occurred in the legal sector as identified below.

- There is no # of joint action plans implemented between ASEAN and COMMIT, even though significant activity is described.
- There is no data reported on the number of TIP cases of joint cross border investigation

**Strategy 2: Enhancing Prevention**

<table>
<thead>
<tr>
<th>Outcomes</th>
<th>Outputs</th>
</tr>
</thead>
</table>
| **2.1 Prevention strategy is developed and implemented to address also the demand side of trafficking by focusing on behavioral change in individuals and communities** | - Research conducted and reports disseminated on vulnerability to TIP, labour and sexual exploitation  
- National Strategy developed with standardized awareness-raising materials and tools trafficking prepared  
- Measures for Cross-border Management Initiative developed and implemented  
- Research on employment of domestic workers in Cambodia conducted  
- Research on the evaluation of informal and formal money lending and how that can increase vulnerability to TIP  
- Effective lessons / modules on counter TIP and sexual exploitation included in National Curriculum at all levels  
- # of teachers at all levels of public and private education trained on TIP listed  
- # of public forums held and # of community participants by target groups  
- # of awareness-raising activities delivered in schools/communities  
- Hotline numbers effectively monitored and regulated (# of calls to hotline, # of cases referred using hotline)  
- # of radio program/TV spots, talk shows aired  
- # of cases referred from communities and stakeholders  
- # of private sector entities engaged in CTIP  
- % of increase of people with birth certificates, ID CARD, passports and marriage certificates  
- # of provincial, municipal annual action plans, primary and secondary schools with Child Safe Tourism curriculum included/incorporated |
| **2.2 Trends, impacts, and management of migration of migrant workers are monitored to enhanced safe migration and protect workers’ rights and benefits at all stages of migration** | - Evaluation is conducted and circulated on vocational training programs that have been successful  
- System and standards to monitor recruitment agencies and training centres developed and implemented  
- Research on remittances conducted and report circulated with discussion and action on recommendations  
- Curriculum for pre-departure orientation developed and endorsed / number of migrants receiving pre-departure training  
- Procedure of repatriation from destination countries developed |
### Progress on Outcomes

The Ministry of Education, Youth and Sports (MoEYS) is the lead for the Prevention Thematic Working Group, although participation of many different Development Partners (DPs) and NGOs support the implementation. Outcome 2.1 is focused on development and implementation of a prevention strategy. Outcome 2.2 is focused on trends, impacts of migration and protection of migrant rights. In this outcome MOLVT with the Migration TWG is responsible for leading many of the activities.

**Outcome 2.1**

To better understand the factors that lead individuals increase risk for trafficking, sexual and labor exploitation several researches have been completed.

- MOWA with UNACT conducted a study in POIPET, collaborating with police commissariat, learning about returning migrant workers experiences. Another study was conducted on forced marriage to China.
- MOEYS is conducting a pilot study in Takeo, Prey V, Kandal, Battambang and Kampong Cham targeting 1200 participants. It has currently been carried out with 800 respondents. If this study can be done with students is much better. MOEYS is also considering research to better understand the impact of trafficking on education, but lacks the budget.
- MoWA and UN-Women conducted a study into migration impact on the families and communities in Battambang province in 2014.
- UN Women has conducted a study on domestic workers in Cambodia entitled *Out from Behind Closed Doors: A Study on Domestic Workers in Cambodia* (2015) that better helps to understand the situation of domestic workers inside Cambodia and the challenges they face.
- Open Institute conducted a study *Internal Migration Patterns and Practices of Low-Skilled and Unskilled Workers in Cambodia* (2016).
- Cambodia ACT and Plan is undertaking a market scan 2016
- CDRI has conducted a study “Making the most of migration in Cambodia”: *What roles for public policies?*
- Winrock International conducted studying on human trafficking vulnerable index for developing prevention strategies for community development.
- Winrock International also conducted KAP survey to measure base knowledge, behavior, and attitude on safe migration and to develop IEC materials for prevention and BBC campaign.

While no overall National Prevention Strategy has been developed significant prevention, activities are occurring. The prevention activities are focused on educating duty bearers, community members...
and youth about risks for trafficking, tricks of brokers, and safe migration practices and activities to build capacity of people at risk of trafficking of migration to generate income.

Even without an overall prevention strategy, many activities are carried out with the support of NGOS, DPs in cooperation with NCCT, MOEYS or other relevant ministries. Because the activities are not highly coordinated there are no overall totals of activities. However, some donors or NGOS do have totals of activities they have supported, but this does not represent a total of activities as other donors also support activities. A sample of some of the prevention activities conducted by NCCT and its NGO partners include:

- Public forms and other awareness raising efforts in the community have been held in all provinces led by the PCCTs.
- Annually events have been held on National Anti-Trafficking Day 12 December in cooperation with NCCT, MoEYS, MoLVT, MoSVY, MOT, MOWA and NGO partners.
- Radio, TV spots and talk shows have been aired by NCCT with support of various NGOS including LSCW, CARE and others.
- UN-ACT with other partners have developed a Behavior Change Communication Strategy for TIP prevention that was initiated in 2016 and is expected to be completed in 2017.
- Plan International, World Vision, Save the Children and their local partners’ support child clubs, youth clubs in schools and child protection mechanisms in several provinces. In each of these safe migration is identified as a child protection issue and safe migration training is held.
- CARE, and its implementing partner Cambodia Women for Peace and Development implemented the SMART project in schools in Prey Veng and Kampong Cham. This included working with school leaders, students, and community members on promoting safe migration messages and strategies for seeking help for problems. Additionally, radio talk shows were held to raise awareness of community members on the risks of irregular migration.
- MOEYS has mainstreamed safe migration and prevention of trafficking messages in youth camps.
- A COMMIT Youth Forum was jointly organized by the International Working Group of the National Committee on Counter Trafficking, World Vision, Khmer Youth Association and the Cambodia Youth Network with the topic of Safe and Legal Migration.
- Youth volunteers from Kon Khmer Koun Khmer and the ASEAN Youth Leaders Association actively participated in TIP and Safe Migration Training as part of a behavior change campaign aimed at preventing trafficking and promoting safe migration. Activities include community radio programs, workshops and community forums.
- Koun Khmer with support of CTIP held a Chatomuk Short Film Festival on the topic of human trafficking and safe migration. The films were created by survivors based on their or other’s experiences of human trafficking and safe migration.
- World Anti-Trafficking Dayl ive comedy show to raise awareness on prevention of trafficking on prevention of trafficking with Cambodian public – “Brokers’ Tricks”.
- In Koh Kong CCPCR provided training prevention of human trafficking, safe migration and child labor to 30 local leaders including commune chiefs, commune council members and school principles.
• ASEAN Youth Leaders Associations launched a radio program “Radio Voice of Cambodia Countering Trafficking In Persons” to raise awareness on safe migration and prevent trafficking in persons
• The hotline number 1288 was supported at the national level by CARE. The number has been distributed by various other organizations.
• MoWA has conducted awareness raising has been conducted in the provinces on laws, policies and tricks used by offenders. On air discussions were held with roundtable forums (MoLVT).
• Stakeholders have been engaged in the tourism industry with efforts such as the Child Safe Tourism Campaign supported by organizations such as Friends International and APLE. MOEYS has participated in meetings to help develop messaging.
• Income generation support has been provided to families in communities at risk of trafficking
• Training has been provided on Rice Production, Improved farming techniques and other supports to improve income.
• Savings Groups have been established to reduce risk for families by organizations such as (Cambodia Center for Study and Development in Agriculture (CEDAC).

There has been additional curriculum by MOEYS for Teacher training college and Teacher Training centers (4 centers). MOEYS reports that 30 percent of teachers know and TIP in the curriculum. However, there is no budget and no obligation to use it. As mentioned however, with support of NGOs curriculums are being implemented in some schools particularly in high risk areas.

Outcome 2.2:

In order to more effectively manage migrant workers and ensure their safety and protection a variety of procedures have been initiated or improved. This includes:

• MOLVT through Prakas has further defined the process Private Recruitment Agencies to become a legal entity and for their inspection every 2 years.
• Migration resource centers have been established in four provinces. Capacity building for the centers is continuing.
• A curriculum for pre-departure orientation was developed and endorsed. The curriculum was supported by ILO.
• The passport process was streamlined however, it is still under review to make it more effective.
• Bong Pheak Job Service Center was developed and pre-tested in Svay Rieng and will be enforced in all provinces.
• A High Solution Database has been developed for Labor Migration and Complaints
• At various events, such as PCCT meetings or other trainings, issues with trends, impacts and management of migrant workers are raised and discussed. For example, PDOSAVY in Svay Rieng raised the issue of the treatment of illegal migrants in Vietnam working as lottery sellers and beggars – issues such as improper living conditions, lack of health care, absenteeism,
accidents and exploitation. CCPCR’ Bavet Transit Center is working with the deportees (2015 Cambodia ACT Annual Report)

**Progress on Indicators as Reported in NCCT 2014, 2015, 2016 Annual Reports**

In addition to the above outcomes, numerical indicators are identified. While the reports identify some activities around each of these activities, there is no summary source of data to document progress.

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td># of teachers at all levels of public and private education trained on TIP listed</td>
<td>Schools in 12 provinces with 9,462 (75 women) (2014 NCCT Annual Report)</td>
</tr>
<tr>
<td># of public forums held and # of community participants by target groups</td>
<td>1,174,025 (535,419 women) 15 monks) (2014 NCCT Annual Report) 904 activities, 548,837 participants (273,493 women) (2015 NCCT Annual Report) 3,471 times, total participants 2,53094, Females 133 41 (2016) In each report it is divided by ministry.</td>
</tr>
<tr>
<td># of awareness-raising activities delivered in schools/communities</td>
<td>MoEYS: Public forum on 12 December on Human Trafficking and IT, child labor exploitation to all teachers, students, # of activities 456 in every high school in Cambodia, # of participants 504,771, females 249,328 (2015 NCCT) Village and Commune Safety Policy to local authority and local people totaled 1, 060,140 (491,611 women), 10 children, and 15 monks (2014 NCCT) Total number of activities in community and school # of 3471 times, # of 253,094 participants, # of 133,414 females’ participants (2016 NCCT)</td>
</tr>
<tr>
<td>Hotline numbers effectively monitored and regulated (# of calls to hotline, # of cases referred using hotline)</td>
<td>Hotlines are available at the embassies where there are workers working there. -MoLVT distributes the Hotline numbers of target embassies to the workers before their departure (2014) No information about # of calls (2014, 2015, 2016)</td>
</tr>
<tr>
<td># of radio program/TV spots, talk shows aired</td>
<td>21 public forums for awareness raising on radio broadcasting 12 in Siem Reap, 5 in Odor Meanchey and 3 in Battambang. 1 on TV and 12 December campaign (2014) 110 times radio broadcasting on Human Trafficking and Safe Migration (Siem Reap 39, Svay Rieng 31, Takeo 40) (2015) Email, Twitter, FB, Telegram, Messager, Telephone # of 70 topic = 70 times broadcasting in provincial level by MoAC # of 10 times films, participation 390 females 194. # of 52 times broadcasting they provincial radio by NCCT provincial (2016)</td>
</tr>
<tr>
<td># of cases referred from communities and stakeholders</td>
<td>No clear data</td>
</tr>
<tr>
<td># of private sector entities engaged in CTIP</td>
<td>NCCT have corporates with relevant institution to combating human trafficking to private business owner such as: -# of 524 target areas, - #of 2,735 participants, females 2,103 (NCCT 2016)</td>
</tr>
</tbody>
</table>
% of increase of people with birth certificates, ID CARD, passports and marriage certificates | Data not collected in reports
2016 report documents significant numbers of people are working without adequate documents

# of provincial, municipal annual action plans, primary and secondary schools with Child Safe Tourism curriculum included/incorporated | No clear reporting

# of inspections conducted to private recruitment agencies and training centers | 2015 – 39 recruitment agencies
2016- 60 recruitment agencies

# of recruitment agencies using curriculum for pre-departure orientation / number of migrants receiving pre-departure training | 2016 MoLVT has identify recruitments agency to provided training on languages, skill, cultural how to work at destination country, and provided official document that those workers needed to bring along with them.
# of 30,825 / # of 25,263 workers has increased 4,862 workers = 18.72%, females 12,125 workers,

Remaining Priorities and Challenges
While significant prevention efforts are underway to prevent TIP, there are outputs that have not been addressed:

- There is yet to be an overall prevention strategy. This likely results in uncoordinated efforts and could result in key gaps in prevention strategies or inconsistent messages.
- There has yet to be an evaluation of vocational training programs that have been successful. This would be useful as efforts to support families that do not want to migrate or to improve their skills to get better jobs when they do migrate.
- Research has not been conducted on the informal and formal money lending and how it increases vulnerability to TIP.
- No reports were made of enhancing efforts for issuing ID and/or birth certificate, marriage certificate
- The impacts of health equity funds for health care services for reducing vulnerability has not been assessed
- While child safe tourism has been a priority there have not yet been efforts to Integrate anti-human trafficking and child safe tourism plans in plan of action of municipalities and provinces
- There has not yet been research conducted to identify formal and informal remittance systems being used by migrants, including investment of remittances to develop recommendations for improving effectiveness of processes and use that benefit both migrant, family and community.
- There is not adequate reporting to identify progress on numerical indicators. Significant data is collected, but it does not clearly match the indicator categories.
## Strategy 3: Enhancing Criminal Justice Response to Human Trafficking

<table>
<thead>
<tr>
<th>Outcomes</th>
<th>Outputs</th>
</tr>
</thead>
</table>
| 3.1 Knowledge of and capacity to use legal instruments among the judiciary in the prosecution of TIP cases strengthened | • Revised and enhanced prosecution database is in place and regular reports are shared with the public  
• Court watch reports produced and disseminated  
• # of training organized and training curriculum developed  
• Increased coordination between law enforcement officials and the prosecutors  
• Increased number of TIP cases filed  
• Increased number of TIP cases prosecuted  
• Increased number of TIP cases ending with conviction of perpetrators  
• Report on consultation with university and institution managements developed  
• Victim Protection framework is established within the trial process  
• Data on prosecution of offences of CTIP compiled and regularly updated and shared with relevant stakeholders  
% increase of passports issued  
% of complaints solved against submitted  
% of increase migrants attending pre-departure / vocational training  
# of actions taken (suspension, etc.) against Recruitment Agencies  
# of follow-up action visiting workers, and solving problems at destination countries  
% of illegal migrants against legal decrease  
% of increase of victims of TIP/labor exploitation repatriated |
| 3.2 Coordination among the law enforcement, judiciary and social service sectors for investigation and prosecution of STSLS cases enhanced | • Child-friendly judicial procedures are developed and piloted  
• # of coordination meetings held  
• # of resolution of TIP and sexual exploitation cases with all stakeholders engaged increased  
• # of TIP and sexual and labour exploitation cases processed through child-friendly judicial procedures  
• # of mutual legal assistance on TIP cross border cases  
• # of suspects extradited |
| 3.3 Responsive measures, case management and reporting systems by specialized and non-specialized law enforcement officers are agreed as systematic for use in combating TIP | • Training Manuals developed  
• # of trainings conducted  
• Victim Identification Procedures/Manual approved and number of officials trained  
• Number of officials trained on undercover investigation guidelines  
• Training curriculum and report on financial investigation  
• Case management system is set up within AHTJP and NCS  
• A national case coding system is created for monitoring cases throughout the entire criminal justice process |
Progress on Outcomes:
In Strategy 3 the focus is on enhancing the criminal justice response to Human Trafficking. Outcome 3.1 is focused on the knowledge of and capacity to use legal instruments. The majority of the outputs are carried and led by the TWG on Justice chaired by the MOJ and with MOI. Outcome 3.2 is focused on coordination among law enforcement, judiciary, and social services sectors for investigation and prosecution. The outputs are jointly carried out by various relevant ministries including CNP, MOSVY, MOI and MOJ. Output 3.3 is focused on responsive measures, case management and reporting systems for specialized and non-specialized law enforcement in combatting TIP. Outputs are led by the TWG on Law Enforcement chaired by the CNP with coordinating ministries. Technical support is provided by AATIP and various NGOs have supported implementation of activities.

Outcome 3.1
A significant activity that has been carried out is training for judges, prosecutors and police building their capacity on investigation and prosecution of TIP cases. Technical support is provided regularly by AATIP. This has included dissemination of national, regional and international laws and other legal instruments.

While there is no nationwide linked database showing prosecutions, the courts are providing reports on the numbers of cases of trafficking along with outcomes.

Training on relevant laws have been incorporated into the curriculum of the Royal Academy of National Police, Judicial Professionals and Royal Military Police. The curriculum has also been widened at the School of Judges, Lawyer Training enter to train prosecution officers and specialized judges in the adjudication of TIP and labour and sexual exploitation cases.

Law enforcement officers have received training on the enforcement of existing laws. AATIP has supported this with female police officers. Judicial police have received training on Standard Operative Procedures for All TIP legal instruments.

Outcome 3.2
Child-friendly judicial procedures are developed and piloted. While advocating for passage of the Juvenile Justice Law, some efforts were targeted at improving child friendly judicial procedures. The project Justice for Children! provided training to court authorities on implementing child friendly procedures in the existing law (before Juvenile Justice passed). This called for improving processes such interviewing children with a guardian present, not holding children for extended periods of time and trying to ensure representation. Additionally, process such as video interviewing or other mechanisms to protect witnesses were trialed. Some challenges with these included having the technology available, the lack of availability of attorneys in the provinces.
Outcome 3.3

This outcome is focused on training for law enforcement officers. Significant training has been supported in this outcome. NCCT has carried out many of these activities with support from various partners support these activities including AATIP, ACTED Chab Dai, IJM, APLE, SBI and others.

Accomplishments include:

- Currently, AATIP is supporting the development of training tools/curriculums related to human training for all types of law enforcement officers.
- One training has been conducted on financial investigations related to TIP.
- Three trainings have been supported by AATIP on cybercrime. Trainings have been conducted on cross-border investigations.
- The Ministry of Justice has created a system to enter and compile data related to trafficking in persons’ cases.
- The Cambodia National Police and the Ministry of Justice cooperate to provide training on investigation and reporting to court for evidence and forensics to prepare to make cases stronger.
- Different trainings are supported by different NGOs
- ACTED has provided support for women police using a Training of Trainers Model. This training occurs in anti-human trafficking, criminal, forensic, and commercial.
- At the subnational level, MOJ provides training on the law.
- International conferences are held each year between Cambodia, Lao and Vietnam to discuss cross-border implementation.

Progress on Indicators as Reported in NCCT 2014, 2015, 2016 Annual Reports

In addition to the above outcomes, numerical indicators are identified. While the reports identify some activities around each of these activities, there is no summary source of data to document progress.

| # of training organized and training curriculum developed | Collaboration with Cambodia ACTS, IOM, Winrock, World Vision, GVC, APLE, IJM, RAW IMPACT, CPU provided trainings 133 sessions to commune councils, local officials, PCCTs, Training of Trainer, Trainer on pre-departure orientation, teachers, NGOs worker, Tour operators at hotel totaled 5, 132 (2, 177 women) (2014)  29 sessions of training provided for TOT with participants 1126 (497 women) conducted by NCCT collaborating with MOT, MOWA and National Police (2016).  13 municipal and provincial level provide trainings 75 sessions for commune council, local officers, PCCTs, Trainer, Trainer of pre-departure orientation, police officers, NGOs workers, totaled 3635 (1786 women) (2016)  Total training for 2016 is 104 sessions with participants 4761 (2283 women) (2016) |
| Increased number of TIP cases filed | Data is available, but not easily comparable |
| **Increased number of TIP cases prosecuted** | Data is available in reports but not easily comparable.  
31 prosecuted (2014)  
201 prosecuted (2015)  
138 (2016) (not clear if definition is same) |
| **Increased number of TIP cases ending with conviction of perpetrators** | Data is available but not easily comparable |
| **% increase of passports issued** | Data is available but not easily comparable |
| **% of complaints solved against submitted** | Data not available or easily comparable |
| **% of increase migrants attending pre-departure / vocational training** | Data not available |
| **# of actions taken (suspension, etc.) against Recruitment Agencies** | Data not available |
| **# of follow-up action visiting workers, and solving problems at destination countries** | Data not available |
| **% of illegal migrants against legal decrease** | Data not available |
| **% of increase of victims of TIP/labor exploitation repatriated** | Data not available |
| **# of coordination meetings held** | NCCT has held or participated in numerous coordination meetings. These include with various ministries, international, and subnational. In 2014 the total was 406, in 2015 the total was 496, and in 2016 the total was 576.  
In 2014 MOJ organized 1 and Police organized 1; in 2015 Police organized 12 at the national level and 17 at subnational level  
In 2016, MOJ 13 and Dept of Anti-Human trafficking and Juvenile Protection had 13 |
| **# of resolution of TIP and sexual exploitation cases with all stakeholders engaged increased** | Data not available in the annual reports |
| **# of TIP and sexual and labour exploitation cases processed through child-friendly judicial procedures** | Data not available in the annual reports |
| **# of mutual legal assistance on TIP cross border cases** | Data not available in the annual reports |
| **# of suspects extradited** | Data not available in the annual reports |
| **Number of quarterly coordination meetings are held between the two working group** | Data not available on quarterly coordination meetings |
| **# of trainings conducted** | Significant training has been conducted, but it is not systematically documented |
Remaining Priorities and Challenges

Court decisions are not produced and printed at all levels.

Document and analysis of cases of human trafficking taken by municipal and provincial courts is not occurring systematically.

For the indicators for this outcome that document numbers the data is not available. While significant data is collected by the police, justice ministry and others, the data is not clearly linked to the indicators in the NPA. However, in early 2017, reporting processes have been re-organized and data is now being collected that will provide data on the indicators.

There is no systematic way that the information is being documented so it is difficult to access. The CNP is keeping detailed data on police interventions, but there is no summary that responds specifically to the indicators.

Strategy 4: Protecting Victims with Gender and Age Appropriate Qualitative Support

<table>
<thead>
<tr>
<th>Outcomes</th>
<th>Outputs</th>
</tr>
</thead>
</table>
| 4.1 Victims of human trafficking, labor and sexual exploitation are rescued, repatriated, rehabilitated, reintegrated, and access full appropriate and qualitative services, tailored to their gender, age and needs. | • ID guidelines endorsed  
• Number of organisations trained on ID guidelines  
• National data collection process in place to include all data on victim assistance from service providers and avoiding duplication of data  
• Guidelines on repatriation are finalized and operational  
# of victims properly identified and referred and provided with assistance  
# trained officials deployed in transit centres at border  
# of IP victims repatriated  
# of TIP victims assisted at Government transit centres  
Number of Government officials/agencies/NGO staff trained and using SOP for repatriation  
Data at the national level compiled and disseminated |
| 4.2 Coordination and collaboration among government and non-government service providers in the effective, efficient, and timely provision of victim support services integrated. | • Database of services categorized by institution, type of support and locations established and regularly updated  
# of victims properly referred to other organizations/communities for assistance  
# of victims reported as reintegrated with sustainable livelihoods |

Progress on Outcomes

In Strategy 4 the focus is on protecting victims with gender and age appropriate and qualitative support. Outcome 4.1 is focused on access to full and appropriate services based on age and gender for victims.
that are rescued, repatriated, rehabilitated. Outcome 4.2 is focused on coordination between government and NGOs on service provision. Both outcomes are led by the Victim Protection TWG led by MOSAVY.

Outcome 4.1

This outcome is focused on victim services. Some accomplishments include:

- The Guidelines on Forms and Procedures for Identification of Victims of Human Trafficking for Appropriate Service were endorsed in 2015. Significant training has occurred on these ID Guidelines.
- There are not specific guidelines on repatriation, however, MOSAVY considers the Minimum Standards on Residential Care to serve as the guidelines for MOSVY an DOSVY for reintegration. A number of trainings have been conducted among DOSVY officials and NGO staff members.
- In close collaboration and cooperation with NGOs, there is a government Transit service available only in Poipet. However, a permanent government Transit Center will be constructed in 2017 in Poipet with financial support from Thai government.
- Social workers are provided training through IJM through a training of trainers’ model to strengthen their capacity.
- A formal evaluation has not been conducted, however, a form is used for evaluation when a victim is repatriated or returned and data is collected in this way.
- Training is provided to NGO Centers on the Minimum Standards of Residential Care for Victims of Human Trafficking and Labour Exploitation.

Outcome 4.2

This outcome is focused on coordination. Some accomplishments include:

NGOS and government are increasingly collaborating to implement the legal framework for protection of victims of TIP. An example of cooperation is in May and June 2016. A multi-organizational effort to repatriate 54 Cambodian men who were trafficked to fish on Thai boats in Indonesian waters. In cooperation with IOM Cambodia, CTIP prosecution partner IJM, provided support for the interview process. CCPCR, IJM and NCCT accompanied some of the victims to their homes to meet with families and assessed urgent needs.

The legal aid service directory has been updated for TIP victims.

MOSAVY and MOLVT are meeting to discuss vocational training to provide job placements to victims of human trafficking.

MOSAVY is working directly with Buddhist monks, laymen, nuns and families to provide care and support services to victims of human trafficking with HIV positive individuals to link them with support services.

Progress on Indicators as Reported in NCCT 2014, 2015, 2016 Annual Reports

In addition to the above outcomes, numerical indicators are identified. While the reports identify some activities around each of these activities, there is no summary source of data to document progress.
<table>
<thead>
<tr>
<th># of victims properly identified and referred and provided with assistance</th>
<th>No measure to determine appropriate 412 (2014) 295 (2015) 298 (2016)</th>
</tr>
</thead>
<tbody>
<tr>
<td># trained officials deployed in transit centres at border</td>
<td>No documentation</td>
</tr>
<tr>
<td>Number of Government officials/agencies/NGO staff trained and using SOP for repatriation</td>
<td>Not clear from reports</td>
</tr>
<tr>
<td># of victims properly referred to other organizations/communities for assistance</td>
<td>2014 - # of 104 victims to PoSVY - # of 17 victims to ngos - # of 291 victims to family 2015 # 121 of victims’ referral to PoSVY # 170 Of victims’ referral to family in community # 4 victim referral to ngos partner 2016 # of 161 victims refers to POSVY # of 7 victims refers to NGos. # of 130 victims refers to family.</td>
</tr>
<tr>
<td># of victims reported as reintegrated with sustainable livelihoods</td>
<td>2015- 792 2016-1,363</td>
</tr>
</tbody>
</table>

**Remaining Priorities and Challenges**

While significant efforts have been accomplished, much of the work happens in cooperation with NGOs. MOSAVY still lacks the staff capacity and resources to achieve the outcomes without support. Some activities that have not been addressed include:

- Conduct research on human trafficking for begging purposes in source and destination countries to develop coordination with government and NGOs in destination countries to prevent child begging.
- Monitor and evaluate the implementation of the Guidelines on Cooperation between the Government and CTIP Victim Support Agencies

Again, limited reporting is available that provides data on numbers indicators. Data lacking is as follows to clearly identify the indicators.
Overall, the NCCT has achieved significant level of accomplishments against its NPA. Legislation have been formulated and relevant structure have been in place and are functioning both at national and subnational levels. While no overall prevention plan is in place, significant training and awareness raising have occurred to vulnerable and at-risk groups in the community. NCCT is working closely with NGOs in the implementation of activities.

The outcomes that have not been carried out are important to continue.

Recommendations for Further Achievement the Implementation of the NPA

Continue to develop and improve implementation of national laws, policies, guidelines and plans

While significant action has occurred on development of multi-lateral, and bi-lateral agreements multiple agreements are in process and some are stalled

It is recommended to prioritize finalization of agreements with countries/regions with high migration, therefore risk for TIP.

Additionally, as stated in the NPA it is important to continue to review and finalize national policies and guidelines, and plans. While some of these tools have been developed are in progress, there is not currently comprehensive and adequate training for systematic use and monitoring of their implementation. Some plans are also not based on adequate evidence of effectiveness.

It is recommended to continue to improve international cooperation mechanisms to promote better communication and working relationships between countries.

It is recommended to provide training and implement systematic use of all national policies, guidelines and plans approved.

When appropriate it is important to ensure that the policies are based on evidence, international commitments and best practices.

Some plans of action or guidelines that should be completed include:

- Guidelines for the UIA should be developed and approved.
- Sub-Decree 183 has not been amended as planned in the NPA nor guidelines endorsed.
- Prevention Strategy should be completed to ensure key messages are consistent.

Continue to build understanding of the evolving situation of TIP in Cambodia and good practices in prevention and response.

Several pieces of research have been conducted that inform the NPA. This is important to continue to promote research so the NPA is informed by evidence.

It is recommended that research identified in the NPA be carried out including on:

- Understanding of different populations that are at risk for trafficking, such as minors, or laborers and new risk groups such as marriage to China, and or organ trafficking and best practices in man.
- Understanding the challenges in enforcement in different situations.
- Best practices in prevention to inform the prevention strategy.
- Best practices in laws and policies to inform any new law or policy development.
- Evaluation of vocational training programs that been successful
- Informal money lending and its impact on vulnerability to TIP
- Impact of remittances, understanding of processes of remittances
- Impact of Health Equity Funds
- Conduct research on human trafficking for begging purposes in source and destination countries to develop coordination with government and NGOs in destination countries to prevent child begging.
- Monitor and evaluate the implementation of the Guidelines on Cooperation between the Government and CTIP Victim Support Agencies

**Continue to improve the legal response to TIP by improving enforcement and court processes**

Significant training has occurred improving the responses of police, and the court system. However, there are still gaps.

*It is recommended that*

*Document and analysis of cases of human trafficking taken by municipal and provincial courts occurs as planned*

**Conclusions and Evaluation of Progress**

Significant progress has been made toward completion of the priorities of the NPA. This is detailed above in the sections related to each strategy. It is difficult to estimate the level of progress toward each indicator because of the lack of adequate data for some indicators.

However, when examining the outputs, it is clear that all strategies have significant progress in most outcomes. The outcome with that requires the most attention is further development of a monitoring system.

A challenge identified earlier, is that the progress is not always systematic and links between strategies are not always direct and clear.

Additionally, while the NCCT, TWGs and NGOs are working together, this is not always strategic and reported effectively as well. For the 5 strategies, only an estimation can be made on the percentage of progress. As a result, the reviewers have selected not to make a concrete statement on exact level of progress, but to generally state overall progress as stated below.

<table>
<thead>
<tr>
<th>Limited Progress</th>
<th>Significant Progress</th>
<th>Progress on track</th>
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</thead>
<tbody>
<tr>
<td>![Red Circle]</td>
<td>![Yellow Circle]</td>
<td>![Green Circle]</td>
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**Limited Progress**

**Significant Progress**

**Progress on track**
<table>
<thead>
<tr>
<th>Strategy 1: Strengthening Law and Policy and Enhancing Cooperation</th>
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<tbody>
<tr>
<td>Outcome 1.1 National Mechanism for countertrafficking in persons improved and strengthened with broad participation and adequate resources for better law and policy enforcement, and enhancement of national and international cooperation</td>
</tr>
<tr>
<td>Outcome 1.2 MoUs, bilateral and multi-lateral agreements and other legal instruments related to human trafficking, labour and sexual exploitation enforced by stakeholders with clear responsibilities and measurable results</td>
</tr>
<tr>
<td>Outcome 1.3 New necessary laws, policies, national and international plan of actions for countering all forms of TIP and sexual and labour exploitation are jointly implemented, monitored and evaluated, and made more effected by identifying and addressing gaps</td>
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<table>
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<tr>
<th>Strategy 2: Enhancing Prevention</th>
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<tbody>
<tr>
<td>Outcome 2.1 Prevention strategy is developed and implemented to address also the demand side of trafficking by focusing on behavior changes in individuals and communities</td>
</tr>
<tr>
<td>Outcome 2.2 Trends, impacts, and management of migration workers are monitored to enhance safe migration and protect workers’ rights and benefits at all stages of migration</td>
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<tr>
<th>Strategy 3: Enhancing Criminal Justice Response to Human Trafficking</th>
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<tbody>
<tr>
<td>Outcome 3.1 Knowledge of and capacity to use legal instruments among the judiciary in the prosecution of TIP cases strengthened</td>
</tr>
<tr>
<td>Outcome 3.2 Coordination among the law enforcement, judiciary, and social service sectors for investigation and prosecution of STSLS cases enhanced</td>
</tr>
<tr>
<td>Outcome 3.3 Responsive measures, case management, and reporting systems by specialized and non-specialized law enforcement officers are agreed as systematic use in combating TIP</td>
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<thead>
<tr>
<th>Strategy 4: Protecting Victims of Gender and Age Appropriate and Qualitative Support</th>
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<tbody>
<tr>
<td>Outcome 4.1 Victims of human trafficking, labour and sexual exploitation are rescued, repatriated, rehabilitated, reintegrated, and access full appropriate and qualitative services, tailored to their gender age and needs.</td>
</tr>
<tr>
<td>Outcome 4.2 Coordination and collaboration among government and non-government service providers in the effective, efficient and timely provision of victim support services strengthened</td>
</tr>
<tr>
<td>Strategy 5: Plan for Implementation, planning, coordination and monitoring and evaluation</td>
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<tr>
<td>------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td><strong>Outcome 5.1</strong> Mechanism for monitoring and evaluation of the implementation of NPA officially created with participation from stakeholders</td>
</tr>
<tr>
<td><strong>Outcome 5.2</strong> Capacity of all responsible staff at all level strengthened</td>
</tr>
<tr>
<td><strong>Outcome 5.3</strong> Tools for monitoring and evaluation developed and used</td>
</tr>
<tr>
<td><strong>Outcome 5.4</strong> Collected data evaluation and disseminated</td>
</tr>
<tr>
<td><strong>Outcome 5.5</strong> Achievement report of the implementation activities for counter trafficking issued monthly, quarterly annually by measuring achievements against set indicators</td>
</tr>
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## ANNEX A TWG RESPONSIBILITIES

<table>
<thead>
<tr>
<th>Working Group</th>
<th>Key Responsibilities</th>
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<tbody>
<tr>
<td><strong>Prevention WG</strong>&lt;br&gt;<em>Chaired by Ministry of Education, Youth and Sports (MoEYS)</em></td>
<td>Formulate/develop Policies, Strategies, Plan of Action and allocate budget&lt;br&gt; Create messages, educational documents and new methods for educating youths about making the right choice for their future.&lt;br&gt; Sensitize the laws and policies pertaining to human trafficking to all people&lt;br&gt; Develop educational materials for dissemination, organize all forms of campaigns in academic curriculum and community-based public forums; and through other mass media.&lt;br&gt; Raise awareness to teachers at academic establishments/institutes and at all levels of Teacher Training Schools to equip them with understanding and knowledge of trafficking in persons, effects, tricks used by traffickers, labor and sexual exploitation, links between migration and human trafficking to enable them to devolve this education to students and youths in communities.&lt;br&gt; Exchange ideas and experiences of orientated education of children and youths in schools and in communities with a view to increasing the level of receiving education, life and technical skills, broadening profession and occupation-oriented program to raise the livelihoods and reduce risky migration.&lt;br&gt; Collaborate with private sectors and recruitment agencies to pay attention to educational and/or cultural standards and to create favorable conditions for staff, factory and enterprise workers, and migrant workers to have the opportunity to develop their knowledge and skilled capacities.&lt;br&gt; Review and improve messages and other forms of public dissemination in order to achieve positive results that will be able to reduce and eradicate all forms of TIP offences.&lt;br&gt; Organize monthly meeting and other meetings, as required.&lt;br&gt; Draw up regular reports on the outcomes of the implementation of work activities to General Secretariat of the NCCT by the last day of each month, and quarterly, biannual and annual reports to sum up for the NCCT.&lt;br&gt; Hold regular monthly meetings of Working Group and other meetings as needed.&lt;br&gt; Engage in other activities entrusted by the NCCT.</td>
</tr>
<tr>
<td><strong>Victim Protection</strong>&lt;br&gt;<em>Chaired by the Ministry of Social Affairs Veterans and Youth Rehabilitation (MoSVY)</em></td>
<td>Formulate/develop policies, strategies, plans of action and allocate budget for victim protection work, and then submit to the NCCT for review and comments and/or feedback.&lt;br&gt; Supply information, properly and timely identify and assist victims.&lt;br&gt; Assist victims, whose rights entitled to receive appropriate and effective services that meet the needs of their victimization such as care service, legal protection, counseling, health service, social service, rehabilitation, reintegration into family or society.&lt;br&gt; Promote the victims’ rights in the non-discriminatory participation in various activities.&lt;br&gt; Raise the livelihoods of victims through the provision of vocational training of skills, techniques in devising occupation, credit, moral education and life skills etc.&lt;br&gt; Provide legal protection by seeking and/or providing legal service to victims to meet the conditions and the extent of their victimization or target groups’.</td>
</tr>
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</table>
| Law Enforcement | Monitor and appraise the situation, changing evolution of crimes, tricks used by offenders, the tendencies and social problems constitute pull and push factors that lead people to victimization of TIP, abuses and all forms of exploitation.  
Formulate/develop policies, strategies, measures, plans and allocate budget for the work of suppression of human trafficking offenses and victim rescue to submit to the NCCT.  
Collaborate with relevant ministries/institutions, private sectors, partner organizations, foreign Embassies, and competent authorities of countries concerned at regional and international levels to gather intelligence/information that ensures the measures to timely suppress offences, arrest perpetrators and assist victims of cross-border TIP cases.  
Enhance the implementation of International conventions, treaties and covenants, national laws and policies, guidelines, bilateral-multilateral agreements, MOUs, plans and norm/standards relevant to TIP with domestic, foreign, regional and international stakeholders to attain high effectiveness and efficiency.  
Engage in monitoring skilled work of law enforcement officials at sub-national level, locations where the competent forces of the border provinces stationed and take stricter steps to raise the quality and effectiveness of law enforcement.  
Promote the activities of law enforcement officials at sub-national level.  
Heighten the use of Hotlines and take actions timely and accordingly.  
Draw up regular monthly reports on the outcomes of the implementation of work activities to submit to the NCCT not later than the last day of each month, and quarterly, biannual and annual reports in order to sum up for the NCCT.  
Hold regular monthly meeting of Working Group and other meetings, as required.  
Engage in other activities as entrusted by the NCCT. |
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<tbody>
<tr>
<td>Justice Affairs</td>
<td>Formulate/develop procedures and plans for constantly collecting prosecution data on TIP cases.</td>
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</table>

Receive the repatriated victims of trafficking or sexual exploitation and to provide them with rehabilitation and other services, and reintegration as well.  
Follow up and manage cases in systematic way, including compiling data system.  
Engage in monitoring the implementation of activities by relevant institutions, documentation of lessons learned, case study in order to enhance the implementation of victim protection activities.  
Raise the quality of victim aftercare services in shelters to be adaptable to Minimum Standards of Alternate Care.  
Collaborate with the Ministry of Justice to study the procedures of granting accreditation to victim care shelters and the creation of model shelter with favorable conditions and provision of packaged services.  
Draw up regular monthly report on the outcomes of the implementation of work activities to submit to the NCCT not later than the last day of each month, and quarterly, biannual and annual reports in order to sum up for the NCCT.  
Hold regular monthly meeting of Working Group and other meetings, as required.  
Engage in other activities as entrusted by the NCCT.  

Chaired by the General Commissariat of National Police
| **Chair by the Ministry of Justice (MoJ)** | Collect data regarding prosecution process of TIP cases from the prosecution offices and the Municipal-Provincial Courts of First Instance in a timely and regular manner.  
Strengthen collaboration between prosecution offices and Judicial Police Officers to sufficiently gather intelligence/information and evidence to serve the prosecution purpose.  
Strengthen law enforcement, policies, guidelines, measures and plans relating to TIP to attain high effectiveness and efficiency.  
Conduct dissemination and education for law enforcement officials, foster international cooperation in the law enforcement to suppress TIP, i.e. the implementation of Treaties on Mutual Legal Assistance in Criminal Matters and Extradition in the Criminal Justice System.  
Monitor the application of procedures pertaining to prosecution and mutual exchange of practical experiences to upgrade the quality of justice system.  
Develop plan of action and devise strategies in response to immediate work activities.  
Draw up regular monthly reports on the outcomes of the implementation of work activities to submit to the NCCT not later than the last day of each month, and quarterly, biannual and annual reports in order to sum up for the NCCT.  
Hold regular monthly meeting of Working Group and other meetings, as required.  
Engage in other activities as entrusted by the NCCT. |
| **Migration Affairs** | Formulate strategies, plans involving international cooperation to respond to and to combat TIP.  
Disseminate the outcomes of collaboration, as well as the situation and the changing evolution of TIP, abuses and the exploitation in the Greater Mekong Sub-Region, in the member countries of the Association of South-East Asian Nations, countries outside the region and the international community in order to seek out measures to maximize or eliminate cross-border TIP crime.  
Coordinate with the NCCT and Inter-Ministerial Working Groups to monitor, appraise and to foster the implementation of bilateral-multilateral cooperation work-plans with countries involved.  
Collaborate with relevant Working Groups to heighten the implementation of Conventions, Treaties, and Covenants, Bilateral-Multilateral Agreements, MOUs, work-plans and Norms Standards in relation to cooperation between and with domestic, foreign, regional and international stakeholders involved in combating TIP to attain high effectiveness and efficiency.  
Engage in and monitor the implementation of activities by relevant institutions in accordance with approved plans and strategies.  
Organize and facilitate the participation in relevant national and international meetings, workshops/seminars and conferences in regard to TIP.  
Draw up regular monthly reports on the outcomes of cooperation activities and objectives forward  
To submit to the NCCT, not later than the last day of each month, and quarterly, biannual and annual reports in order to sum up for the NCCT.  
Hold regular monthly meeting of Working Group and other meetings, as required.  
Engage in other activities as entrusted by the NCCT. |
| **International Cooperation** | Formulate strategies, plans involving international cooperation to respond to and to combat TIP. |
Disseminate the outcomes of collaboration, as well as the situation and the changing evolution of TIP, abuses and the exploitation in the Greater Mekong Sub-Region, in the member countries of the Association of South-East Asian Nations, countries outside the region and the international community in order to seek out measures to maximize or eliminate cross-border TIP crime.

Coordinate with the NCCT and Inter-Ministerial Working Groups to monitor, appraise and to foster the implementation of bilateral-multilateral cooperation work-plans with countries involved.

Collaborate with relevant Working Groups to heighten the implementation of Conventions, Treaties, and Covenants, Bilateral-Multilateral Agreements, MOUs, work-plans and Norms/Standards in relation to cooperation between and with domestic, foreign, regional and international stakeholders involved in combating TIP to attain high effectiveness and efficiency.

Engage in and monitor the implementation of activities by relevant institutions in accordance with approved plans and strategies.

Organize and facilitate the participation in relevant national and international meetings, workshops/seminars and conferences in regard to TIP.

Draw up regular monthly reports on the outcomes of cooperation activities and objectives forward.

To submit to the NCCT, not later than the last day of each month, and quarterly, biannual and annual reports in order to sum up for the NCCT.

Hold regular monthly meeting of Working Group and other meetings, as required.

Engage in other activities as entrusted by the NCCT.
ANNEX B DATA COLLECTION TOOLKIT

Mid-Term Review, NPA of the Committee for Counter Trafficking

Interview Guide – NCCT

I. Introduction

• Explain the purpose of the Mid-Term Review to the person being interviewed and what will happen with the data
• Document who the person is that you are talking with.
  o What is your role and responsibility related to NCCT?

II. Discussion about the structure, functioning, coordination roles of NCCT

A. Secretariat:

• How does the NCCT structure help to meet its mandate? What are its biggest strengths?
• What are the major successes and challenges of NCCT in its structure, functioning and coordination roles?
• How does NCCT coordinate with the Working Groups? PCCTs? Other line ministries? International Community? Others?
• What are the barriers to making NCCT work more effectively?
  1. Financial resources? (budget)
  2. Human resources? Is NCCT adequately staffed (capacity, right skills, numbers of staff)
  3. Inter-governmental cooperation?
  4. Technology?
  5. Political?
  6. Other barriers?
• Is the NCCT sustainable in its current structure? Why or why not?
• What are recommendations for improving NCCT’s functioning?

B. Working Groups:

1. Prevention – MoWA
2. Protection, Recovery, Reintegration and Repatriation – MoSVY
3. Law Enforcement – MoI/CNP
4. Justice – MoJ
5. International Cooperation – MoWA
6. Children’s Affairs – CNCC?
7. Migration – Chaired by NCCT Secretariat

For each working group discuss the following

- What is the mandate of xx Working Group?
- Is the leadership of the group effective (describe why or why not)?
- Does the group have the right members? Do the group members have the right skills – to meet the mandate?
- What are the major successes and challenges for X committee?
- What are the monitoring systems in place for monitoring and reporting on successes and challenges?
- How does the XX Working Group work with NCCT? Relate to other committees? With PCCT?
- What are the barriers to making the XX Working Group work more effectively?
  - Financial resources? (budget)
  - Human resources? Is NCCT adequately staffed (capacity, right skills, numbers of staff)
  - Inter-governmental cooperation?
  - Technology?
  - Political?
  - Other barriers?
- What are recommendations for improving XX Working Groups functioning? Is the working group system sustainable? Why or why not?

C. PCCTs:

- What is the mandate of the PCCT?
- How does PCCT relate to NCCT? To other structures in the government at the national or subnational level?
- How are the PCCT’s functioning in each province? Where is the PCCT working well, and where is it not?
- What makes a PCCT effective?
- What are the biggest successes with PCCTs?
- What are the barriers to effective PCCTs
  - Financial resources? (budget)
  - Human resources? Is NCCT adequately staffed (capacity, right skills, numbers of staff)
  - Inter-governmental cooperation?
  - Technology?
  - Political?
  - Other barriers?
- What has been the impact of the NPA/NCCT/PCCT to date on TIP prevention and response?
• Is the NCCT sustainable in its current structure? Why or why not?
• What are the monitoring systems in place for monitoring and reporting on successes and challenges?
• Does PCCT respond effectively to the situation of trafficking in Cambodia? How so or if not why not?

IV. What are the achievements of the NPA4 so far

Strategy 1: Strengthening Laws and Policy and Enhancing Cooperation
Strategy 2: Enhancing Prevention
Strategy 3: Enhancing the Criminal Justice Response to Human Trafficking
Strategy 4: Protecting Victims with Gender and Age Appropriate and Qualitative Support

For each strategy discuss the following:

• What are the accomplishments in X strategy to date?
• What are the challenges in achieving results in X strategy?
• What is being done to address the challenges?
• Is the indicator in X strategy relevant to the current situation? What needs to change?
• Does the structure and functioning of NCCT impact the success of the indicator?
• What are the monitoring systems in place for monitoring and reporting on successes and challenges?
• What are the recommendations for improvement?
• Is the X committee sustainable? Why or why not?
• What has been the impact of the NPA/NCCT to date on TIP prevention and response?
• Does NCCT meet the needs of TIP survivors in Cambodia? Why or why not?
• What are your recommendations for improving?
• Anything else you think it is important to know?

4 The detailed achievements will be reviewed from the report, through interviews and NGOs. A follow-up interview will likely be required to ensure progress toward indicators is collected.
I. Introduction

- Explain the purpose of the Mid-Term Review to the person being interviewed and what will happen with the data
- Document who the person is that you are talking with.
  - What is your role and responsibility related to the PCCT?

II. Discussion about the structure, functioning, coordination roles of PCCT

A. PCCT

- How is the mandate of the PCCT? How is it structured?
- What are the major successes and challenges of PCCT?
- How does PCCT coordinate with the NCCT? Other line ministries? International Community? Others?
- Does PCCT work with the Working Groups of NCCT? How?
- What are the barriers to making PCCT work more effectively?
  1. Financial resources? (budget)
  2. Human resources? Is NCCT adequately staffed (capacity, right skills, numbers of staff)
  3. Inter-governmental cooperation?
  4. Other barriers?
- Does PCCT respond effectively to the situation of trafficking in Cambodia? How so or if not why not?
- What are recommendations for improving PCCT’s functioning?
- Anything else you think it is important to know?
Mid-Term Review, NPA of the Committee for Counter Trafficking

Interview Guide – NGOs

I. Introduction

• Explain the purpose of the Mid-Term Review to the person being interviewed and what will happen with the data
• Document who the person is that you are talking with.
  o What is your role and responsibility related to NCCT?

II. Discussion about the structure, functioning, coordination roles of NCCT

A. Secretariat:

• What is the mandate of the NCCT Secretariat?
• What are the major successes and challenges of NCCT in meeting its mandate?
• How effectively does NCCT coordinate with the Working Groups? PCCTs? Other line ministries? International Community? Others?
• What are the barriers to making NCCT work more effectively?
  1. Financial resources? (budget)
  2. Human resources? Is NCCT adequately staffed (capacity, right skills, numbers of staff)
  3. Inter-governmental cooperation?
  4. Other barriers?
• What are recommendations for improving NCCT’s functioning?

B. Working Groups:

1. Prevention – MoWA
2. Protection, Recovery, Reintegration and Repatriation – MoSVY
3. Law Enforcement – MoI/CNP
4. Justice – MoJ
5. International Cooperation – MoWA
6. Children’s Affairs – CNCC??
7. Migration – Chaired by NCCT Secretariat

For each working group discuss the following

• What is the mandate of xx Working Group?
• Is the leadership of the group effective (describe why or why not)?
• Does the group have the right members? Do the group members have the right skills – to meet the mandate?
• What are the major successes and challenges for X committee?
• How does the XX Working Group work with NCCT? Relate to other committees? With PCCT?
• What are the barriers to making the XX Working Group work more effectively?
  o Financial resources? (budget)
  o Human resources? Is NCCT adequately staffed (capacity, right skills, numbers of staff)
  o Inter-governmental cooperation?
  o Other barriers?
• What are recommendations for improving XX Working Groups functioning?

C. PCCTs:
• What is the mandate of the PCCT?
• What are the biggest successes with PCCTs?
• What are the barriers to effective PCCTs
  o Financial resources? (budget)
  o Human resources? Is NCCT adequately staffed (capacity, right skills, numbers of staff)
  o Inter-governmental cooperation?
  o Other barriers?
• Does PCCT respond effectively to the situation of trafficking in Cambodia? How so or if not why not?

IV. What are the achievements of the NPA⁵ so far

Strategy 1: Strengthening Laws and Policy and Enhancing Cooperation
Strategy 2: Enhancing Prevention
Strategy 3: Enhancing the Criminal Justice Response to Human Trafficking
Strategy 4: Protecting Victims with Gender and Age Appropriate and Qualitative Support

For each strategy discuss the following:

• What are the accomplishments in X strategy to date?
• What are the challenges in achieving results in X strategy?
• What is being done to address the challenges?
• Is the indicator in X strategy relevant to the current situation? What needs to change?
• Does the structure and functioning of NCCT impact the success of the indicator?
• What are the recommendations for

Does NCCT meet the needs of TIP survivors in Cambodia? Why or why not?

What are your recommendations for improving?

Anything else you think it is important to know?

---

⁵ The detailed achievements will be reviewed from the report, through interviews and NGOs. A follow-up interview will likely be required to ensure progress toward indicators is collected.
Mid-Term Review, NPA of the Committee for Counter Trafficking
Interview Guide – Working Groups

Introduction

• Explain the purpose of the Mid-Term Review to the person being interviewed and what will happen with the data
• Document who the person is that you are talking with.
  o What is your role and responsibility related to NCCT?

II. Discussion about the structure, functioning, coordination roles of NCCT

A. Working Groups:

• What is the mandate of XX Working Group of NCCT?
• What are the major successes and challenges for X Working Group?
• How does the XX Working Group work with NCCT? Relate to other committees? With PCCT?
• What are the barriers to making the XX Working Group work more effectively?
  o Financial resources? (budget)
  o Human resources? Is NCCT adequately staffed (capacity, right skills, numbers of staff)
  o Inter-governmental cooperation?
  o Other barriers?
• What are recommendations for improving XX Working Groups functioning?

B. Secretariat:

• What is the mandate of the NCCT Secretariat?
• What are the major successes and challenges of NCCT in meeting its mandate?
• How effectively does NCCT coordinate with the Working Groups? PCCTs? Other line ministries? International Community? Others?
• What are the barriers to making NCCT work more effectively?
  1. Financial resources? (budget)
  2. Human resources? Is NCCT adequately staffed (capacity, right skills, numbers of staff)
  3. Inter-governmental cooperation?
  4. Other barriers?
• What are recommendations for improving NCCT’s functioning?

C. PCCTs:

• What is the mandate of the PCCT?
• What are the biggest successes with PCCTs?
• What are the barriers to effective PCCTs?
  o Financial resources? (budget)
Human resources? Is NCCT adequately staffed (capacity, right skills, numbers of staff)
Inter-governmental cooperation?
Other barriers?

Does PCCT respond effectively to the situation of trafficking in Cambodia? How so or if not why not?

IV. What are the achievements of the NPA\(^6\) so far

Strategy 1: Strengthening Laws and Policy and Enhancing Cooperation
Strategy 2: Enhancing Prevention
Strategy 3: Enhancing the Criminal Justice Response to Human Trafficking
Strategy 4: Protecting Victims with Gender and Age Appropriate and Qualitative Support

For the strategy relevant to the Working Group:

- What are the accomplishments in X strategy to date?
- What are the challenges in achieving results in X strategy?
- What is being done to address the challenges?
- Is the indicator in X strategy relevant to the current situation? What needs to change?
- Does the structure and functioning of NCCT impact the success of the indicator?
- What are the recommendations for

Does NCCT Working Groups meet the needs of TIP survivors in Cambodia? Why or why not?

What are your recommendations for improving?

Anything else you think it is important to know?

\(^6\) The detailed achievements will be reviewed from the report, through interviews and NGOs. A follow-up interview will likely be required to ensure progress toward indicators is collected.
## ANNEX C KEY INFORMANTS

<table>
<thead>
<tr>
<th>National Level</th>
<th>Type of Interview</th>
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<tbody>
<tr>
<td>NCCT Secretariat</td>
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<td>MoSAVY</td>
<td>KII</td>
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<td>Anti-Trafficking Police</td>
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<td>Cambodia ACT</td>
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<td>Aple</td>
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<td>Terres des Homes</td>
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